



Job Title: Chair
Business: Arbuthnot Latham & Co., Limited (AL)
Grade Level: Board Level
SMR Functions: SMF9 Chairman, SMF12 Chair of Remuneration Committee and SMF13 Chair of Nomination Committee

Job Description

Job Purpose

- To lead and manage the Board.
- To monitor and provide insight and oversight in relation to Executive Management’s achievement of the AL Group (being AL and its subsidiaries)’s businesses objectives within defined risk parameters and a positive cultural environment.
- To act as Chair of Nomination Committee.
- To act as Chair of Remuneration Committee.

Regulatory Status

- SMF9 Chair, SMF12 Chair of Remuneration Committee and SMF13 Chair of Nomination Committee.

Key Responsibilities

- To lead the Board in setting the strategic financial and other objectives of AL incorporating the AL Group.
- 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 monitor, oversee and provide constructive challenge in relation to the achievement of strategic, financial and other objectives of AL, within requisite legal and regulatory standards and with appropriate shareholder and wider stakeholder focus.
- To set the values and standards of good governance and culture expected from the Board.
- To encourage a dynamic, strong and independent Board environment, allowing for all directors to bring to bear the benefit of their individual knowledge, experience and expertise enabling the maximisation of the collective decision-making capabilities of the Board.
- As Chair, and as Chair of the Nomination Committee to oversee the development and implementation of policies and practices in line with the Arbuthnot Principles, Values and ESG Pillars and in accordance with applicable legal and regulatory requirements to achieve a diverse and inclusive culture and succession plan.
- As Chair of the Remuneration Committee, to ensure that executive director remuneration policy and practices align with regulatory requirements and good corporate governance.

SMF9 Chair Function

- Comply with ‘Prescribed’ responsibilities as detailed on the Statement of Responsibilities in the Management Responsibilities Map.

The Chair may delegate the management of all or any responsibilities, while retaining appropriate oversight and responsibility.

	<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 Nomination Committee. • Arbuthnot Latham & Co., Limited Remuneration Committee. • Arbuthnot Latham & Co., Limited Risk Committee. • Company Secretary.
<p>Person Specification</p>	<p><u>Knowledge/Experience</u></p> <ul style="list-style-type: none"> • Detailed understanding of the banking and financial services sectors and their short and long-term external influencers. • Long-term board experience in and knowledge of the banking and financial services sectors. • Experience in relation to the legal and regulatory duties, liabilities and responsibilities of a person carrying out a non-executive Chair, Chair of Nomination Committee and Chair of Remuneration Committee roles and knowledge of the relevant requirements for carrying out these roles within the Senior Managers' Regime. <p><u>Qualifications</u></p> <ul style="list-style-type: none"> • Appropriate professional or business qualification. <p><u>Competencies</u></p> <ul style="list-style-type: none"> • Gravitas. • Leadership including an ability to drive and incentivise people. • Long-term vision. • Delivery of strategic goals. • Evaluation of information enabling reasoned and sound decision-making. • Strong communication skills and the ability to influence others. • Respect for others and a 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.