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The Redstone
Wealth Management Update

Welcome to the Redstone Search Group Wealth Management Update: Q3 2025

Noteworthy Talent Moves in EMEA

European private banking remained competitive in Q3 2025, though the nature of that competitiveness shifted toward resilience and strategic repositioning. Banks doubled down on ultra-personalized advisory, especially for HNW and UHNW clients, leveraging digital platforms and behavioural analytics to deepen engagement, whilst select firms pursued senior hires in digital wealth, ESG advisory, and Asia-focused coverage, reflecting a pivot toward growth markets and future-proof capabilities. Despite macro volatility, private banks in Switzerland & Liechtenstein have posted double-digit growth in assets under management [AuM], buoyed by rising equity markets and solid net new money flows. ESG-focused offerings continue to expand, driven by UHNW clients and family offices embedding sustainability into their investment philosophies - especially amid intergenerational wealth transfer, whilst there is currently a noteworthy shift toward private market investments, with clients favouring unlisted opportunities over traditional public markets. This trend is reshaping portfolio construction and advisory models. Consolidation within Swiss private banks is accelerating, with deals like UBP's acquisition of Société Générale Private Banking (Suisse) SA highlighting a shift toward scale and operational efficiency. Larger banks have reduced cost-income ratios below 70%, while smaller banks face margin pressure due to reliance on interest income. UK banks face a medium-term profitability squeeze, with sector-wide profits down £3.7 billion in 2024 and RoE forecast to drop by over a third by 2027. UK banks are aggressively adopting AI and automation to counter rising costs and defend margins. The focus is on transforming operating models rather than tactical cost-cutting. More recently high street banks are losing deposit market share to neobanks and specialist lenders. The fight for deposits is intensifying, prompting innovation in savings products and client experience. In terms of hiring, firms are actively recruiting, especially in compliance, risk, ESG advisory, and digital transformation roles, where demand is strongest. However, hiring is highly selective, with a focus on professionals who combine technical expertise with interpersonal and strategic skills. ESG and sustainable finance roles have shifted from "future consideration" to immediate priority, particularly in Swiss and Liechtenstein-based institutions. Relationship Managers [RMs] with ESG fluency and multi-generational wealth planning experience are in high demand. Private banking in the Middle East is proving highly competitive in 2025, especially as Q3 saw continued momentum across key hubs like Dubai, Abu Dhabi, and Riyadh. Most recently, Citigroup Inc.'s private bank is understood to be planning a hiring drive for the Middle East region as part of the Wall Street giant's global expansion. The region continues to lead global rankings for net inflows of high-net-worth [HNW] and ultra-high-net-worth [UHNW] families, driven by geopolitical stability, tax efficiency, and wealth migration.

James Morton – most recently Senior Private Banker with Lombard Odier Group – has been appointed to the position of UK Lead [Zurich], Senior Private Banker with Syz Group in Zurich, Switzerland. Morton spent just over seven years with Lombard Odier Group – joining the firm Q3 2018 from Barclays Wealth and Investment Management where he'd held the role of Private Banker from Q1 2015. Syz Group has also appointed **Patrick Robadey** – most recently Business Developer with UBP - Union Bancaire Privée – to the position of EAM Senior Relationship Manager. Robadey joined UBP - Union Bancaire Privée Q3 2014 from Lombard Odier Group where he'd worked for thirteen years – holding the role of EAM Business Developer, Senior Vice President from Q1 2024. **Loïc Voide** – most recently Chief Executive Officer & Chief Country Officer [Switzerland] with Deutsche Bank – has been appointed to the position of Head of Private Banking for the Middle East and Africa [MEA] for DBS Bank – he relocates from Zurich, Switzerland to Dubai, United Arab Emirates for the role. It is understood that Voide left Deutsche Bank in November 2024 following ten-and-a-half years with the firm – he'd held his most recent role from

Q4 2023. Voide formerly held the role of Head of Private Banking Turkey/Switzerland, Director with Credit Suisse for just over two-and-a-half years – joining the firm Q1 2010 from UBS where he'd held the role of Desk Head Wealth Management Turkey, Executive Director for just under two years from Q2 2008. **Junyu Zhang** – most recently Client Relationship Manager with SHARD Capital – has been appointed to the position of Director with DBS Private Bank in London. Zhang spent just under six years with SHARD Capital – holding his most recent role from Q1 2021. **Tianfu Zhou** – most recently Relationship Manager with Shard Capital – has been appointed to the position of Vice President Relationship Manager with DBS Bank in London. Zhou spent just under one-and-a-half years with Shard Capital – joining the firm Q1 2024 from Britannia Global Markets Limited where he'd held a similar position for two-and-three-quarter years – joining the firm Q3 2021 from Bank of China.

