

Job Title: Chief Executive
Business: Arbuthnot Latham & Co., Limited (AL)
Grade Level: Board Level
Reporting to: President and Director
SMR Function: Arbuthnot Latham (AL): SMF 1 Chief Executive, SMF 3 Executive Director
Renaissance Asset Finance Limited (RAF), subsidiary of AL: Notified Non-Executive Director
Non-SMR Function: Chair, Arbuthnot Commercial Asset Based Lending Limited, subsidiary of AL
 Board Member, Arbuthnot Specialist Finance Limited, subsidiary of AL
 Board Member, Asset Alliance Group Holdings Limited, subsidiary of AL

Job Description	<p><u>Job Purpose</u></p> <ul style="list-style-type: none"> Effectively plan, direct, control and manage the AL Group (being AL and its subsidiaries)'s businesses to meet profit, cash flow and growth objectives. To lead the AL Group as Chief Executive and the head of Executive Management, to deliver long-term value enhancement to shareholders of ABG within suitable risk parameters and a positive cultural environment. <p><u>Regulatory status</u></p> <ul style="list-style-type: none"> SMF1 Chief Executive (AL) SMF3 Executive Director (AL) Notified NED (RAF) <p><u>Key Responsibilities</u></p> <p>All of the below are within the context of the plans and strategy for the AL Group, as applicable:</p> <ul style="list-style-type: none"> To lead AL's executive management team in driving shareholder value and returns, while ensuring adherence to legal and regulatory obligations as well as the Arbuthnot Principles, Values and ESG Pillars. To place the interests of customers at the centre of all activities, act in a way that is consistent with achieving good outcomes for consumers and to comply with the FCA and PRA's Conduct Rules. To develop and implement a strategy which will continue to improve business diversity and performance. To plan, direct, control and manage the AL Group's business in accordance with approved strategy to meet profit, revenue, cash flow and growth objectives. Identification, evaluation and negotiation of acquisitions including legal contracts and due diligence. To ensure the compliance of AL with regulatory requirements. Monitor progress and performance against agreed business plans, to ensure that the AL Group attains its objectives as cost-effectively and efficiently as possible. Work collaboratively and manage relationships with appropriate regulatory bodies and key stakeholders. To lead AL's executive management. To direct and control the work and resources of AL. To set appropriate remuneration structures for directors and employees. To set high standards of managerial and business performance. To chair Arbuthnot Commercial Asset Based Lending Limited, a subsidiary of AL. To be a Board member of Arbuthnot Specialist Finance Limited, a subsidiary of AL. To be a Board member of Asset Alliance Group Holdings Limited, a subsidiary of AL. To be a Board member of Renaissance Asset Finance Limited, a subsidiary of AL.
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	<p><u>SMF 1 Chief Executive Function, SMF 3 Executive Director</u></p> <ul style="list-style-type: none"> Comply with ‘Prescribed’ & ‘Overall’ responsibilities as detailed on the Statement of Responsibilities in the Management Responsibilities Map. <p>The Chief Executive may delegate the management of all or any responsibilities, while retaining appropriate oversight and responsibility.</p> <p><u>Key Interfaces¹</u></p> <ul style="list-style-type: none"> Arbuthnot Banking Group PLC Board. Arbuthnot Latham & Co., Limited Board. Arbuthnot Latham & Co., Limited Assets & Liabilities Committee. Arbuthnot Latham & Co., Limited Audit Committee. Arbuthnot Latham & Co., Limited Credit Committee. Arbuthnot Latham & Co., Limited Policy Committee. Arbuthnot Latham & Co., Limited Risk Committee. Arbuthnot Commercial Asset Based Lending Limited Board. Arbuthnot Specialist Finance Limited Board. Asset Alliance Group Holdings Limited Board. Renaissance Asset Finance Limited Board. AL Group Leadership Team.
<p>Person Specification</p>	<p><u>Knowledge/Experience</u></p> <ul style="list-style-type: none"> Track record of delivering sustainable and stable long-term growth. High level of understanding of and experience of operating as a chief executive or deputy chief executive in a regulated banking and financial services environment. Board level experience in a multifaceted and developing banking and financial services organisation, preferably a complex group. High-level organisational and governance skills including strategic planning, financial management, risk management, organisational performance management, service delivery and development. Ability to understand and previous experience of analysing and resolving complex strategic issues. Understanding of the legal duties, liabilities and responsibilities of directors. Understanding of the regulatory responsibilities of a director in the banking and financial services sectors. Strong knowledge of governance and its implementation. <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Relevant professional or business qualifications. <p><u>Competencies</u></p> <ul style="list-style-type: none"> Leadership including an ability to drive and incentivise people. Long-term vision. Delivery of strategic and financial goals. Ability to evaluate information enabling reasoned and sound decision-making. Strong communication skills, and the ability to influence others. Respect for others and willingness to accept advice. Business and commercial acumen. Expert private and commercial banking knowledge and experience. Expert asset finance knowledge and experience.
<p>Reviewed July 2023</p>	<p><i>Date for review: January 2024</i></p>

¹ References to Boards and Committees includes all members of any such Boards or Committees.