



Position Statement for the Chief Executive

Standard Bank (Mauritius) Limited

POSITION STATEMENT FOR THE CHIEF EXECUTIVE

The role of the Chief Executive (CE) is to drive the Standard Bank franchise in Mauritius to achieve growth in line with the Standard Bank Group's objectives and initiatives. The CE is accountable to the Board of Directors locally, and also to the Standard Bank Group Executives with regard to the day to day running of Standard Bank (Mauritius) Limited (the "Bank"). The CE's role is to ensure that the Bank is not risking its repute or operations in its day to day running.

More detailed accountabilities of the Chief Executive can be further categorised as:

- Plan and develop strategy in line with the Bank's mission and objectives and oversee the implementation of plans
- Responsible for clear communication of Strategy
- Act as liaison between the Board and executive management
- Recommends yearly budget for Board approval and the prudent management of organisational resources for the achievement of set financial targets

Management of the Bank

- Oversee product structuring, marketing, operations and service delivery
- Overall responsibility for compliance with regulatory framework and Bank's policies
- Responsible for risk and financial management
- Work with product areas to improve profitability through improvement of margins and reduction of costs
- Look for opportunities to improve ROE and execute accordingly
- Responsible for effective human capital management
- Provide direction to the activities of sub groups/committees for decision making
- Responsible for public relations

Effective Leadership

- Stakeholder engagement across jurisdictions to ensure that the departmental functions are well understood and that there is clear visibility on progress against the strategy
- Engagement of staff across multiple jurisdictions to ensure that the appropriate structures, systems, processes, incentives are embedded in the culture of the business
- Establish standards of performance and performance management including performance improvement plans
- Evaluate the performance of executives