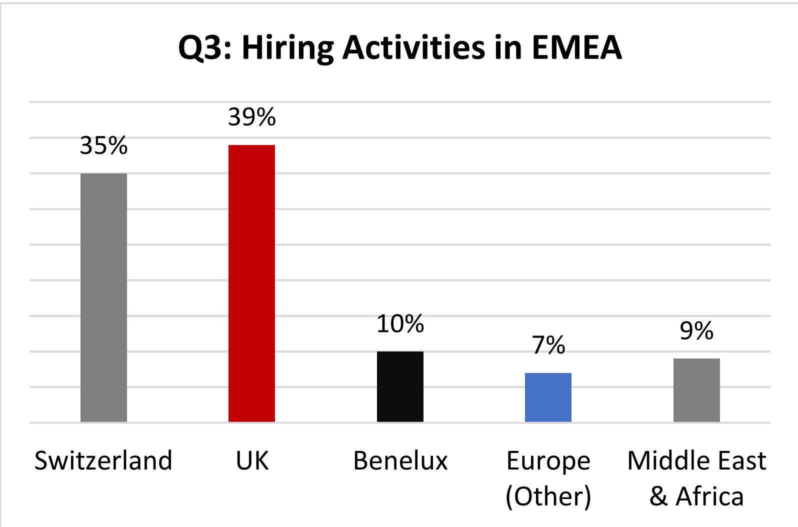
Konstantin Giantiroglou – most recently Client Advisor UHNW with UBS – has been appointed to the position of Executive Director, Client Advisor UHNW with JP Morgan. Giantiroglou first joined Credit Suisse Q3 2016 as Head Solution Management Premium Clients Zurich from Neue Aargauer Bank where he'd held the role of Head Research, Investment & Wealth Advisory from Q1 2009. JP Morgan Private Bank has appointed **Abdulmajeed** [**Majeed**] **Almugairin** – former Business Manager with HSBC Private Bank SA – to the position of Executive Director in Geneva, Switzerland, reportedly covering Middle Eastern clients. Almugairin spent fifteen-and-three-quarter years with HSBC Private Bank SA. Secondly, JP Morgan Private Bank has appointed **Omar Issa** – most recently Managing Director with NPX Capital – to the position of Associate Banker in Geneva, Switzerland. Issa joined NPX Capital Q1 2024 following two years with Credit Suisse where he'd held the role of Jnr Relationship Manager, Middle East Private Clients from Q3 2019. JP Morgan Private Bank has appointed **Tom Read** – most recently Vice President with Barclays Private Bank – to a similar position in London. Read spent just under nine years with Barclays – holding his most recent role from Q3 2020. **Catherine Rix** most recently Investment Counsellor with HSBC – has been appointed to the position of Vice President, Private Banker with JPMorgan Chase. Rix spent just over six years with HSBC – holding her most recent role from Q1 2023. It is reported that JP Morgan [Switzerland] has appointed **Carine Casteu** to the position of Chief Risk Officer – joining from Piguet Galland where she'd held a similar position for eleven years.

Alex Clayton – most recently Private Banker with Nedbank Private Wealth International – has been appointed to the position of Client Advisor with UBS in London. Clayton spent just over three years with Nedbank Private Wealth International – joining the firm mid-2022 from Kleinwort Hambros where he'd worked for just under four years – holding the role of Private Banker from Q3 2020. **David Stone** – most recently Senior Investment Advisor with Barclays Private Bank – has been appointed to the position of Director, Client Advisor with UBS. Stone first joined Barclays Wealth Management Q3 2018 as VP, Structured Product/Alternatives Specialist from POALIM Asset Management where he'd held the role of Advisory/Structured Products Specialist from Q4 2016. It is reported that **James Todd** has left his role as Domestic Market Team Lead with JP Morgan Private Bank to take the role of Managing Director of Client Coverage with Coutts. In this new role, Todd will focus on the firm's high-net-worth and ultra-high-net-worth segment, reporting to CEO Emma Crystal. Todd joined JP Morgan Private Bank Q3 2024 from 2IM 2 Investment Management where he'd held the role of Chief Commercial Officer from Q1 2024 – prior to this he'd held the role of Head of UK Domestic Private Bank with Barclays Private Bank for just over six-and-a-half years from Q2 2017. Arbuthnot Latham has appointed **Greg Ripley-Kinchin** – most recently Private Banker with Coutts – to the position of Senior Private Banker in London. Ripley-Kinchin spent four years with Coutts – joining the firm Q3 2021 from RBS where he'd held the role of Premier Banking Manager for just over four-and-a-half years from Q1 2017.

