



REDSTONE
Private Banking Search

The Redstone Private Banking Update

Welcome to the Redstone Private Banking Update: Q3 2023

Noteworthy Talent Moves in EMEA

With global wealth reportedly expected to exceed \$629trn by 2027 - growing by 38% - the number of hires/growth/movement within private banking in EMEA in Q3 is testament to how the market for talent in wealth management remains competitive. Currently Europe's private banks are still facing elements of flux in the economic, political, and technological environments which has resorted in institutions continuing to respond through expansion of/investment in existing fintech, plus wider modifications of firm's financial fundamentals/their operating models. Global assets have almost doubled in value and decoupled from GDP development over the past two decades, but new reports suggest executives expect a potential reversal with client wealth potentially at risk due primarily to a long-term reversal in equity/real estate prices. Lombard Odier announced from the very beginning of Q3 that it had opened an office in Zug, Switzerland – reportedly hiring seven former Credit Suisse personnel for the office – led by former Market Head Entrepreneurs & Executives Marco Arnold, whilst reports broke that digital asset manager Portal has opened a new office in Zürich, Switzerland. JP Morgan Private Bank launched its first regional UK office in Manchester, led by Khayyam Jumani. LGT Private Banking announced its intention to invest CHF200m in a new, cross-departmental digitalization strategy in order to complement and enhance its financial advisory services, launching the LGT Incubator and Accelerator Centre in Barcelona – the hub reportedly looking to hold over forty employees. Mid Q3 it was announced that Indosuez Wealth Management Group will purchase the majority of shares of Degroof Petercam, reports broke that Morgan Stanley is to open an office in Munich mid-2024 to expand its coverage of the city's industrial and IT scenes, plus it was announced that BBVA had boosted its private banking HNW unit in Spain with twenty-eight new Bankers. From the end of Q3 it was announced that The Hong Kong Exchanges and Clearings (HKEX) has opened a London office, which will consolidate the bourse's presence in the UK and connect to European clients. More wealth than ever continues to be formed in the Middle East, and as a result private banks – Bank of Singapore for one in Q3 – are either hiring/expanding their repertoire in Shariah-compliant asset classes or signalling their intent to do so.

UBP - Union Bancaire Privée has hired Private Banker **Nick Michaels** – most recently Director, Head of Middle East with Arbuthnot Latham & Co., Ltd in London. Michaels spent seven-and-one-quarter years with Arbuthnot Latham & Co., Ltd – he'd formerly held the role of Private Banker – Head of Desk with Coutts from 2014 – joining the firm from Barclays where he'd worked for nine years – most recently holding the role of Relationship Manager – Asst. Vice President. Secondly, UBP - Union Bancaire Privée has appointed Private Banker **Agnieszka Krauze** – most recently with Santander in Geneva – to the position of Director in Monaco. Krauze first joined Santander in Warsaw, Poland Q3 2013 as Director, Head of Multinationals – prior to this she held the role of Director with EY for just over one year – joining the firm Q3 2012 from RBS where she'd held the role of Senior Manager from Q1

2008. Thirdly, UBP - Union Bancaire Privée has appointed **Neeta Handel** – most recently Associate Director – Wealth Manager [UK] with Standard Chartered Bank – to the position of Private Banker. Handel spent ten-and-three-quarter years with Standard Chartered Bank – first joining the firm Q4 2012 from Société Générale Corporate & Investment Banking. Multiple Credit Suisse investment specialists have left the firm – comprising Dr **Philippe Carey**, **Kim Blaser**, **Clément Dumur**, **Neil McDaniel** plus **Roxane Straub** – who left to join Lombard Odier Group. Carey has joined Lombard Odier as Senior Portfolio Manager – he'd worked for Credit Suisse for just under seventeen-and-a-half years – most recently holding the role of Director, Senior Portfolio Manager – prior to this he'd held the role of Senior Portfolio Manager FI with Zürcher Kantonalbank for four years from Q2 2002 – joining the firm from Morgan Stanley where he'd held the role of Relationship Manager for just over three years. Blaser has also joined Lombard Odier as Senior Portfolio Manager – he'd spent just over eight years with Credit Suisse – holding the role of Head Investment Advisory EAM Europe with the firm from Q1 2016 - Q1 2019. Prior to joining Credit Suisse Blaser held the role of Head Global Investment Office with Julius Baer for just under three years – joining the firm Q1 2012 from Coutts where he'd worked for over eleven years – holding the role of Head of Private Banking Germany, Austria & Northern Europe from Q3 2008. Dumur has joined Lombard Odier as Portfolio Manager, Senior Vice President – he'd spent eight years with Credit Suisse from Q4 2015 – most recently holding the role of Portfolio Manager, Vice President. McDaniel has joined Lombard Odier as Senior Portfolio Advisor – he'd most recently held the role of Director with Credit Suisse – spending over twenty-one years working for the firm. Straub – most recently Investment Consultant – Asst. Vice President with Credit Suisse – has joined Lombard Odier as Investment Advisor, Vice President – she'd spent just under five-and-a-half years with Credit Suisse – joining the firm Q2 2018.

It is reported that EFG International has announced the appointment of **Christian Berchem** as the new Head of UK Region and CEO of EFG Private Bank Limited in London, effective December 4th 2023. Berchem joins from Credit Suisse, where he most recently held the role of CEO of Credit Suisse [UK] Limited's Private Banking business – he'd joined Credit Suisse Q2 2017 – prior to this he'd he held multiple senior roles within Barclays, including the role of Head of Private Bank, London – he'd formerly spent nine years with JPMorgan, where he held the role of Head of European Cash Sales – prior to this he worked for Merrill Lynch. In his new role, he will report directly to CEO of EFG International Giorgio Pradelli, in addition to the Board of EFG Private Bank Limited, London – also serving as Member of EFG's Global Business Committee – he succeeds Richard Thomas, who has decided to step down from his role with the firm to pursue other opportunities. Secondly, **Francesca Speroni** – most recently Managing Director with Credit Suisse – has been appointed to the position of Managing Director, Deputy Head of Private Banking with EFG International in London. Speroni spent just under five-and-a-half years with Credit Suisse – joining the firm as Director, Team Leader from Barclays where she'd held the role of Director, Private Banker from Q1 2016 – prior to this she held the role of Director, Client Advisor with Rothschild from Q3 2013.

