



Chief Executive

Job Title: Chief Executive
Business: Arbuthnot Latham & Co., Limited (AL)
Reporting to: President and Director
Location: London

SMR Function:

- Arbuthnot Latham (AL): SMF 1 Chief Executive, SMF 3 Executive Director

Non-SMR Function:

- Chair, Arbuthnot Commercial Asset Based Lending Limited, subsidiary of AL
- Board Member, Renaissance Asset Finance Limited (RAF), subsidiary of AL
- Board Member, Asset Alliance Group Holdings Limited, subsidiary of AL
- Board Member, Arbuthnot Specialist Finance Limited, subsidiary of AL

Job Description

Job Purpose:

- To lead the AL Group (being AL and its subsidiaries) as Chief Executive and the head of Executive Management, to deliver long-term value enhancement to shareholders of the Arbuthnot Banking Group PLC (ABG) within suitable risk parameters and a positive cultural environment.
- Effectively plan, direct, control and manage the businesses of the AL Group, in accordance with the approved strategy, to meet profit, cash flow and growth objectives.

Key Responsibilities:

All of the responsibilities below are within the context of the plans and strategy for the AL Group, as applicable:

- 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 center 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.
- Develop and implement a strategy which will continue to improve business diversity and performance.
- Identification, evaluation and negotiation of acquisitions including legal contracts and due diligence.
- 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.
- Direct and control the work and resources of AL.
- Set appropriate remuneration structures for directors and employees.
- 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 Asset Alliance Group Holdings Limited, a subsidiary of AL.
- To be a Board member of Renaissance Asset Finance Limited, a subsidiary of AL.
- To be a Board member of Arbuthnot Specialist Finance Limited, a subsidiary of AL (which is closed to new business with its book gradually being wound down).
- To comply with all 'Prescribed & Overall Responsibilities' as detailed on the Statement of Responsibilities and in the Management Responsibilities Map.

	<p><u>Key Interfaces:</u></p> <ul style="list-style-type: none"> • Chair • President and Director • Non-Executive Directors • Executive Directors • Direct Reports • Other Key Stakeholders
<p>Person Specification</p>	<p><u>Knowledge/Experience/Skills:</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. • Expert private and commercial banking knowledge and experience. • Expert asset finance knowledge and experience. <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"> • Team Working • Leading Others • Working Proactively • Business & Commercial Focus • Problem Solving and Judgement • Planning & Reviewing • Communication & Confidence

Reviewed: December 2024
Date for review: December 2025