Marc Rister – most recently Director, Private Markets, Asset Management with Coutts – has been appointed to the position of Strategy & Execution Manager, COO Investments & EMEA with INVESCO in London. Rister spent just under nine years with Coutts – holding his most recent role from mid-2023. **Alex Carter** – most recently Private Banking Manager with Handelsbanken – has been appointed to the position of Relationship Manager with Killik & Co. Carter spent just over eight years with Handelsbanken – holding his most recent role from Q3 2019. Indosuez Wealth Management has appointed **Stefano Devecchi Bellini** to the position of Relationship Manager, Vice President – he'd formerly held the role of Senior Business Developer with BG [Suisse] Private Bank SA for just over one year from Q3 2024. Secondly, Indosuez Wealth Management has appointed **Ugur Aksoy** – most recently Client Advisor, Director with UBS – to the position of Relationship Manager. Aksoy originally joined Credit Suisse from UBS Q1 2021 as Client Portfolio Manager, Vice President Private Banking Switzerland – he then held the role of Multi-Asset Class Portfolio Manager [Platinum Mandates] Vice President from Q1 2023 until Q4 2024. Third, Indosuez Wealth Management has appointed **Moira Nardella** – most recently Asst. Relationship Manager Private Banking with Cornèr Banca SA – to the position of Client Service Officer. Nardella spent fourteen years with Cornèr Banca SA – holding her most recent role from Q1 this year. Fourth, Indosuez Wealth Management has appointed

Pauline Ryckmans – most recently Group Head of Business Process Management with Degroof Petercam – to the position of Group Operations Performance & Efficiency Manager. Ryckmans spent one-and-three-quarter years with Degroof Petercam – joining the firm Q1 2024 from BNP Paribas Fortis where she'd held the role of Chief Of Staff Officer [Client Service Center] from Q2 2023. Lastly, Indosuez Wealth Management has appointed **Laure Cozzarolo** – former Chief Operating Officer with Société Générale Private Banking [Suisse] SA – to the position of Senior Banker Institutional Clients in Geneva, Switzerland. Cozzarolo first joined Société Générale Q3 2008 – she'd held the role of COO from Q2 2021 until Q1 2023.

Lombard Odier Group has appointed **Christian Kneubühler** – most recently UHNW Customer Advisor with UBS – to the position of Deputy Director Swiss Domestic Market in Lausanne, Switzerland. Kneubühler spent eleven-and-three-quarter years with UBS – holding his most recent role from Q3 2024. **Thomas Morley** – most recently Deputy Chief Operating Officer [COO] with Sarasin & Partners LLP – has been appointed to the position of COO UK with Lombard Odier Group in London. Morley spent six years with Sarasin & Partners LLP – joining the firm Q3 2019 from EY where he'd held the role of Director, Financial Services Advisory from Q4 2017. Vontobel has appointed **Daniel Albini** – most recently Client Advisor Global Financial Intermediaries with UBS – to the position of Executive Director, Head of External Asset Managers Lugano. Albini spent fourteen-and-one-quarter years with UBS – holding his most recent role from Q3 2019. EFG International has appointed **Kevin Maestro** – most recently Deputy Director, Private Banker with Edmond de Rothschild – to the position of Director, Senior Private Banker in Monaco. Maestro spent just under twelve-and-a-half years with Edmond de Rothschild – holding his most recent role from Q1 2024. Secondly, EFG Private Bank has appointed **Daniela Sommariva** – most recently Private Banker with Barclays Private Bank – to the position of Senior Private Banker. Sommariva spent just over five years with Barclays Private Bank – joining the firm mid-2020 from CFM-INDOSUEZ – holding the role of Relationship Manager for just under three-and-a-half years from Q1 2017 – prior to this holding a similar position with HSBC Private Bank for just over eight-and-a-half years from Q4 2011.



LGT Private Banking has appointed Senior Private Banker **Reshmi Sehgal** – most recently Managing Director SA with Julius Baer – to the position of Managing Director, Senior Banker in Dubai, United Arab Emirates. Sehgal spent just over two-and-a-half years with Julius Baer – she'd formerly held the role of Managing Director with PICTET Group – joining the firm 2019 following just over twenty-one years with BNP Paribas – holding the role of Managing Director from 2003. RBC Brewin Dolphin has appointed **Wayne Newlands** – most recently Director with UBS Wealth Management – to the position of Director, Wealth Manager. Newlands spent nineteen years with UBS Wealth Management – joining the firm Q1 2006 from Lloyds Bank Private Banking where he'd held the role of UHNW Financial Planner for just under seven-and-a-half years. **Neil Joy** – most recently Vice President, Senior Private Banker with UBP - Union Bancaire Privée – has been appointed to the position of Relationship Director [Private Bank & Family Office] with Barclays Private Bank. Joy first joined SG Kleinwort Hambros Q3 2023 from CALYX Private Office LLP where he'd held the role of Director, Private Wealth Manager from Q3 2022. **George Hammond** – most recently Vice President, Private Banker with Citi – has been appointed to a private wealth management position with Goldman Sachs in London. Hammond spent just over two-and-a-half years with Citi – joining the firm Q1 2023 from Killik & Co where he'd worked for just under two-and-a-half years – holding the role of Investment Manager from Q4 2021. Weatherbys Private Bank has appointed Citi veteran **Michael Juby** to the position of Senior Private Banker. Juby spent twenty-six years with Citi – most recently holding the role of Director. **Sacha Di Maio** – most recently Advisor with LGT Private Banking und Asset Management in Singapore – has been appointed to the position of Wealth Manager with ACUMA in Dubai, United Arab Emirates. Di Maio spent just over four years with LGT Private Banking und Asset Management – joining the firm Q3 2017 from ARIS Prime Partners Asset Management where he'd held the role of CIO, Portfolio Manager for just under five years from Q3 2012 – prior to this he'd held a similar position with MARCUARD Heritage from Q1 2009.