EFG International has also appointed **Oksana Yesina** – formerly Managing Director, Senior Private Banker Emerging Markets with Lombard Odier Group – to the position of MD, Senior Private Banker in Monaco. Yesina spent just under seven-and-a-half years with Lombard Odier Group – joining the firm Q3 2015 from Barclays Wealth where she'd held the role of Director from the beginning of 2011 – prior to this she held the role of Equity Analyst with SVG Capital Group from Q2 2006. EFG International has appointed **Yachar Ganoudi** – most recently Private Banker UHNWI/Family Offices with Edmond de Rothschild – to the position of Director, Senior Private Banker with EFG International in Monaco. Ganoudi spent just over eleven years with Edmond de Rothschild – joining the firm Q3 2012. Lastly, EFG Private Bank has appointed **Yulia Nissler** – most recently Managing Director [Senior Relationship Manager] with Credit Suisse – to the position of Senior Relationship Manager in London. Nissler spent just over seven years with Credit Suisse – joining the firm Q3 2016 from HSBC Private Bank where she'd held the role of Director Senior Relationship Manager from Q1 2007. **Kitty McCormick** has been appointed to the position of Head of Private Banking [UK] with Santander in London, recruited to lead all strategy and operations for the UK Private Banking portfolio – she joins from NatWest Group where she held the role of Director, Client Services. McCormick spent just over three years with NatWest Group – joining the firm following nine years working for Coutts – where she held the role of Head of Innovation from Q1 2018.

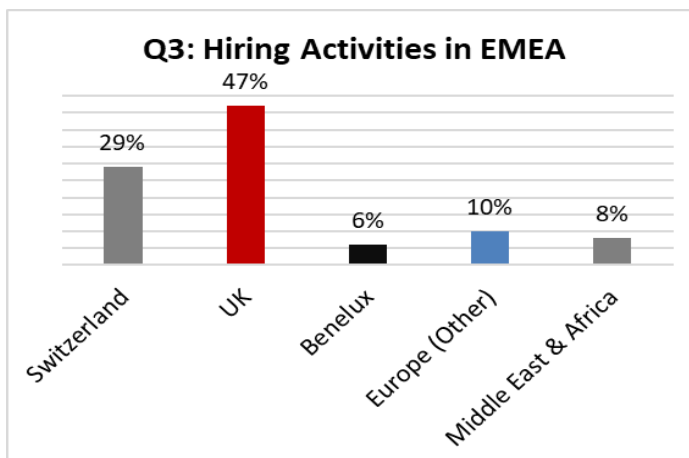
Shahid Qazi – most recently Executive Director, Private Banking with Standard Chartered Bank in Singapore – has been appointed to the position of Managing Director of FAS Family Office in London. Qazi re-joined Standard Chartered Bank Q1 this year from Credit Suisse where he'd held the role of Vice President from Q3 2016 – prior to this he'd held the role of Director Private Banking with Emirates NBD from Q3 2013. Banque Havilland [Liechtenstein] AG is understood to have appointed **Andreas Rösch** to the position of CEO [Zurich] & Head Private Banking. Rösch joined BIL Suisse Q3 2020 from CBH Bank where he'd held the role of First Vice President for three-and-a-half years from the close of 2018. Mirabaud Group has hired Senior Private Banker **César Ojalvo** –

most recently with Deutsche Bank in Geneva. Ojalvo joined Deutsche Bank from the beginning of 2020 from Santander Private Banking International where he'd held a senior private banking position from Q3 2013 – he'd first joined Santander Q4 2005. Secondly, Mirabaud Group has extended its UK wealth management team with two hires from UBS – naming **Joe Knight** as Managing Director, plus **Liam Jones** as Associate Director. London-based Knight plus Jones will report directly to Mirabaud & Cie's UK Market Head Stuart Bates. Knight most recently served in the role of Executive Director & Head of the Strategic Investment Advice Unit for UBS from Q4 2013 – prior to this he'd held positions with Credit Suisse plus Deutsche Bank. Jones held the role of Associate Director, Client Advisor with UBS from Q1 2022 – first joining the firm Q4 2019 – prior to this he held positions with Smith and Williamson Investment Management and Asset Risk Consultants [ARC].

It is reported that Bank of Singapore [BOS] has appointed **Jan Boes** – most recently Executive Director, Family Office Advisor with UBS Wealth Management – to the position of Team Head for Europe in Luxembourg. Reporting to CEO of BOS Wealth Management Europe Lionel Dormann – Boes joins following eighteen years with UBS Wealth Management – holding his most recent role from Q3 last year. Vontobel has appointed **Diego Difini** – most recently Vice President with JP Morgan Private Bank – to the position of Executive Director in Geneva. Difini spent twelve years with JP Morgan Private Bank – holding his most recent role from Q1 last year. Secondly, Vontobel has appointed **Marie Legrand** – most recently Business Manager with Credit Suisse – to the position of Project Manager/Business Developer Key Clients [UHNW] in Zürich. Legrand spent just over seven years with Credit Suisse. Lombard Odier Group has appointed **Michel Pargätzi** – most recently Relationship Manager Executives & Entrepreneurs, Director Private Banking with Credit Suisse – to the position of Senior Relationship Manager in Zug. Pargätzi spent thirteen years with Credit Suisse – holding his most recent role from Q3 2021. It is reported that Berner Kantonalbank [BEKB] has appointed **Domenico Sottile** – Head of Wealth Management, Solothurn with UBS – to the position of the firm's Head of the Key Clients and Asset Management department, electing him to the Executive Board. It is reported he will join BEKB by the end of this year. Sottile re-joined UBS Q4 2018 from Bank Vontobel AG where he'd held the role of Head Investment Advisory EAM from the beginning of 2016.

Ross MacLennan – most recently Managing Director with Deutsche Bank – has been appointed to the role of MD, Head of Private Wealth Solutions with Copenhagen Infrastructure Partners [CIP] in London. MacLennan spent two years with Deutsche Bank – joining the firm Q3 2021 from Goldman Sachs where he'd held the role of Executive Director for nine-and-one-quarter years – prior to this he'd held the role of Analyst with Helvetica Wealth Management Partners from Q3 2006. **Patricia Martin** – most recently Private Banker with Edmond de Rothschild – has been appointed to the position of Senior Private Banker with Banque de Luxembourg. Martin joined Edmond de Rothschild Q4 last year following over twenty-one years working for Puilaetco where she'd held the role of Client Advisor from the beginning of 2016. Cité Gestion has appointed **Nicola Presa** to the position of Senior Portfolio Manager in Lugano, Switzerland. It is understood that Presa has over twenty-five years' of experience in the banking sector, working for several years as Forex Trader/Commodity Market Analyst, then as an Investment Fund Manager at multiple asset management firms. **Simon Woodhead** – most recently Executive Vice President, Africa with SYZ Group in Geneva – has been appointed to the position of Director with UK FO Hottinger Group in London. Woodhead spent eight years with SYZ Group – joining the firm Q3 2015 from RBC Wealth Management where he'd held the position of Head of Africa from Q2 2013 – he'd first joined RBC Wealth Management mid-2012 from Coutts where he'd held the role of Executive Vice President for nine-and-a-half years from 2003.

