



Statement of Major Accountabilities

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Chief Executive

The Chief Executive (“CE”) is responsible for guiding and formulating strategies for the profitable growth of business in line with the Group broad objectives. The CE’s task is to execute the strategic goals and objectives of the business as approved by the Board, whilst ensuring that efficient reporting mechanisms are in place to carry along all stakeholders. The CE is also responsible for the overall performance of the business while leveraging on competencies inherent in the Banking group. The CE in addition is relied upon to provide leadership and direction in ensuring that the Group’s value and vision is imbibed

Head: Risk

Provide the leadership, vision, direction and implementation of risk management processes and systems as a key enabler to achieving business objectives of the organisation. The purpose is to be the trusted risk management business partner that equips business with the tools to mitigate financial, reputational and regulatory impact of material (operational and non-operational) risk incidents. This will require the anticipation of external drivers coupled with impacts of current and planned systems, processes, products and strategic changes on the risk profile of the business and to guide decision making on controls to manage and mitigate these risks

Chief Financial Officer

Accountable for the development, translation and implementation of the finance strategy for the Bank. Provide leadership, vision, direction to finance and business management teams. Ensure the effective implementation and continuity of full financial management services. Construct and drive the development and implementation of processes, systems and controls in the finance area through the finance team.

Head: Corporate & Investment Banking

Take overall accountability for building and maintaining a strong CIB brand and reputation at a country level as aligned to Standard Bank Group and CIB Brand. Act as in-country leader of the CIB employee base and drive “One CIB Culture”. Direct, develop and manage the CIB team in country, in partnership with the Sub-Regional Product Heads (where applicable). Ensure delivery of CIB revenues and net earnings through delivery of an appropriate range of banking products (Transactional Product and Services, Investment Banking and Global Markets Products) to the existing and targeted client base, working with and through the Client Coverage Teams.

Head: Corporate Banking/Transactional Products & Services

Driving and strategising client relationships and maximise cross-selling revenues and client profitability while providing effective client support and relationship development to Standard Bank’s wholesale client base. Responsible for driving the sales team who are required to sell the Bank’s total product and solutions offering which is in line with the strategic objectives of Mauritius, including transactional products (“TPS”), global markets (“GM”) and investment banking (“IB”).

Head: Global Markets

Promoting, managing and co-ordinating the Global Markets business and performing Treasury function in country in line with the CIB strategy in order to grow the franchise maximise profitability and improve/maintain the Bank’s profile as a proficient and compliant operator in the country market

Head: Investment Banking

Drive the daily operations of Investment Banking in Mauritius, contributing to the performance of the local operation and the franchise across Africa. Provide material support to driving necessary research, analyses, origination, execution and administration in Investment Banking.

Head: Wealth & Investment

Ensure the proper running of the Wealth and Investment business. Deliver a value adding sales, solutions and service platform for the Wealth and Investment segment that will grow and retain high-value business and development of products and processes linked to the core products of the bank. Leverage and optimise resources, business and operational risk, and market potential, to maximise business growth, retention and profitability targets for the High Net Worth Individuals (HNWI)

Head: Operations

Support the country in providing a consistently high quality financial services platform. Proactively identify and assess the risks faced by CIB Operations, Group Real Estate Services and Procurement. Manage risks and have an effective system of controls to reduce overall exposure and provide a secure appropriately staffed, cost effective service delivery infrastructure. Accountable for delivering, maintaining and monitoring appropriate infrastructure, equipment, staffing structures, procedures and controls that match the current and future strategic operational and financial needs of the business as well as compliance and regulatory requirements.

Head: Compliance

Provide input into the strategy and to assist in the strategic execution in the business compliance risk management function in order to discharge compliance risk management processes as required by relevant regulatory requirements, applicable codes of conduct and minimum standards, as well as business partnering initiatives across all operations.

Head: Credit

Manage the Country Credit Risk portfolio and profile within its risk appetite and acceptable Group parameters. Interact with other departments with regard to credit strategy and manage various credit related department staff.

Head: Legal & Company Secretary

Within the overall group legal strategy, drive the development of the key legal risk indicators for Legal Risk Management within the organisation including the definition of the legal framework, evaluating potential likelihood of legal risks and impact and determining the appropriate controls to be in place. Provide effective strategic support to senior business leadership by, amongst others, ensuring that business is conducted in accordance with applicable laws and regulations and ensuring that the group's legal standards and processes are adhered to whilst safeguarding the integrity and reputation of the organisation and the Standard Bank brand.

In the role of company secretary, provide professional advisory service to the Board of Directors and ensure that the Board fulfils its lawful obligations, statutory duties and performs its functions in accordance with law and the Bank's constitution. Responsible for the implementation of sound corporate governance principles within the organisation in line with international and local best practices.

Chief Information Officer

Provide strategic vision and operational IT leadership for the Information Technology department and be accountable for directing, planning, organising and controlling all IT functions. In addition, the role is responsible for the delivery of a broad range of IT services and sponsors process/system improvements aimed at the efficient and effective provision of IT services.

Head: Human Capital

Translate the group and business line's people strategies into tactical operational plans and incorporating it into the overarching country people plan for execution at country and business unit level. Ensure that staff costs are aligned to the overall strategy of the Bank. Provide a Human Capital business partnering function to senior management and executives of the business. Coordinate delivery of HC initiatives and services with other business partners and centres of excellence to ultimately ensure that the Bank is adequately and competently equipped in terms of capacity and capability at all times.

Head: Marketing & Communication

Direct and oversee marketing/communications/public relations strategies and tactical plans designed to capitalise on market opportunities and generate demand within the business area in support of business objectives. Lead a creative, integrated, multi-channel marketing team that builds brand awareness and reputation, provides a steady flow of demand through for example sales leads, and measures the return on marketing program investments.

Head: Internal Audit

Ensure that all risks inherent to the business unit are identified. Evaluate the identified controls and make recommendations as to adequacy and effectiveness. Undertake audit assignments within the various units of the Bank's operations to ensure adherence to policies, systems, guidelines and procedures that may be approved by the Bank and regulatory authorities and confirm these are working as intended.