David Doyle – most recently Private Banker with Investec – has been appointed to the position of Private Banking Executive with Arbuthnot Latham. Doyle spent just under seven years with Investec – holding the role of Private Banker from Q3 2019. **Katrina Johnson** – most recently Regional Director, North England with Barclays Wealth Management – has been appointed to the position of Managing Director [Head of North] with Brown Shipley. Johnson spent seventeen-and-one-quarter years with Barclays Wealth Management – holding her most recent role from Q1 2021. **Rodrigo Rachitoff** – most recently Private Banker Executive with Barclays – has been appointed to a similar position with EFG Private Bank in Monaco. Rachitoff spent just under five-and-a-half years with Barclays – joining the firm following just under five years with BNP Paribas Wealth Management – holding the role of Asst. Private Banker, Key Clients from Q3 2018. **Kai Penn** – most recently Commercial Finance Broker with NexGen Business Finance – has been appointed to the position of Private Banking Manager with Handelsbanken. Penn joined NexGen Business Finance Q1 2025 from Metro Bank UK where he'd worked for just over seven years – holding the role of Business Manager from Q4 2022. **Aynard de Monts** – most recently Private Banker with Degroof Petercam – has been appointed to the position of CEO Belgium for HEDON Family Office. De Monts spent just under four-and-a-half years with Degroof Petercam from Q2 2021.

Olivier Graisse – formerly Senior Manager, Risk & Governance [Financial Services] with Grant Thornton Luxembourg – has been appointed to the position of Chief Compliance and Chief Risk Officer with SDM Private Banking. Graisse re-joined Grant Thorton Luxembourg Q3 2023 from PwC where he'd held the role of Senior Manager Advisory Services from Q3 2022. **Edwin Lardot** has been appointed to the position of Senior Private Banker with Quintet Private Bank in Luxembourg – he joins following over twenty-four years with Banque Internationale à Luxembourg [BIL] where he'd most recently held the role of Head of Tax Services and Warrants Desk from mid-2025. Secondly, **Michael Ganczarczyk** – most recently Executive Director, Investment Banking with UBS – has been appointed to the position of Managing Director, Group Head of Client Lifecycle Management with Quintet Private Bank in Luxembourg – he'd spent just under one-and-a-half years with the firm – joining Q2 2024 from Credit Suisse where he'd held the role of Global Head of Reputational Risk, Investment Banking & Capital Markets & Non-Core & Legacy from Q1 2023. **Marc Vowell** – former Executive Director with JP Morgan – has been appointed to the position of Chief Executive Officer with AXYS Holding – he joins from LGT Wealth Management. Vowell spent six years with JP Morgan from 2013 – he was subsequently appointed to the position of Partner with Saranac Partners – then joined LGT Wealth Management Q2 2021. PICTET Wealth Management has hired Philanthropy Specialist **Nina Hoas** – most recently Head, Philanthropy Advisory with LGT – Private Banking und Asset Management in Geneva, Switzerland. Hoas spent just over four-and-a-half years with LGT – Private Banking und Asset Management – joining the firm Q1 2021 from UBS where she'd held the role of Head, Philanthropy Advisory for the Nordics & Middle East for just under eleven years from Q2 2010.

Cité Gestion SA has appointed Lombard Odier Group veteran **Marc Gaechter** to the position of Senior Investment Advisor in Geneva, Switzerland. Gaechter spent over twenty-two years with Lombard Odier Group – most recently holding the role of Executive Vice President, Portfolio Manager & Advisor from Q3 2011. Deutsche Bank has appointed **Yunus Ömer** – most recently Executive Director with UBS – to the position of Senior Relationship Manager in Zurich, Switzerland. Ömer spent seven-and-a-half years with UBS – first joining the firm Q1 2018 as Director, Wealth Management from DenizBank. Secondly, Deutsche Bank has appointed **David Zajdman** – most recently Head of Sales, HPC IP [Executive Director] with Marex Solutions – to the position of UHNWI Investment Manager Europe International in Zurich, Switzerland. Zajdman spent just under five years with Marex Solutions – joining the firm Q4 2020 from LEONTEQ where he'd held the role of Executive Director, Sales [Israel] from Q3 2014. BNP Paribas has appointed **Lars-Christian Schnieder** to the newly-formed position of Head of Credit Structuring Wealth Management Germany in Frankfurt, Germany – he joins from Credit Suisse where he'd worked for nineteen-and-a-half years – most recently holding the role of Director, HF/PE Financing, Global Lending Unit from Q3 2023. Goldman Sachs has appointed **Kiran Shahzad** – most recently Director, GWM Transaction Review – Structured Lending with UBS – to the position of Executive Director, Private Wealth Management in London. Shahzad re-joined Credit Suisse Q1 2020 as Vice President, Credit Risk Management from Commonwealth Bank where she'd held the role of Risk Executive from Q2 2018. UBS has appointed **Stephanie Khalef-Wassmer** – most recently Executive Director, Senior Investment Advisor with JP Morgan Private Bank – to the position of Client Advisor, Global Family & Institutional Wealth UK. Khalef-Wassmer spent fifteen-and-a-half years with JP Morgan Private Bank – holding her most recent position from Q4 2019. Nedbank Private Wealth veteran **Andrew Halsall** has been appointed to the position of Director, Family Wealth & Family Office with AES International in Dubai, United Arab Emirates. Halsall spent over twenty years with Nedbank Private Wealth – most recently holding the role of Chartered Wealth Manager with the firm.