Credit Suisse has appointed long-term HSBC employee **Martin Browning** – most recently Managing Director/Team Head, International Private Wealth, Private Banking with the firm in Hong Kong – to the position of Managing Director, Team Leader in London – it is understood this role covers responsibility for the firm's UK domestic business. Browning spent just over twenty-three years with HSBC – beginning his stint with the firm in Ras al-Khaimah – following two years in New York from Q3 2011 he moved to Hong Kong from Q3 to take the position of Regional Relationship Manager, Financial Institutions Group – he'd held his most recent position with the firm from Q1 2019 – Q1 this year. Nordea Asset Management has appointed **Frederic Niamkey** to the



position of Sales Director, Switzerland – he joins from MIRAE Asset Global Investments where he'd held a similar role for just over eight years. In his new role, it is understood that Niamkey reports to Head of Institutional/Wholesale Distribution, Switzerland José Machi – he'd joined MIRAE Asset Global Investments mid-2015 from Aberdeen Asset Management where he'd held a senior business development position from 2009 – prior to this he held a private banking advisory sales role with Credit Suisse for three years.

Bank of Singapore has made two senior ME appointments in Dubai, first appointing **Bora Armangil** to the position of Chief Operating Officer for its Middle East business, reporting directly to Global Market Head of Middle East and Chief Executive of the DIFC branch Ranjit Khanna, plus with the relevant Global Functional Head in Singapore. From Q3 2021 Armangil was appointed to the role of Managing Partner [Founder] of wealth management consultancy XNext – prior to this he spent just over nine-and-one-quarter years with UBP - Union Bancaire Privée – holding the role of MD, Global Head of Business Management & Private Banking Head Bahamas and Jersey in Geneva from Q2 2018. Prior to joining UBP - Union Bancaire Privée he'd spent just over thirteen years working for Deutsche Bank – holding the role of MD, CIO Private Wealth Management EMEA & UK from Q1 2009. Secondly, Bank of Singapore has also reportedly appointed **Rebecca Genty-Nott** to the position of Head of Human Resources for its DIFC branch. Like Armangil, she will report to Khanna, plus the relevant Global Functional Head in Singapore. Genty-Nott formerly spent four-and-three-quarter years with LGT – Private Banking/Asset Management from Q1 2018 – prior to this she'd spent close to three years with Julius Baer – joining the firm Q2 2010 following just under six-and-a-half years holding the role of Relationship Manager with C. Hoare & Co. in London until Q4 2009.

Rayan Kazerooni has been named Head of Global Private Banking for HSBC Kuwait. It is understood that to expand the bank's operations in Kuwait, he will collaborate closely with HSBC's global private banking centres in the United Arab Emirates, Switzerland, the UK, plus Singapore. Kazerooni formerly held the role of Senior Executive Officer of BLME in Dubai from 2017 – prior to this he'd Executive/Regional Director roles with J. Safra Sarasin then Qatar First Bank [QFB] consecutively from 2008. UBS has appointed **Nikki Millard** to the position of Associate Director – Wealth Management in London – she joins from Deutsche Bank where she'd held the role of Wealth Management Associate – Account Manager from joining the firm Q2 2018. ASSERTA Asset Management AG has appointed **Christian Ansorg** to the position of Managing Partner in Zürich, Switzerland – he joins from UBS where he most recently held the role of Client Advisor, Wealth Management from Q3 2014. Ansorg first joined UBS Q2 2012 – it is understood in his new role he reports to CEO Marcel Gehrig. Julius Baer has appointed **Aline Bati** – most recently AVP – Senior Asst. Relationship Manager Private Banking with Credit Suisse – to the position of Associate Manager [ARM Private Banking] in Tel Aviv, Israel. Bati spent just over one year with Credit Suisse – joining the firm mid-2022 – prior to this she worked for HSBC from Q1 2015 – prior to this she spent just over nine years with Eurobank EFG. Secondly, Julius Baer has appointed **David Finn** – most recently Director, UK Multi-Asset Portfolio Manager with wealth management firm DAVY – to the position of Investment Director. Finn spent just under eight years with DAVY.

ZWEI Wealth has appointed **Rajiv Tharmalingam** – Co-Founder & Partner of Ventus Global Invest AG – to the position of Wealth Officer. It is understood this marks the firm's first appointment of Partner in Bern, Switzerland, where Tharmalingam will be responsible for client mandates/founding a local presence in the region – he was first named Co-Founder & Partner of Ventus Global Invest AG Q3 2020. **Philip Aleppo** – most recently Co-Head UK Domestic Teams, UK Private Bank with Credit Suisse – has been appointed to the position of Managing Director; Head of Financial Markets Team with HSBC Private Bank in London. Aleppo spent four years with Credit Suisse – joining the firm Q4 2019 from Barclays Wealth and Investment Management where he'd worked for close to ten years – holding the role of Head of Special Focus Business from Q3 2016. Secondly, **Oliver Beasant** – most recently Relationship Manager UHNW Team with Credit Suisse – has been appointed to the position of Private Banker with HSBC in London. Beasant joined Credit Suisse mid-2022 from Barclays Wealth Management where he'd held the role of Vice President Wealth Manager for six-and-three-quarter years from Q4 2015 – he'd first joined Barclays Q3 2012. **Julie Verhaeghe** has been appointed to the position of Private Banker with Mercier Vanderlinden – she joins from Berenberg where she held a BENELUX Equity Sales role from Q3 last year. Verhaeghe first joined Berenberg Q4 2021 from Belfius. **Jennifer Stuart** has been appointed to the position of Private Banker with Coutts – she joins from Royal Bank of Scotland [RBS] where she'd held the role of Premier Banking Manager from Q3 2016. Stuart first joined RBS Q4 2005.

Michelle Arnold has been appointed to the position of Associate Private Banker with SG Kleinwort Hambros – she joins from Handelsbanken where she'd held the role of Individual Banking Manager for nine-and-one-quarter years. Arnold joined Handelsbanken Q1 2014 from HSBC where she'd held an advisory position for over fourteen-

and-a-half years – joining the firm from the beginning of 2000 from Barclays. It is reported that Morgan Stanley has appointed **Gillian Sheldon** – Senior Advisor with Credit Suisse – to oversee its British investment bank, joining Q4 this year as MD/Vice Chair of the UK Investment Banking Division. Sheldon held her most recent position with Credit Suisse from 2012 – from mid-2009 she held the role of Vice Chairman Investment Banking for three years. **Jonathan Clenshaw** – most recently Head of Sales Europe with Lombard Odier Investment Managers – has been appointed to the position of Managing Partner, Chief Sales Officer & Chief Marketing Officer [CSO/CMO] with Quoniam Asset Management. Clenshaw first joined Lombard Odier Investment Managers Q3 2017 from Deutsche Asset Management where he'd held the role of Managing Director, Head of UK Distribution & Head of EMEA Insurance from Q3 2016 – he'd first spent four years with Deutsche Bank in the role of Head of Government Bond Sales Frankfurt until 2000. Barclays Private Bank has appointed **Umed Islam** to the position of Private Banker in London – he joins from Credit Suisse where he'd held a RM role from Q4 2021. Islam first joined Credit Suisse Q1 2019 from Macquarie Group.

