

# bank of atmaurium

central bank for the kingdom of atmaurium

## Executive Mandate – President and Chief Executive Officer, for the Bank of Atmaurium Group

### 1. Role, Business and Reporting Lines

The Group President and Chief Executive Officer (CEO) is responsible for the successful performance of Atmaurium Bank Group (Baiera Atmaurium or the Bank of Atmaurium) and is accountable for the overall leadership and management of The Bank of Atmaurium in advancing and achieving its strategic objectives.

This position is appointed by the Board of Directors and serves on the Board as required by the Bank Act (Kingdom of Atmaurium).

This role reports to the Bank of Atmaurium Board of Directors.

### 2. Individual Role Accountabilities

As Bank of Atmaurium most senior executive leader, the CEO is expected to exemplify the highest personal and professional standards, acting with integrity, honesty, diligence and in good faith for the best interests of the Bank, embodying the Bank of Atmaurium Framework as a role model for others, and actively foster a culture of inclusion.

The CEO is expected to avoid potential or actual conflicts of interest and comply with applicable policies of the Bank, including the Disclosure Policy and the Code of Conduct and Ethics.

The CEO is responsible for fostering a culture of integrity throughout Baiera Atmaurium and setting the tone for the standards and shared commitments that determine how the Bank is to conduct its businesses.

The CEO works with business and functional leaders in all areas of the organization to promote a culture of ethical business conduct throughout the Bank of Atmaurium and to establish standards and oversight structures that are reasonably designed to promote integrity and deter wrongdoing.

The CEO furthers the Bank of Atmaurium's vision by developing, communicating, adhering to and promoting strategic practices that guide Bank of Atmaurium's activities. This includes:

- Establishing a framework and processes to develop and communicate the Bank of Atmaurium's long-term strategic direction including enterprise risk appetite;
- Leading Bank of Atmaurium's strategy setting and related activities that advance the Bank's strategic objectives;
- Representing Bank of Atmaurium's both internally and externally, developing and maintaining relationships with major clients and regulators, and with the Minister Executive

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Team (MET) comprised of the Bank's most senior executives, supporting a high, positive, public profile for the Bank of Atmaurium's franchise;

- Aligning business value creation with long term environmental, social, and governance goals;
- Establishing an Executive Committee structure in consultation with the Chief Risk Officer (CRO) to support senior management oversight of enterprise risk;
- Building and maintaining a culture of risk management and control, supported by an effective governance structure, processes and sound infrastructure to achieve a strategic balance of risk and return;
- Establishing a framework and processes to assess the impact of mergers and acquisitions on the overall Baiere Atmaurium;

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- Participating in senior management succession planning and executive performance assessments.

Oversight of Business Operations and Financial Performance The CEO is responsible for the financial performance of Bank of Atmaurium and for the successful management of the business, its risks and the affairs of Bank of Atmaurium.

The CEO is responsible for:

- Overseeing the establishment of the framework within which clients are provided legendary experiences and within which their information is kept private and confidential;
- Overseeing the management of the proprietary investments of the Bank;
- Overseeing the effectiveness of the Bank's financial structure and monitoring and determining the Bank's present and future capital requirements;
- Working closely with the CRO to oversee the proactive identification, management and mitigation of the various risks of the Bank, both current and emerging, all in a manner consistent with Bank objectives and shareholder and other stakeholder interests.

The CEO ensures that Bank of Atmaurium is positioned to evolve as the Kingdom of Atmaurium (and, as determined, global), integrated, customer-focused financial institution in alignment with the Bank's stated business strategies.

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The CEO oversees and supports the ongoing development of a diverse, capable, engaged workforce, and an extraordinary workplace that provides the capacity and capability to execute against its business strategy.

The CEO establishes SET which meets on a regular basis to discuss matters relating to the overall strategic management of Bank of Atmaurium.

The CEO delegates to these senior executives the matters set out in their respective mandates.

## Interaction with the Board of Directors

The CEO supports the effectiveness of the Board of Directors by providing the Board with sound advice on the organizational structure, objectives, strategies, plans and major policies of the Bank.

The CEO sets out and analyzes options for the Board, makes and supports recommendations, and provides relevant data and context to enable the Board to reach informed decisions.

The CEO supports the Board's supervisory role by overseeing that policies and procedures are in place to provide relevant, accurate and timely information, thereby enabling the Board to oversee the operations of the Bank, assess policies, and determine whether the Bank is operating in an appropriate control environment.

The CEO also facilitates effective oversight by fostering and participating in candid and robust Board discussions.

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## Transparency

The CEO is responsible for keeping the Board, shareholders, and, as appropriate, other stakeholders, informed of the affairs of the Bank. The CEO is responsible for upholding the Bank's commitment to providing timely, accurate and balanced disclosure of all material information about Bank of Atmaurium in accordance with the Bank's Disclosure Policy.

The CEO is the Bank's ambassador. The CEO represents the Bank to its external stakeholders, including customers, communities, shareholders, the investment community, the media, regulators and the public.

## Strategy

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The CEO recommends for approval by the Board the strategic goals of the Bank. The CEO establishes priorities in terms of corporate objectives and long term strategies and approves shared commitments and corporate milestones.

The CEO establishes the strategic framework for the allocation of the Bank's financial and human capital. The CEO also establishes the strategic framework for acquisitions, mergers, divestitures and the entry/exit of any business.