Louise Loosveldt – most recently Senior Wealth Manager with BELFIUS – has been appointed to a similar position with Puilaetco. Loosveldt spent just over two-and-a-half years with BELFIUS – joining the firm Q1 2023 from ING where she'd held the role of Expert Private Banker for four-and-one-quarter years from Q4 2018 – prior to this she'd held the role of Senior Private Banker with AXA from Q1 2010. **Gaetan Aversano** – most recently Managing Director, Deputy Head of Private Markets Group with UBP - Union Bancaire Privée – has been appointed to the position of Principal, Global Wealth Management Solutions with Apollo Global Management, Inc. in Zurich, Switzerland. Aversano spent just over eight-and-a-half years with UBP - Union Bancaire Privée – holding his most recent role from Q1 2022. **Christoph Gantenbein** – most recently Global Head of Private Markets Institutional Solutions, Senior Managing Director with Union Bancaire Privée – has been appointed to the position of Managing Director, Head Institutional Switzerland with Copenhagen Infrastructure Partners in Zurich, Switzerland. Gantenbein spent just over two-and-a-half years with Union Bancaire Privée – joining the firm Q1 2023 following just under thirteen years with Partners Group where he'd held the role of Senior Client Relationship Manager from Q1 2020.

Gurdeep Bumbra – most recently Managing Director with Tourbillon Investment Management – has been appointed to the position of Senior Investment Manager with Mirabaud Asset Management. Bumbra spent just over one year with Tourbillon Investment Management – joining the firm following just over twenty years with PICTET Asset Management where he'd held the role of Senior Investment Manager from Q4 2003. Client Relations Specialist **Philipp Guth** – most recently Executive Director, CIO Office & UHNW Solutions with Julius Baer – has been appointed to a senior consulting role with 4E Capital in Zug, Switzerland. Guth spent just under nine years with Julius Baer – joining the firm Q1 2016 from Coutts where he'd worked for just over five-and-a-half years – holding the role of Senior Portfolio Manager, Executive Director from Q4 2013 – prior to this he'd held the role of Director, Investment Consulting UHNW from Q4 2006. Julius Baer veteran **Pepi de Ridder** – most recently Account Manager Intermediaries LATAM with the firm – has been appointed to the position of Chief Operating Officer [COO] with Aquila IBWM AG. De Ridder spent over twenty years with Julius Baer – holding his most recent role from Q4 2022. **Laksh Maheshwary** – former Relationship Manager, Private Banker with Deutsche Bank in Singapore – has been appointed to the position of Growth Consultant with Jupiter Wealth Advisors Limited in Dubai, United Arab Emirates. Maheshwary spent just under four years with Deutsche Bank – joining the firm Q4 2018 from UBS where he'd held the role of Client Advisor from Q1 2018.

Noteworthy Talent Moves in Asia

In Q3, private banking in Asia saw robust growth, fuelled by strong capital inflows, particularly into Hong Kong, where firms ramped up hiring to meet rising demand for alternative investments such as hedge funds and private equity. The region's resilience is underpinned by domestic demand, policy stimulus, and accelerating AI adoption. The Asia-Pacific private banking market is expanding at a CAGR of over 8%, driven by rising HNW populations, especially in China, India, and Southeast Asia. Younger HNWIs are seeking tech-savvy, personalized wealth solutions, prompting banks to revamp their advisory models. As within Europe, ESG investing is no longer niche - it's becoming central to portfolio construction, especially among family offices and next-gen clients. Succession planning services are also in high demand, with banks offering intergenerational wealth transfer strategies tailored to cultural nuances. A persistent shortage of experienced Relationship Managers [RMs] in the APAC region is driving competition, with many top performers migrating to Independent Asset Managers [IAMs]. This talent shift is prompting traditional banks to rethink compensation and retention strategies. Within Singapore, Bank of Singapore [BOS] is pushing toward its goal of US$145 billion in AUM and 500 RMs by year-end, reflecting a broader trend of scaling up talent and coverage. The city-state remains a magnet for Greater China clients, ASEAN wealth, and global family offices, intensifying competition for wallet share and talent. There's a marked shift toward intergenerational wealth strategies, especially among UHNW families establishing or expanding family offices, whilst the war for talent is intensifying, with IAMs and boutique firms attracting seasoned bankers seeking more autonomy and tailored client engagement. Banks are also restructuring coverage models and compensation to retain top performers and adapt to evolving client segments. Hiring in the APAC region remains competitive - DBS Group is aiming to hire 40 private bankers across Hong Kong and Singapore this year, with about half already onboarded. The focus is on serving North Asian clients, especially wealthy individuals from mainland China and Taiwan, whilst Citi Wealth has restarted its hiring engine, targeting a 10% increase in private bankers and investment advisors across Asia, marking a shift to "growth mode" after a year of restructuring. It has been noted that banks are now often recruiting more discreetly and selectively, prioritizing individual talent over large team moves. This reflects a shift toward quality over quantity in client coverage models, whilst the demand for seasoned RMs remains high, especially those with multi-market coverage, ESG fluency, and digital advisory capabilities.