Anda Jarmole – most recently Senior Private Banker with AS Citadele Bank – has been appointed to the position of Corporate/Private Banker with Latvian institution BluOr Bank. Jarmole first joined AS Citadele Bank Q4 2009 from AS Swedbank where she'd held a similar role from Q4 2007. LGT Wealth Management has appointed **Adam Heyes** – former Senior Investment Manager with J Edward Sellars [JES] – to the position of Investment Manager. Heyes spent three-and-three-quarter years with JES from Q1 2015 – subsequently joining financial services firm arbdn as Client Portfolio Manager Q4 2018. Secondly, LGT Wealth Management has appointed **David Driver** – most recently Managing Director with arbdn – to the position of Head of Integration in London. Driver spent just under thirteen-and-a-half years with arbdn. **Kwen Poon** – most recently Asst. Relationship Manager with NatWest – has been appointed to the position of Private Banker with Coutts in London. Poon first joined NatWest Q4 2008. **Niamh Coffey** – most recently Asst. Relationship Manager with AIB Private Banking – has been appointed to the position of Private Banking Executive with Barclays Private Bank. Coffey spent five-and-one-quarter years with AIB Private Banking.

Noteworthy Talent Moves in Asia

The APAC wealth market is as ever continually shifting to accommodate the needs of the regional clientele and the challenges which face them. Philanthropy remains a key subject of discussion for the region/when considering the upcoming 'wealth transfer' – in Q3 Citi Private Bank's Global Family Office [GFO] Group released the results of its 2023 Family Office Survey, outlining the key challenges and areas of opportunities for its family office clients, in the year ahead; In Asia Pacific, the survey found that family offices are seeking support to engage the next generation, with '38% of respondents planning philanthropic leadership succession, and 36% are looking at enhancing the strategic development of philanthropy.' India remains a key area of focus – lesser spoken of more recently, but comprising a high level of opportunity within the established UHNWHNW pool; In Q3 HSBC announced the launch of its global private banking business in India, expanding its wealth management footprint in Asia, following the firm's introduction of private banking in Thailand, Mexico, UAE and parts of mainland China whilst other major institutions such as Julius Baer for one, are reportedly focusing on expanding their operations in India's lucrative wealth management market. UBS Group AG is reportedly considering retaining Credit Suisse Group AG's private banking unit in India, signalling a potential comeback to the market. [JPMorgan Chase also announced the launch of two brand-new facilities in Mumbai and Bengaluru, expanding its footprint in India and reinventing the working environment for staff members, plus from the end of Q3 news broke that Standard Chartered Bank had launched its private banking centre in Chennai, India – targeting UHNW clients.] South Korea is a second lesser spoken-of region within APAC which is of interest to some of the central players - Vontobel went on record Q3 as believing there is a vast quantity of development potential in South Korea, which is home to some of the biggest and most knowledgeable asset owners in the Asia Pacific region – this following Natixis Corporate & Investment Banking opening a Securities Branch in Seoul in Q2.

UBP - Union Bancaire Privée has appointed **Andy Lee** – most recently MD, Investment Counselling Team Head, Global Private Banking with HSBC – to the position of MD, Head of Investment Services North Asia in Hong Kong. Lee spent just under six years with HSBC – joining the firm Q4 2017 from Standard Chartered Bank where he'd held the role of Executive Director, Investment Advisory, Private Banking from Q4 2012 – Prior to this he held the role of Executive Director with Morgan Stanley from Q1 2008. Secondly, **Feliesia Adriyani** – most recently Associate Director with Julius Baer – has been appointed to the position of Associate with UBP - Union Bancaire

Privée in Singapore. Adriyani spent six-and-one-quarter years with Julius Baer – joining the firm Q2 2017 from United Overseas Bank [UOB]. Thirdly, UBP - Union Bancaire Privée has appointed long-term Citi employee **Rahul Pandey** to the position of Director in Singapore. Pandey spent twenty-three years with Citi – most recently holding the role of Associate Director Offshore Banking [IPB] from Q1 2010. It is reported that HSBC has appointed **Lok Yim**, former Hong Kong CEO with Deutsche Bank, to the position of Regional Head of Global Private Banking, Asia Pacific, starting formally in Q1 2024 succeeding Siew Meng Tan who is retiring. Yim brings close to thirty years of private banking and capital markets experience - joining from Deutsche Bank where he spent sixteen years – most recently holding the role of CEO, Hong Kong SAR, - having formerly spearheaded the firm’s wealth management and international private banking franchises in Asia and emerging markets. Based in Hong Kong, it is understood that Yim will report to CEO, Global Private Banking and Wealth Annabel Spring on a functional basis, and Head of Wealth and Personal Banking, South Asia Kai Zhang on an entity basis.

Julius Baer has appointed **Jack Wu** – most recently Market Head China Market with Standard Chartered Private Bank – to the position of MD & Market Group Head in Hong Kong. Wu spent just over six years with Standard Chartered Private Bank – joining the firm Q3 2017 from HSBC Private Bank where he’d held the role of Managing Director for eleven-and-three-quarter years – joining the firm Q3 2010 from Credit Suisse where he’d held the role of Director from Q2 2008. **Larry Lim** – most recently Relationship Manager with PICTET Wealth Management – has been appointed to the position of Senior Account Manager with LGT Private Banking in Singapore. Lim spent one year with PICTET Wealth Management – joining the firm Q3 2022 from Credit Suisse where he’d worked for sixteen years – most recently holding the role of Director Market Solutions, Foreign Exchange Advisory & Sales APAC.



EFG has expanded its Asia business by hiring multiple Private Bankers from Credit Suisse, HAITONG International Securities [HAITONG] plus others. The firm has appointed **Philip Cheung** as MD, Greater China Market Group Head in Hong Kong, reporting to Hong Kong Chief Executive David Louie. He joins from Credit Suisse where he most recently held the role of Executive Director from the beginning of 2020. Cheung spent twelve-and-one-quarter years with Credit Suisse – joining the firm mid-2011 as VP from HSBC Private Bank where he’d worked for just over six years – joining the firm Q2 2005 from Charles Schwab. Cheung reportedly joins EFG

with **Anne Cheng** plus **Jonathan Luk** who both join as Client Relationship Officers [CRO]. Both also formerly worked for Credit Suisse. Reports state that in addition EFG has also appointed **Austin Luo** plus **Judia He** – both most recently of HAITONG – to the positions of Team Head plus CRO respectively. Luo held the role of Head of Private Banking at HAITONG whilst He held the role of Team Head. Lastly in Singapore EFG has reportedly appointed Thai Private Banker **Phantira Vergara** – Executive Director with Goldman Sachs – plus **Lydia Lucky** to the position of CRO in Singapore. Vergara first worked for EFG from mid-2007 until the close of 2011 as Asst. Vice President – she joined Goldman Sachs Q3 2015. Indonesian-focus Lucky formerly held the role of Vice President with Credit Suisse – both Vergara plus Lucky report to Market Group Head, Southeast Asia Tay Yu Jin.