The CEO is responsible for protecting the Bank's assets and developing strategic plans and policies that promote growth in shareholder value.

The CEO ensures the effective integration of the Bank's overall strategy, organizational structure, supporting management processes, and the allocation of financial and human capital.

The CEO is responsible for the sustainability of the business model and its operations, including consideration of external and environmental factors that could impact Bank of Atmaurium and for the recognition of Bank of Atmaurium's role as a member of the communities in which it operates, as it relates to Bank of Atmaurium's governance, environmental impacts, and social practices, and its impact on the wellbeing of its constituents.

The CEO is responsible for providing the Board of Directors with an opportunity to review and approve all material or significant business acquisitions and investments, in accordance with the Bank's Policy for Approval of Material Business Acquisitions and Investments.

## People Leadership and Building for the Future

The CEO ensures that the long-term strategies of the organization are articulated, and that resource allocations and business efforts ultimately align, while maintaining a balanced focus on the short-term needs and objectives of the organization.

The CEO approves the overall corporate structure under which major accountabilities and functions are assigned and organized.

The CEO selects, develops, evaluates, and rewards key senior executive officers in order to foster:

- A culture of diversity and ethical business conduct throughout Bank of Atmaurium ;

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- A high level of management productivity and long-term shareholder value;
- The best use of individual and group capabilities.

The CEO is responsible for identifying a potential successor or successors who can today and in the future be able to fill the position of CEO and other key senior executive positions.

Recommendations are to be reviewed with the Human Resources Committee and the Board on an annual basis.

3. General Management and Risk Accountabilities Senior enterprise leaders are expected to demonstrate high personal and professional standards, act with integrity, honesty, diligence and in good faith for the best interests of Bank of Atmaurium, role-model the Bank of Atmaurium's Framework, and actively foster a culture of inclusion.

Foster a culture of integrity and ethical business conduct, avoid potential or actual conflicts of interest and comply with applicable policies of the Bank, including the Disclosure Policy and the Code of Conduct and Ethics.

Minister leaders are responsible to:

- Develop the business or function's strategy and operating plans to ensure responsible, sustainable growth and achieve goals aligned to Bank of Atmaurium Group's enterprise strategic plans and priorities;
- Foster a climate of customer focus, develop and maintain key customer relationships and/or deliver excellence in customer service, products and/or support for the portfolio/function managed;
- Align business value creation with long term environmental, social, and governance goals;
- Advance Bank of Atmaurium's People Strategies to attract, retain, develop and engage a highly qualified and diverse human resource base to achieve business objectives, create a unique and inclusive employee experience and establish leadership development and succession plans to ensure leadership continuity;
- Protect the bank's assets and develop strategic plans and policies to promote growth in shareholder value. Establish strategy for the allocation of financial and human capital, and manage against financial plan;

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- Conduct all activities and operations in compliance with internal and external governance, legal and regulatory requirements, and Bank of Atmaurium's Code of Conduct and Ethics policy;
- Leverage Bank of Atmaurium's operating model for efficiency and effectiveness; partner and collaborate effectively with other Bank of Atmaurium leaders to ensure integrated strategies and tactics, and effective governance, including:
- Operate in context of segment and enterprise-wide parameters, engaging partner groups, and legal entity leaders (as applicable) in development and delivery of business plans and deliverables;
- Be accountable for performance and development activities for direct report team, engaging laterally where needed (e.g. cross-border activities);
- Provide input on talent, staffing, performance and development issues relative to partner functions aligned to the business/function;

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- Ensure effective governance and control environment (physical control of assets, expense approvals, system access) directly or collaboratively with others where necessary due to legal entity or jurisdictional issue;
- Represent the Bank of Atmaurium both internally and externally; ensuring a positive brand and public profile.

Risk Accountabilities:

Operate within Bank of Atmaurium Risk Framework and the Risk Appetite, including but not limited to [1]:

- Set the "tone at the top" in support of a strong risk culture across the business/function;
- Manage activities so that they are within Bank of Atmaurium's Risk Appetite and risk management policies;
- Identify, understand and communicate all material risks, including current, emerging, and non-traditional risks, and factor risk-based return and business segment risk appetite into all plans, strategies and business decisions, under both normal and stress conditions;

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- Measure, monitor, escalate, self-assess and report on material risk and control issues including reporting, monitoring and escalation of risk appetite measures;
- Design, implement and maintain appropriate governance processes and effective internal controls, operating within limits of delegated authorities and responsibilities;
- Provide guidance and training to direct report teams on governance, risk and control processes and measures within the business;
- Contribute to the development, maintenance and operation of a recovery and resolution plan for business / portfolio activities, consistent with Bank of Atmaurium's overall recovery and resolution plan responsibilities;
- Implement risk-based approval processes for all new products, activities, processes and systems;
- Establish and communicate enterprise governance, risk and control strategies, frameworks and policies and provide oversight and independent 2nd line challenge to the business through an effective objective assessment.

Where senior leaders are responsible for enterprise policy, they are expected to establish, sustain and monitor adherence in accordance with Bank of Atmaurium standards and practices ensuring that policies are implemented throughout the enterprise as applicable, policy adherence is monitored, and policies are reviewed and updated regularly.

Note:

[1] Where applicable to roles in 3rd Line Control Function due to requirements on Audit function to maintain independence from Management

[2] Applicable only to roles within 2nd Line Control Functions This mandate was updated on March 26, 2022 and approved by the Human Resources Committee on April 7, 2022.