UBS has appointed **Claudy Ho** – most recently Executive Director with Morgan Stanley – to the position of Market Team Head [Executive Director] in Hong Kong. Ho spent just under fifteen years with Morgan Stanley – joining the firm Q2 2010 from Bank Sarasin where she'd held the role of Senior Director from Q4 2008 – prior to this she'd held the role of Vice President with Credit Suisse from Q2 2004. It is understood that in this new role, she reports to Jamee Wong, Head Private Client Greater China. **Oliver Bareau** – former Managing Director, Head of Australia, Team Lead Southeast Asia with JP Morgan Private Bank – has been appointed to the position of Managing Director, Market Team Head Australia International with UBS in Singapore. Bareau spent eighteen years with JP Morgan – holding his most recent MD role from Q3 2019 – he subsequently joined Bridgewater Associates Q3 2023 as APAC Head of Distribution. UBS has appointed **Mansie Virmani** – most recently Director [Australia Coverage] with HSBC – to the position of Director, Client Advisor [Australia International] in Singapore. Virmani spent just under six-and-a-half years with HSBC – holding her most recent role from Q1 this year. It is reported that RBC Wealth Management has hired multiple Private Bankers in Hong Kong. This includes Executive Directors **Flora Kam**, **Ince Pan** and **Mark Chan**. Chan joins from Bank of Singapore – previously working for Credit Suisse, UBS Wealth Management plus JP Morgan. Pan has more than twenty years' of experience in asset management and investment banking. He most recently held the role of Founding Partner of DSG Group following working for Deutsche Bank, Hony Capital, Credit Suisse plus JP Morgan. Chan has over thirty years' of experience in financial services, most recently with Morgan Stanley where he supported Greater China clients. Prior to this, he held senior roles with Credit Suisse, Natixis, Bank of America Merrill Lynch Asia Pacific plus Citigroup Global Markets Asia.

RBC Wealth Management has hired **Christopher Chin** – most recently Executive Director with Julius Baer – he joins in a similar role in Singapore. Chin spent just under four years with Julius Baer – joining the firm Q3 2021 from Bank of Singapore where he'd held the role of Executive Director for just under four years – prior to this he'd spent two-and-three-quarter years working for HSBC Private Banking – holding the role of Director from Q3 2015. **Alfred Low** – most recently Managing Director, Head of North Asia Markets & Strategic Partnerships with Indosuez Wealth Management – has been appointed to the position of Chief Executive Officer [Hong Kong], Head of North Asia Markets with Lombard Odier Group in Singapore. Low spent four years with Indosuez Wealth Management – he'd formerly held the role of Managing Director, Market Head Greater China with HSBC Private Banking for four years from Q4 2017. It is reported that METALPHA Technology Holding Limited has appointed **Monique Chan** – most recently Vice Chair of Asia and Hong Kong Branch Manager with J. Safra Sarasin – to the position of Chief Executive Officer of its Hong Kong-based licensed subsidiary LSQ Capital. She will be responsible for building a digital asset-friendly family office platform. Chan has more than thirty years' of experience. She joined J. Safra Sarasin after as part of the acquisition of the Hong Kong and Singapore businesses of BMO Private Bank, where she'd held the role of its Asia Chief since 2015. Prior to this, she also held senior private banking roles with Banque Privée Edmond de Rothschild plus HSBC.