It is reported that HSBC has appointed senior Global Family Office Executive **Tommy Leung** – Managing Director, Co-Head of Global Family and Institutional Wealth, APAC [Global Wealth Management] with UBS Group AG – to the position of Head of Private Banking, South Asia, set to succeed Philip Kunz who is leaving the firm. Leung first joined UBS Group AG as Director, US Credit Strategist Q3 2001 in Stamford, CT – he was appointed to his most recent role Q2 2021. Bank of Singapore has appointed **Stephen Sheung** to the position of Head of Alternative Investments & Managed Solutions Hong Kong – he joins from HSBC Private Banking where he’d held the role of Director, Discretionary & Funds Specialist from Q3 2018 – prior to this he’d held a similar position with UBS for three years – joining the firm from EVERBRIGHT Sun Hung Kai where he’d held the position of Head of Investment Strategy from 2011. Secondly, Bank of Singapore has appointed **Hammond Lek** – most recently International Private Banker Senior Associate with CTBC Bank Co. Ltd. [Singapore] – to the position of Private Banker in Singapore. Lek spent just over one year with CTBC Bank Co. Ltd. [Singapore]. It is reported that Barclays has hired **Nitin Singh** to lead its Asia private bank in a newly-created role which consolidates its businesses in Singapore and India under the remit of one individual. The reports state that Singh, based in Mumbai, joins the bank from the end of Q3, reporting to Chief Executive Officer of Barclays Private Bank Jean-Christophe Gerard, plus reporting regionally to Asia-Pacific Head Jaideep Khanna – it is understood that in addition to assuming

leadership of the India private bank business, he will spearhead a new strategy for the region. Singh brings with him twenty years of experience – prior to joining Barclays, he held multiple positions at firms comprising Avendus Wealth Management Pvt Ltd, Standard Chartered Bank plus HSBC.

Didi Taslim – most recently Director with HSBC Private Banking – has been appointed to the position of Executive Director with JP Morgan Private Bank in Singapore. Taslim re-joined HSBC Q2 2017 from Morgan Stanley - holding the role of Vice President for just under six years - prior to this holding the position of Director, Private Client Group with Citi from Q3 2003. LGT Private Banking has appointed **Lawrence Wong** – most recently First Vice President with UOB – to the position of Executive Director in Singapore. Wong spent just over four-and-a-half years with UOB – joining the firm Q3 2018 from Credit Suisse where he'd held the role of Vice President from the close of 2014 – he'd formerly held the role of Senior Finance Manager with Standard Chartered Bank for just under six-and-a-half years from mid-2006. BNP Paribas has appointed **Caroline Gao** – most recently Senior Vice President, Private Bank with Citi – to the position of Director, Hong Kong Market Wealth Management in Hong Kong. Gao spent two years with Citi from Q3 2021. UOB has hired Private Banker **Yongrou Chui** – most recently with Citi. Chui spent just over seventeen years with Citi – joining the firm mid-2006 from HSBC where she'd held the role of Associate from the close of 2003. UOB has also appointed **Fiona Chan** – most recently Premier Private Client Advisor with OCBC Bank – to the position of Senior Client Advisor, Private Bank in Singapore. Chan re-joined OCBC Bank Q3 2022 from HSBC where she'd held the role of Associate Director, HSBC Jade for over five-and-a-half years from the beginning of 2017.

Darren [Deyan] Wang – most recently Investment Advisor, Private Bank with UOB – has been appointed to a similar position with Standard Chartered Bank in Singapore. Wang spent just over one-and-a-half years with UOB – joining the firm Q4 2021 from HSBC where he'd spent just over two years in the role of Associate Director – prior to this he held the role of Product Manager, Private Wealth with Maybank from Q3 2018. **Rohit Punjabi** – most recently Executive Director, Global South Asia with EFG Bank – has been appointed to the position of Managing Partner with Centrum International Services Pte. Ltd. in Singapore. Punjabi spent three-and-three-quarter years with EFG Bank – joining the firm Q4 2019 from Bank of Singapore where he'd held the role of Director, Global South Asia & Middle East for just under five years – prior to this he held the role of Director, Private Wealth Management NRI with Coutts & Co. from Q3 2013. **Duane Bong** – most recently Executive Director with Bank of Singapore – has been appointed to the position of Executive Director, Head of Institutional Sales, Singapore with Julius Baer in Singapore. Bong spent just under six years with Bank of Singapore – joining the firm Q4 2017 from Leonteq where he'd held the role of Director for two years – prior to this he held the role of Vice President with Barclays Corporate & Investment Bank from mid-2011. Deutsche Bank has appointed **Praveen Parashar** – most recently Private Banker with Julius Baer – to the position of Vice President in Singapore. Parashar joined Julius Baer Q2 2022 from Citi where he worked for just over seven-and-a-half years – holding the role of Vice President [Commercial] from the beginning of 2020. **Yi Li** – most recently Head of Wealth Management, Singapore with CMB International – has been appointed to a similar position with NOAH International in Singapore. Li spent just over three-and-a-half years with CMB International – prior to this holding the role of Cluster Head with Credit Suisse for just over one year joining Q1 2019 from the role of Private Banker with Citi – held from Q3 2016.

Nicole Chen – most recently Private Banker with Taishin International Bank – has been appointed to the position of Private Wealth Advisor with Goldman Sachs in Singapore. Chen originally spent two-and-three-quarter years with Goldman Sachs as Wealth Management Professional prior to joining Taishin International Bank Q3 2022 – prior to this she held the role of Client Account Manager with UBS from Q4 2017. **Edward Jiang** – former Client Acquisition Manager HNW/UHNW with UOB – has been appointed to the position of Private Banker with Citi in Singapore. Jiang most recently spent the role of LPG Asst. Trader with Singapore Bora Petroleum from Q2 2021. Vontobel Asset Management has named **Yong Duk Kim** as Head South Korea to assist the firm's expanding activities in Asia Pacific. Kim has over twenty-one years' experience covering the South Korean market – he joins from PGIM Fixed Income where he'd held the role of Vice President for the firm's Client Advisory Group for just over two-and-a-half years – prior to this he held the role of Director Institutional Coverage, Korea Sales with UBS for just under fifteen years – joining the firm Q4 2005 from Shinyoung Securities Co., Ltd. where he'd held the role of Sales/Marketing Specialist from the close of 2001. BNP Paribas Wealth Management has appointed **Desmond Kwong** to the position of Senior Vice President – he joins from Julius Baer where he held the role of Director. Kwong joined Julius Baer Q2 2018 from HSBC where he'd the role of Director from Q1 2012. ANZ has appointed **Ryan Fischer** – most recently Senior Banking Manager/Commercial Broker with National Australia Bank [NAB] – to the role of Senior Private Banker in Sydney, Australia. Fischer spent just over two-and-a-half years with NAB – first joining the firm from the beginning of 2021.

