



POSITION STATEMENT OF THE CHIEF EXECUTIVE OFFICER

Annex 2

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Main purpose

The overall purpose of the role of Chief Executive Officer (CEO) is to lead the bank to deliver its stated commitments to its customers, shareholders and other stakeholders. The Chief Executive Officer is responsible to provide strategic direction for Board approval, drive organisational growth within prudent risk, liquidity and capital management, and ensure the overall success of the Bank by the promotion of a culture of discipline, excellence and ethical behaviours. Through effective leadership based on strong values, excellence and discipline the Chief Executive Officer will ensure that the strategy is delivered in a manner that brings cohesion, adds value and is sustainable.

The Chief Executive Officer must maintain a positive and ethical work climate conducive to attracting, retaining and motivating a diverse group of top-quality employees at all levels of the Company. The Chief Executive Officer must foster a corporate culture that promotes ethical practices, rejects corrupt practices, offers equal opportunities, encourages individual integrity, and meets social responsibility objectives and imperatives. He/she shall have, inter alia, the following responsibilities:

Strategic Leadership

The Chief Executive Officer shall develop and recommend to the Board for approval a long-term vision and strategy for the Bank that will generate satisfactory levels of shareholder value and positive, reciprocal relations with the relevant stakeholders.

Management of the Bank

The Chief Executive Officer shall directly be responsible for the day to day operations of the Bank and shall be conversant with the state of internal control, the prevailing legislation as well as current issues and policies affecting the financial sector.

The Chief Executive Officer should strive consistently to achieve the Bank's financial and operational goals and objects, and ensure the proper management and monitoring of the daily business of the Bank.

Human Resource and Organisational development

The Chief Executive Officer should recruit, develop and lead a high-performing executive team. The Chief Executive Officer should foster a positive and inclusive organisational culture that aligns with the Bank's values.

Compliance, Risk and Control

The Chief Executive Officer should ensure full compliance with all relevant banking laws and regulations; and the Chief Executive Officer should establish and maintain positive relationships with regulatory authorities.

The Chief Executive Officer must ensure that a proper management of risks, under a variety of possible or likely scenarios, is continuously undertaken and presented to the Board.

Innovation

The Chief Executive Officer should encourage innovation to enhance the Bank's product, services and operational efficiency. The Chief Executive Officer should stay informed of technological advancements in the banking industry and oversee the adoption of relevant technologies.

Communication

The Chief Executive Officer shall design and implement the necessary management information systems in order to facilitate efficient and effective communication within the Bank. The Chief Executive Officer has to ensure that appropriate management information systems and tools are in place for the purpose of reviewing and controlling the Bank's operations and to organise all data collected from every level of the Bank, summarise it, and present it in a way that facilitates and enhance the quality of the decisions being made to improve the Bank's profitability and productivity. The Chief Executive Officer shall communicate to Media and other instances and will remain guided by the communication policy of the Bank.

Reporting to Board

The Chief Executive Officer shall work closely with the Board and its Chairperson to develop, implement effective corporate governance practices

The Chief Executive Officer should provide regular updates and reports to the Board and its Chairperson on the Bank's performance and strategic initiatives.

The Chief Executive Officer must raise with the Board any matter of significance affecting the Bank which requires the Board's attention, including any matters which exceed the delegated authority of the executive management.