Deutsche Bank has appointed **Doreen Lam** – most recently Managing Director with JP Morgan Private Bank – to the position of Managing Director [Private Bank]. Lam spent two-and-three-quarter years with JP Morgan Private Bank – joining the firm Q4 2022 from BNP Paribas Wealth Management where she'd held the role of Managing Director, Head of Financing, Advisory & Solutions Team [Singapore and SE Asia] for just over three years from Q4 2019 – prior to this she'd worked for Credit Suisse for fourteen years – holding the role of Director from Q1 2011. Secondly, Deutsche Bank has appointed Middle East Private Banker **Ravi Manot** – most recently Managing Director, Senior Advisor with Julius Baer – to the position of Managing Director in Singapore. Manot spent just under nine years with Julius Baer – joining the firm Q4 2016 from BSI Bank where he'd held the role of Managing Director for just over seven years from Q4 2009 – prior to this he'd held the role of Asst. Vice President with Coutts for two-and-one-quarter years from Q3 2007. **Chye Chye Ong** – most recently Executive Director/Team Head Citigold Private Client, IPB with Citi – has been appointed to the position of Executive Director with Standard Chartered in Singapore. Ong spent just over nineteen years with Citi from Q3 2006. **May Chan** has been appointed to the position of Associate Director, Private Bank Marketing, Greater China and North Asia with Standard Chartered in Hong Kong – she joins from HSBC Global Private Banking where she'd most recently held the role of Vice President, Client Engagement from Q3 2023. Chan first joined HSBC Q4 2010. Third, **Angelina Yu** – most recently Relationship Manager, Financial Intermediaries with Bank of Singapore – has been appointed to a similar position with Standard Chartered in Hong Kong. Yu spent one year with Bank of Singapore – joining the firm Q3 2024 from VP Bank Asia where she'd held the role of Relationship Manager, Intermediaries Hong Kong for just over three years from Q3 2021.

HSBC Global Private Banking has made a series of senior appointments for Southeast Asia and international markets – These include **Joanne Ng** – most recently Desk Head [Premier Private Clients] with OCBC Bank – who has joined the firm as Desk Head for the Singapore team. Based in Singapore, she will lead a team of relationship managers and report to Hammad Hashmi, Market Head, Singapore, Malaysia and Indonesia. Ng joined OCBC Bank Q3 2015 from CIMB where she'd held the role of Vice President, Senior Business Manager for three years – prior to this she'd held the role of Vice President, Business Manager with United Overseas Bank Limited [UOB] for two years from Q4 2010. Secondly, HSBC has hired **Tim Morse** – most recently Market Manager Thailand, Australia, New Zealand & Brunei with Citi in Singapore. Morse spent just over seven years with Citi – joining the firm Q2 2018 from JP Morgan where he'd worked for just over six-and-a-half years – holding the role of Team Lead Singapore, Malaysia & Thailand [Private Bank] from Q4 2011. Third, **Shobana Vaidhyanathan** – most recently Private Banker with Citi – has been appointed to the position of Senior Private Banker with HSBC in Singapore. Vaidhyanathan spent just over nineteen-and-a-half years with Citi – holding the role of Private Banker from Q2 2021. It is reported that Citi has appointed **Laiman Wong** – Senior Relationship Manager with UBS – as Head of Markets Senior Relationship Management for Asia North, Australia, and Asia South, effective September. In the role, she will work closely with the US lender's product partners across wealth, banking & international. Based in Hong Kong, she reports to Cecile Gambardella and Betty Mah. Wong first joined UBS as Executive Director, Prime Finance Sales Q3 2015 from Deutsche Bank where she'd worked for just over eight years in an equity sales role.

BNP Paribas Wealth Management has appointed **Lye Daniel** – most recently Senior Vice President with UOB – to the position of Managing Director in Singapore. Daniel spent just over five-and-a-half years with UOB – joining the firm Q1 2020 from Bank of Singapore where he'd held the role of Director for just under ten years – prior to this he'd worked for Morgan Stanley for two years. Secondly, **Roger Cherian** – most recently Client Advisor with UOB – has been appointed to the position of Private Banker with BNP Paribas in Singapore. Cherian spent just over two-and-a-half years with UOB – joining the firm Q1 2023 from OCBC Bank where he'd held the role of Associate Director for two-and-a-half years from Q2 2019 – prior to this he'd held the role of Manager with Citi from Q2 2017. **Arjan de Boer** – former Head of Private Banking, North Asia with ANZ – has been appointed to the position of Managing Director, Head of Private Banks Coverage, Asia Pacific with Crédit Agricole CIB in Hong Kong – he relocates from Singapore for the role. De Boer spent just under three-and-a-half years with ANZ – joining the firm mid-2013 from ABN AMRO Bank NV where he'd held the role of Head of Private Banking, North Asia from Q1 2010 – he'd most recently held the role of Head of Markets, Investments & Structuring [MIS] Asia with Indosuez Wealth Management for eight-and-one-quarter years from Q1 2017.

It is believed that JP Morgan Private Bank has appointed **Ryan Mak** – most recently Desk Head with HSBC Private Banking – to the position of Executive Director in Hong Kong. Mak spent just over twelve years with HSBC Private Banking – holding his most recent role from Q4 2023. **Fionn Lo** – most recently Managing Director, Market Head of Hong Kong Investment Managers with Deutsche Bank – has returned to JP Morgan Private Bank in the position of Managing Director, Banker Team Lead, Hong Kong Market. Lo originally spent eleven-and-a-half years with JP Morgan – holding the role of Executive Director UHNW Hong Kong/Family Office from Q1 2014 until subsequently joining Deutsche Bank Q4 2018. **Carrie Tang** – most recently China Private Market Lead Partner with PwC – has been appointed to the position of Managing Director with JP Morgan Private Bank in Hong Kong. Tang re-joined PwC Q2 2024 from Ernst & Young where she'd worked for seventeen-and-three-quarter years – most recently holding the role of Partner – prior to this she'd held the role of Senior Manager with PwC for four years from 2002. JP Morgan Private Bank has hired **Felicia Kong** – most recently Client Service Team Lead with UBS in Singapore. Kong formerly spent fourteen-and-a-half years with Credit Suisse – holding the role of Senior Account Manager, VP from Q3 2013.