Noteworthy Talent Moves in the Americas

Moving into Q4, much of the key movements in the previous Quarter's talent pool within private banking in the Americas remains within LATAM-focus. The outlook for '23 was widely-seen as being firstly driven by the continued strong performance of the US economy, before being then influenced by China's placing within the global drivers of the global economy. The LATAM UHNW pool is uniquely-placed in that the region sits somewhere in terms of influence in its own realm; the only one able to take advantage of the strengths of both sides of this spectrum – with Mexico linked to the success of the US but will other countries such as Brazil benefitting from China's input. The LATAM region is experiencing its clientele beginning to see something of a shift in the asset management industry in terms of moving outside of more typically domestic-concentrated bets, returning in part to overwhelming offering of fixed income products which had historically cemented the dominance of larger banks. Indeed, [as with Q2] much of the headline hires, relocations, departures and M&A continues to be within LATAM-focus whether Swiss or Miami-based – or housed within indigenous South American countries. In Q3, news broke that BTG Pactual has acquired Brazilian fintech Magnetis Investimentos as part of ongoing efforts to expand its digital platform services whilst it is reported that Bankers in Brazil are betting that the country's coming cycle of monetary loosening – kicked off by the central bank's 50 basis point cut in its headline Selic rate in August – will generate huge inflows into the private equity asset class by Brazilian private banking clients – as such Private Bankers are simultaneously eyeing PE/Venture Capital investments with great interest. This comes amidst reports that some view the agriculture sector in Brazil as almost single-handedly driving the region's growth currently: Agriculture has a very large share of GDP in Brazil – at just under 10% when defined narrowly in terms of crop production, with this year's harvests are expected to be about 15% higher than last year. Also in the news, from the beginning of Q3 reports broke that JPMorgan Private Bank had launched a new unit, US Family Office Practice, to help the firm's advisors offer super rich clients guidance on estate planning, life insurance, strategic wealth transfer techniques, plus more. Mid-Q3 news broke that UBS is looking to offload the \$2bn real estate unit of Credit Suisse whilst also looking to shut down Credit Suisse's Houston office, raising concerns about whether the firm will continue to play a significant role in energy dealmaking at a time when others have bolstered their positions in the oil/gas financing sector, whilst reports surfaced that UK-based asset manager Seventy Ninth Group has increased its international footprint by expanding into the US.

Gustavo Abrunhosa – most recently Managing Director & Head of Commercial Distribution with Itaú Private Bank – has been appointed to the position of Executive Director with BTG Pactual in Miami, FL. Abrunhosa spent just over five-and-a-half years with Itaú Private Bank – joining the firm beginning of 2018 as Senior Vice President, Sales Trader from Credit Suisse where he'd held the role of Director for just over two years – prior to this he held the role of Executive Director with Goldman Sachs in Geneva for six years from 2010. **Xavier Feu Ricart** has been appointed to the position of Senior Vice President of Wealth Management with UBS in San Diego, CA – he joins from Santander Private Banking International where he'd most recently held the role of Executive Banker from the beginning of 2019. Feu Ricart first joined Banco Santander Q3 2010 in Barcelona, Spain from Caixa Penedes where he'd held a senior position from Q1 2007. It is reported that advisor-owned wealth management firm FIDELIS Capital, has announced that one of the wealth management teams formerly associated with Bank of America private bank in the Mid-Atlantic region, has joined the firm as Partners. The five-person wealth management group reportedly consists of Partner, Wealth Strategist **Christopher Tate**, Partner, Portfolio Manager **Michael Sellers**, Partner & Fiduciary Specialist **Benjamin Hilyard**, Partner, Portfolio Manager **Aaron Wall**, CFA plus Client Service Associate **Ashley Connor**. Sellers most recently held the role of Managing Director, Senior Portfolio Manager with Bank of America private bank, whilst Hilyard most recently held the role of Managing Director and Senior Trust Officer for Bank of America private bank's trust division.

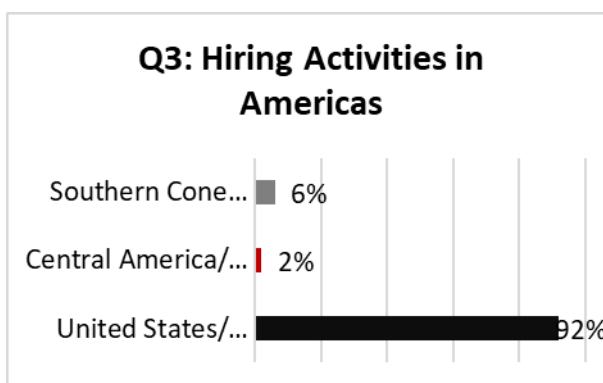
Margaux Buridant – most recently SVP Wealth Management with BNP Paribas Wealth Management – has been appointed to the position of Wealth Management NY Market Manager, SVP with BMO in New York. Buridant first joined BNP Paribas Wealth Management mid-2018 as Senior International Wealth Strategist. Secondly, BMO has also appointed **Michael Kozak** – most recently Business Banking Officer with BNP Paribas Wealth Management – to the position of Senior Relationship Manager. Kozak spent just over five years with BNP Paribas Wealth Management – joining the firm Q3 2018 from Wells Fargo where he'd held the role of Private Banker for just under eleven years from Q4 2006. Morgan Stanley has appointed **David Rosengarten** – most recently Director with Citi – to the position of Private Wealth Advisor in New York. Rosengarten spent just over eight years with Citi – first joining the firm Q3 2015 as Vice President from LEVY Wealth Management Group where he'd worked for just over

two years – prior to this he worked for JP Morgan for five years – first joining the firm in a proprietary trade support role Q3 2008. **Charles Denson** – most recently Managing Director of BMO Family Office – has been appointed to the role of Managing Director of Ascent Private Capital Management of US Bank in TX. Denson spent three years with BMO Family Office – joining the firm Q4 2020 from Bank of America Private Bank where he'd held the role of MD for just under seven-and-a-half years – prior to this he held the role of Director with Citi Private Bank for just over three years from Q3 2010.

