

Arbuthnot Banking Group PLC

Chairman and CEO, ABG

Chairman, AL



ARBUTHNOT BANKING GROUP PLC

Job Title: Chairman and CEO
Business: Arbuthnot Banking Group PLC (ABG)
Grade Level: Board Level
SMR Functions: Arbuthnot Latham & Co., Limited (AL)
SMF 7 Group Entity Senior Manager

Job Description

Job Purpose

- To lead and manage the Board.
- To lead the ABG Group as Chief Executive and the Head of Executive Management to manage the delivery of long-term value enhancement to shareholders of ABG within suitable risk parameters and a positive cultural environment.

Key Responsibilities

- To perpetuate a dynamic, strong and independent board environment, with both broad and specific collective and individual ability, insight and knowledge.
- To lead ABG'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 develop and implement a strategy which will continue to improve business diversity and performance.
- To set an appropriate culture, with strong values and standards of good governance.
- Act as Group Senior Entity Manager, AL in accordance with the specific AL Group Senior Entity Job Description.

Key Interfaces¹

- Arbuthnot Banking Group PLC Board.
- Arbuthnot Banking Group PLC Audit Committee.
- Arbuthnot Banking Group PLC Nomination Committee.
- Arbuthnot Banking Group PLC Remuneration Committee.
- Arbuthnot Latham & Co., Limited Board.
- Company Secretary.

Person Specification

Knowledge/Experience

- Understanding of the Banking Sector and its short and long-term external influencers.
- Long-term Board experience in the Banking sector.
- Experience in relation to the legal and regulatory duties, liabilities and responsibilities of a person carrying out an executive director role (Chief Executive Officer) in the Banking Sector.
- Expertise, knowledge and experience, in relation to legal and regulatory requirements within the Banking Sector, including strategic planning, governance, financial and risk management, accounts and audit.
- Act as President and Director of Arbuthnot Latham & Co., Limited in accordance with the Arbuthnot Latham & Co., Limited Group Senior Entity Manager's Job Description.

Qualification

- Relevant business or professional qualifications.

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

	<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 and financial goals.• Ability to evaluate information enabling reasoned and sound decision-making.• Strong communication skills, and the ability to influence others.• Business and commercial acumen.• Expert private and commercial banking knowledge and experience.• Strong asset finance knowledge and experience.
<p>Reviewed January 2023</p>	<p><i>Date for review: January 2024</i></p>