



## Chair

**Job Title:** Chair  
**Business:** Arbuthnot Latham & Co., Limited (AL)  
**Reporting to:** Sir Henry Angest as a majority shareholder of ABG  
**Location:** London

**SMR Functions:**

- SMF9 Chairman
- SMF12 Chair of Remuneration Committee
- SMF13 Chair of Nomination Committee

<p><b>Job Description</b></p>	<p><b><u>Job Purpose</u></b></p> <ul style="list-style-type: none"> <li>• To lead and manage the Board.</li> <li>• To monitor and provide insight and oversight in relation to Executive Management’s achievement of the businesses’ objectives of the AL Group (being AL and its subsidiaries) within defined risk parameters and a positive cultural environment.</li> <li>• To act as Chair of Nomination Committee.</li> <li>• To act as Chair of Remuneration Committee.</li> </ul> <p><b><u>Key Responsibilities</u></b></p> <ul style="list-style-type: none"> <li>• To lead the Board in setting the strategic financial and other objectives of AL incorporating the AL Group.</li> <li>• 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 Conduct Rules of the FCA and PRA.</li> <li>• 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.</li> <li>• To set the values and standards of good governance and culture expected from the Board.</li> <li>• 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.</li> <li>• 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.</li> <li>• As Chair of the Remuneration Committee, to ensure that executive director remuneration policy and practices align with regulatory requirements and good corporate governance.</li> <li>• Comply with ‘Prescribed Responsibilities’ as detailed on the Statement of Responsibilities and in the Management Responsibilities Map.</li> </ul>
	<p><b><u>Key Interfaces:</u></b></p> <ul style="list-style-type: none"> <li>• President and Director</li> <li>• Non-Executive Directors</li> <li>• Executive Directors</li> <li>• Company Secretary</li> </ul>
<p><b>Person Specification</b></p>	<p><b><u>Knowledge/Experience/Skills:</u></b></p> <ul style="list-style-type: none"> <li>• Detailed understanding of the banking and financial services sectors and their short and long-term external influencers.</li> <li>• Long-term board experience in and knowledge of the banking and financial services sectors.</li> <li>• Experience in relation to the legal and regulatory duties, liabilities and responsibilities of a person carrying out non-executive Chair, Chair of Nomination Committee and Chair of Remuneration</li> </ul>

Committee roles and knowledge of the relevant requirements for carrying out these roles within the Senior Managers' Regime.

- Expert private and commercial banking knowledge and experience.
- Expert asset finance knowledge and experience.
- Business and commercial acumen.

**Qualifications:**

- Appropriate professional or business qualifications.

**Competencies:**

- Team Working
- Leading Others
- Working Proactively
- Business & Commercial Focus
- Problem Solving and Judgement
- Planning & Reviewing
- Communication & Confidence

***Reviewed: March 2024***

***Next scheduled review: March 2025***