VERDENCE Capital Advisors has appointed **Matthew Pietzak** – former Senior Private Banker with Wells Fargo Private Bank – to the position of MD with in FL. Pietzak spent just over seven years with Wells Fargo Private Bank – subsequently joining PNC Q2 2012 as Senior Relationship Manager – he most recently held the role of Founder/Principal of independent advisory outfit Vantage Private Wealth LLC from the beginning of 2017. **Josh Vilardi** – most recently Vice President, Wealth Management with Raymond James & Associates, Inc. – has been revealed in the position of President of Vilardi Wealth Management in FL. Vilardi spent nine years with Raymond James & Associates, Inc. – joining the firm Q3 2014 from Wells Fargo Advisors where he'd held the role of Vice President, Investments from the beginning of 2009. It is reported that STIFEL Financial Corp. [STIFEL] has appointed **Diego Canalda** – former MD with Deutsche Bank – to the position of Managing Director in Miami, FL – he joins from Alex Brown [division of Raymond James] where he'd held a similar role for just under seven years from Q3 2016. Canalda spent two-and-three-quarter years with Deutsche Bank – joining the firm from the beginning of 2014 from Barclays Wealth where he'd held the role of Director from Q3 2008. It is reported that Canalda is one of two hires from Alex Brown [division of Raymond James] for STIFEL – with reports stating that MD **Roman Meyerhans** is set to join the firm also. Meyerhans joined Alex Brown [division of Raymond James] Q4 2016 from Deutsche Bank where he'd held a similar role for just under three years – like Canalda joining the firm from the beginning of 2014 from Barclays Wealth where he'd held the role of Director from Q3 2008.

Jeff La Fleur – most recently Senior Relationship Manager with First Republic – has been appointed to the position of Group Director, Senior Vice President with Flagstar Bank NA in CA. La Fleur joined First Republic Q1 2017 from Wells Fargo where he'd held the role of Regional Private Banker from Q1 2012. **Matthew Johnson** – former Financial Advisor, Personal Wealth Management with Citi – has been appointed to the position of Vice President Advisory Solutions with WM outfit Moors & Cabot [M&C] in FL. Johnson spent fourteen-and-a-half years with Citi until Q1 2018 – subsequently joining Aviance Capital Partners in his most recent role of Senior Investment Advisor. UBS has appointed **Pablo Morgades Romero** to the position of Senior Vice President in Miami, FL – he joins from Banco BCI where he most recently held the role of Senior Private Banker/Head of Relationship Managers – he'd spent just over nine-and-a-half years with the firm first joining as Private Banker from the beginning of 2014. US Bank has appointed **Craig Rojek** – most recently Vice President with Bank of America Merrill Lynch – to the position of Vice President, PWM Private Banker in New York. Rojek spent just under seven-and-a-half years with Bank of America Merrill Lynch. Secondly, US Bank has appointed **Natalia Razeghi** – most recently Senior Credit Executive, Vice President with MUFG Union Bank NA – to the position of Private Banker, VP in CA Razeghi first joined MUFG Union Bank NA Q4 2007. Third, **Bradley Segura** has been appointed to the position of Vice President, Private Wealth Advisor with US Bank in Denver, CO – he joins from First Western Trust where he'd held the role of Managing Director of Wealth Management from the close of 2021.

Leslie Hammond has been appointed to the position of Private Banker, SVP with Coastal States Bank [CSB] in GA – she joins from Vinings Bank where she held the role of SVP, Marketing and Product Development Officer. Hammond joined Vinings Bank Q2 2017 from Signature Bank of Georgia where she held the role of SVP/Managing Director of Retail Banking from Q2 2016. **Megan Schoen** – most recently Senior Vice President Private Banking with Citizens Bank & Trust – has been appointed to the position of SVP Private Banking with ENTERPRISE Bank & Trust in MS. Schoen first joined Citizens Bank & Trust Q4 2017 from CrossFirst Bank where she'd held the role of Private Banker from Q3 2014. **Leah Schoenfeld** – most recently SVP, Private Banker with Broadway Bank – has been appointed to the position of SVP, Senior Private Wealth Banker with Bank of Texas in TX. Schoenfeld spent two years with Broadway Bank – joining the firm Q3 2021 from Frost Bank where she'd held the role of VP, Private Banker from Q3 2013 – prior to this she held the role of AVP, Private Client Banker with



Chase from Q2 2010. **Ann Curtis** – Private Banker with Old National Bank – has been appointed to the position of Senior Relationship Manager, Private Banker with ALERUS in MN. Curtis joined Old National Bank Q2 2018 from BMO Harris Bank where she'd held the role of Asst. Vice President for twelve years.

James Byrne – most recently Senior Vice President, Private Client Manager with Bank of America Private Bank – has been appointed to the position of SVP, Senior Wealth Relationship Manager with Wilmington Trust in New York. Byrne spent four-and-a-half years with Bank of America Private Bank – joining the firm as VP Senior Trust Officer from US Trust where he'd held the same role from Q3 2017. **Thomas Schiedel** – MD - Regional Private Banking Manager with Wells Fargo Private Bank – has been appointed to the position of Senior Vice President – Banking/Business Lead with Northern Trust Corporation in Washington DC. Schiedel joined Wells Fargo Private Bank Q4 2011 from Citi where he'd held the role of Regional Managing Director, SE Region [Private Bank] for two years. **Michele Celestino** – most recently Senior Managing Director with First Republic Bank – has been appointed to the position of Executive Vice President, Head of Commercial/Private Banking Southeast with Flagstar Bank in FL. Celestino spent just under twenty-three-and-a-half years with First Republic Bank. Morgan Stanley Wealth Management has appointed Morgan Stanley has appointed **Thomas Ho** – most recently Director – Credit Risk Strategy/Transformation with Credit Suisse – to the position of Executive Director in New York. Ho joined Credit Suisse close of 2017 from New York Power Authority where he'd held the role of Senior Director Risk Management for just over one-and-a-half years – prior to this he held the role of Executive Director – Operational Risk Management with UBS from Q3 2012.

Spence Maier has been appointed to the position of Senior Vice President, Private Banker with SAGE Capital Bank in TX – he joins from First United Bank. Maier joined First United Bank Q2 2019 from Simmons Bank where he'd held the role of Vice President, Senior Commercial Banker from the beginning of 2018. **Hansjuerg Raetz** – most recently Client Advisor Multinationals Swiss Corporate Clients Americas with UBS – has been appointed to the position of Senior Business Developer with Vontobel in New York. Raetz spent just under nine years with UBS – joining the firm Q4 2014 from Trafigura where he'd worked for just over six years – holding the role of Concentrates Traffic Operator from Q3 2011. **Jason Shidler** – most recently Deputy Regional Managing Director with First Republic Bank – has been appointed to the position of Senior Vice President/Senior Managing Director with 1st Century Bank in San Diego, CA. Shidler spent close to twenty-one years with First Republic Bank. **Greg Hildebrand** – most recently Wealth Management Advisor with TIAA – has been appointed to the position of Relationship Manager with Key Private Bank in IN. Hildebrand spent just over four-and-a-half years with TIAA.

