

Board of directors

Our board members

At the date of this report, the Board was comprised of three executive directors: Randeesh Sandhu, Rabinder Takhar and Trevor DaCosta; and three non-executive Directors: William McKee as non-executive Chairman, Andrew Baddeley as Chairman of the Audit Committee, and Nigel Greenaway as Chairman of the Remuneration Committee.

Both Andrew Baddeley and Nigel Greenaway are deemed to be independent of the Group, with the exception of the fees that they receive as Directors and the Ordinary Shares they hold as disclosed on page 45. The Directors who served during the period from Admission to 31 December 2018 are shown here.



Randeesh Sandhu
Chief Executive Officer

Randeesh co-founded the Urban Exposure business in 2002 when it was originally a property development company and has overseen its evolution into today's development financing and asset management business. He is experienced in the origination, evaluation and structuring of real estate investments in senior and stretched senior whole loans, mezzanine debt and equity joint ventures. Prior to founding Urban Exposure, Randeesh was a credit risk analyst at Deutsche Bank and a market risk analyst at Royal & Sun Alliance Investments. He is a qualified actuary, a published author and a regular speaker/panellist at specialist industry conferences. Randeesh chairs the Executive Committee.



William McKee
Non-Executive Chairman

William McKee, CBE, has acted on the boards of numerous companies, government bodies and local authorities including as CEO of the British Property Federation, Chairman of Tilfen Land Limited, Chairman of Thurrock Thames Gateway Development Corporation, and Chair of the Mayor of London's Outer London Commission. He is a director of Newcourt Residential Limited and a board member of the Mayor of London's Old Oak & Park Royal Development Corporation. William also acts as a member of a number of advisory committees including BPF Planning Committee, London First Retail Group and is Chair of the Mayor of London/London First Industry & Logistics Sounding Board. William was previously involved with the Urban Exposure business when it was a property development company. William was awarded a CBE in 2002 for services to the property industry and is an Honorary Member of the British Property Federation.



Rabinder Takhar Chief Risk Officer

Ravi joined the Urban Exposure business in 2005 and previously served as Chairman to the business. He has over 25 years' experience in the acquisition, financing and growth of financial businesses and, since 2002, has been the CEO of AIM-quoted Orchard Funding Group Plc, which specialises in insurance premium finance and the professional fee funding market. Ravi is also an independent non-executive director of Honeycomb Investment Trust Plc, which specialises in the acquisition of loans made to consumers and small businesses as well as other counterparties and is listed on the Specialist Fund Segment of the Main Market of the London Stock Exchange. He has previously held senior positions in several mortgage companies and, as an investment banker, was a founding member of Nikko Principal Finance and Head of Mortgage Principal Finance at Investec Bank Plc. Ravi qualified as a lawyer at Clifford Chance and, specialising in property finance, helped to secure the first mortgage-backed securitisations in the UK. He has an MA from the University of Oxford.



Trevor DaCosta Finance Director

Trevor is responsible for the day to day management of the finance function, with specific responsibility for reporting performance to the shareholders, financial planning and analysis, and statutory and management reporting. He has over 17 years' experience in the property sector. Prior to joining Urban Exposure in 2017, Trevor was senior director, Head of FP&A (Europe) for Tishman Speyer Properties Limited, a privately owned global property investment and development business. He was previously Finance Manager at Telereal Trillium (commercial property management and investment) and Financial Controller at BT Group PLC's property division. Trevor is a Fellow of the Chartered Institute of Management Accountants (FCMA).



Andrew Baddeley Non-Executive Director

Andrew currently serves as Chief Financial Officer at wealth manager Tilney Group. He was previously Group Chief Financial Officer for TP ICAP Plc where he drove the completion of the ICAP acquisition as Tullett Prebon's Group Chief Financial Officer and led the planning and the initial implementation of the integration project. This followed 18 years in the insurance industry where Andrew was latterly Group Chief Financial Officer of Brit Limited through the IPO process and into the FTSE 250 with a £1 billion market capitalisation. Andrew qualified as a chartered accountant in 1987 and spent over 10 years with PwC and Ernst & Young. Andrew is currently a director of Hillcrest Residents Association Limited, a governor of Walthamstow Hall School and serves on the Audit & Risk Committee of the Young Enterprise Trust.



Nigel Greenaway Non-Executive Director

Nigel has 40 years' experience in the house building industry, with the final 30 as part of Persimmon Plc. Nigel served on the Persimmon board from 2013 until he retired in 2016 from his role as South Division Chief Executive, a role which he held from 2007. Nigel was one of the senior Persimmon team meeting with the Home Builders Federation and with the Government. Following his retirement from Persimmon, Nigel has maintained a number of private business interests in the property and construction industry.