JP Morgan Private Bank has appointed **Eamon Cullinan** – most recently Private Client Advisor with Bank of America – to the position of Executive Director in MS. Cullinan spent just over two years with Bank of America – joining the firm Q3 2021 from Moelis & Company where he'd held an M&A-focused role for three years – prior to this he held a similar position with Deutsche Bank from Q3 2015. **Rajesh Nakadi** – most recently Head of Investments, Global Family Office with BNY Mellon Wealth Management – has been appointed to the position of Managing Director with JP Morgan Private Bank in New York. Nakadi spent two years with BNY Mellon Wealth Management – joining the firm 2021 from UBS where he'd held the role of Senior Vice President, Global Family Office for seven years – prior to this he'd held the role of Managing Director, Family Office; Head of Capital Markets & Advisory Group with Bank of America Merrill Lynch from 2009. **Julie Solomon Cotuno** – most recently Financial Advisor with US Capital Advisors LLC – has been appointed to the position of Vice President with JP Morgan Private Bank in Houston, TX – she'd spent three-and-three-quarter years with US Capital Advisors LLC. **Olive Goh** – most recently Director with Citi Private Bank – has been appointed to the position of Executive Director, Banker with JP Morgan Private Bank in WA. Goh spent just under nine-and-a-half years with Citi Private Bank – joining the firm Q2 2014 from HSBC Private Bank where she'd held the role of Relationship Manager, VP from Q4 2006. JP Morgan Private Bank has appointed **Brandon Gill** – most recently Relationship Manager with First Republic Bank – to the position of Vice President, Banker in CA. Gill spent just over six years with First Republic – joining the firm Q3 2017 from Wells Fargo where he'd held the role of Private Banker from Q3 2014 – he'd worked for just under eight-and-a-half years for the firm – first joining Q2 2009. JP Morgan Private Bank has appointed **Blake Allison** – most recently Associate – Markets Coverage Group with Goldman Sachs – to the position of Senior Associate, Banker in AR. Allison spent just under four-and-a-half years with Goldman Sachs.

Robert Holman – most recently Senior Vice President, Private Client Advisor with Bank of America Private Bank – has been appointed to the position of Executive Director, Banker with JP Morgan Private Bank in New York. Holman spent four-and-one-quarter years with Bank of America Private Bank – first joining the firm as Senior Vice President mid-2019 from Silicon Valley Bank where he'd held the role of Managing Director from Q3 2017 – prior to this he held the role of First Vice President with Morgan Stanley Private Bank from Q2 2010. **Monica Filpo** –

most recently Senior Vice President, Wealth Advisor with TRUIST Wealth – has been appointed to the position of Executive Director, Banker with JP Morgan Private Bank in FL. Filpo formerly held the role of Private Client Banker with JP Morgan Chase from Q4 2012 until the close of 2017. **Andrew Gerber** – most recently Relationship Manager with First Republic Bank – has been appointed to the position of Vice President, Banker with JP Morgan Private Bank in FL. Gerber spent just over six-and-a-half years with First Republic Bank – joining the firm Q1 2017 from BERNSTEIN Private Wealth Management where he'd worked for just under six-and-a-half years – holding the role of Manager from Q1 2015. **Jaquelynne [Petro] Elliott** has been appointed to the position of Executive Director, Banker with JP Morgan Private Bank in UT – she joins from Silicon Valley Bank where she held the role of MD from Q1 2023 – she worked for the firm for just under four-and-a-half years from Q2 2019.

JPMorgan Chase & Co. has appointed long-term Citi Private Banker **Felix A Ureña Jr** to the position of Executive Director, Banker in CA – he'd spent over twenty-one years with Citi – joining the firm Q2 2002 from Deutsche Bank where he'd worked for four years. JPMorgan Chase & Co. has appointed **Daniela Fortuna Macedo** – most recently Partner, Managing Director with Banco Itaú – to the position of MD in Miami, FL – she'd spent just over fifteen years with Banco Itaú – first joining the firm in Rio de Janeiro mid-2008 as Senior Private Banker from Banco do Brasil where she'd held the same role from Q1 2004 – first joining the firm in an RM role Q1 2000. **Ivan Arguello** – most recently Market Business Manager within JP Morgan's LATAM private banking business – has been appointed to the position of VP, Business Development Manager with EFG Capital International Corp. in Miami, FL. Arguello spent just under nine years with JP Morgan Private Bank. LATAM Advisor **Sebastian Levy** – most recently Vice President with Morgan Stanley – has been appointed to the position of Vice President with JP Morgan in Miami, FL. Levy spent just under four-and-a-half years with Morgan Stanley – joining the firm Q2 2019 from Banco Sabadell where he'd held the role of VP from Q4 2013 – prior to this he held the role of Senior Relationship Manager with Lloyds Bank from the beginning of 2009. Wealth Management outfit AZURA has hired former JPMorgan Chase & Co. Executive **Jerry Garcia** to bolster its presence in Miami, FL – he joins as Partner, Head of the firm's Latin America WM business. Garcia worked for JPMorgan Chase & Co. for just under sixteen years.

Guido Scaravilli – most recently Vice President Associate Banker Lead [Private Bank] Swiss LATAM with Citi – has been appointed to the position of LATAM UHNW Private Banker with SYZ Group in Geneva, Switzerland. Scaravilli spent eight-and-three-quarter years with Citi – first joining the firm in London Q4 2014 in a UHNW client services position – in his new role it is understood that he will report to Head of Latin America Bruno Canguçu. LATAM Wealth outfit MARIVA Capital Markets has appointed **Ivan Carmona** – most recently Director, LATAM Corporate Bond Trader with SMBC Nikko Securities America, Inc. – to the position of Director. Carmona spent five-and-three-quarter years with SMBC Nikko Securities America, Inc. – joining the firm close of 2017 from Renaissance Capital where he'd held the role of FI Trader from Q4 2016 – prior to this he held the role of Director, LATAM Corporate Bond Trader for Crédit Agricole CIB from Q2 2010. UBS has hired LATAM Wealth Advisor **Marcos Velez Ocampo Peralta** – most recently Head of Investments with CANAL Securities Corp. in Panama – he'd spent just under three-and-a-half years with the firm – first joining Q2 2020. **Joao Victor Ulmo** – former Banker with Safra – has been appointed to the position of Relationship Officer HNW with Itaú Private Bank in São Paulo. Ulmo spent one-and-one-quarter years with Safra from the close of 2021 – joining from Nexoos where he held an investor relations role – he most recently held a client relations role with Avenue from Q1 this year. **André Birri** – most recently Relationship Manager PBI Mexico with Credit Suisse – has been appointed to the position of Director, Relationship Manager covering LATM clients with Vontobel in Zürich, Switzerland. Birri spent five years with Credit Suisse – joining the firm Q3 2018.