Wang Cheung – most recently Head of Southern Region [Global Private Banking] with HSBC – has been appointed to the position of Managing Director with JP Morgan Private Bank in Hong Kong. Cheung spent just over three years with HSBC – joining the firm Q3 2022 from Credit Suisse where he'd held the role of Executive Director for just under four years from Q3 2018. **Kok Siang Wee** – most recently Head of Singapore Global Wealth Management Compliance with UBS – has been appointed to the position of Managing Director, Head of Singapore Compliance with LGT Private Banking in Singapore. Siang Wee spent five-and-a-half years with UBS – joining the firm Q1 2020 following eight-and-a-half years with Deutsche Bank – holding the role of Head of Anti Financial Crime, Singapore & South East Asia from Q3 2018. **Edmund Tang** has been appointed to the position of Managing Director, CFO & Head of Business Management with JP Morgan Private Bank [Asia]. Tang is a former HSBC veteran – working for the firm for eighteen-and-a-half years – holding the role of Chief Financial Officer Global Asset Management from Q1 2022 until Q3 2023. **Pei Pei Chern** – most recently Managing Director with Julius Baer – has been appointed to a similar position with Lombard Odier Group in Singapore. Chern spent seven years with Julius Baer – joining the firm Q3 2018 from UBS Wealth Management – holding the role of Executive Director for eleven-and-one-quarter years from Q2 2007. **Randal Li** – most recently Associate, Investment Counselling with Deutsche Bank – has been appointed to the position of AVP, Investment Counselling [Hong Kong UHNW] with Citi Private Bank. Li spent just over three years with Deutsche Bank – holding his most recent role from Q1 2025.

Ryan Fischer – most recently Senior Private Banker with ANZ – has been appointed to the position of Relationship Executive [Private Bank] with BOQ Group in Sydney, Australia. Fischer spent one year with ANZ – joining the firm Q3 2023 from NAB. **Sanyam Sharma** – most recently Director with HSBC – has been appointed to the position of Director with Barclays Private Bank. Sharma spent just over one year with HSBC – joining the firm Q3 2024 from Deutsche Bank where he'd held the role of Vice President, Global Private Banking from Q3 2021 – prior to this he'd held the role of Practice Head with Edelweiss Financial Services Limited for just over six years from Q3 2015. Barclays Private Bank has appointed **Clare Yang** – most recently Executive Director with JP Morgan – to the position of Director, Team Head, North Asia Desk in Singapore. Yang spent three-and-three-quarter years with JP Morgan – joining the firm Q4 2021 from Credit Suisse where she'd held the role of Private Banker from Q3 2018 – prior to this she'd held the role of Senior Client Acquisition Manager with UOB for six years from Q4 2012. **Lance Lo** – most recently VP, Investments & Investment Specialist Management with OCBC – has been appointed to the position of Head of Investments with Crescens Wealth Group in Singapore. Lo spent six-and-three-quarter years with OCBC – first joining the firm Q3 2018 as Wealth Advisor from iFS International Financial Services. **Andrew Ho** has been appointed to the position of Regional Head, Private Clients APAC with OCORIAN in Singapore – he'd formerly held the role of Head of Private Wealth Singapore with IQ-EQ from Q3 2021 until Q4 2022 – prior to this he'd held the role of Director, Trust Management UHNWI with Credit Suisse from Q4 2017 until Q1 2019.

It is reported that UBP Union Bancaire Privée has expanded its Greater China business with three front office hires from Bank of Singapore and Citi; **Aaron Lee** has been appointed to the position of Team Head following roughly twenty years of banking experience, most recently with Bank of Singapore. Prior to this, he also worked for HSBC Private Bank. In this new role, he reports to Teresa Lee, Chief Executive of Hong Kong and Regional Head of North Asia. In addition, the bank is also understood to have named **Charles Tam** as Senior Relationship Manager and **Sue Peng** as Relationship Manager. Tam – who reports to Lee – also joins from Bank of Singapore. Peng joins from Citi Private Bank. **Michael Benz** – former Global Head Private Banking with Standard Chartered Bank – has been appointed to the position of Head of APAC with AMINA Bank. Benz spent two years with Standard Chartered Bank – joining the firm 2014 from Bank of America Merrill Lynch where he'd held the role of CEO Wealth Management APAC for three years from 2010 – he'd most recently held the role of Chief Executive Officer with QUINTAR Capital for one-and-one-quarter years from Q2 2024. Julius Baer has appointed **Markus Haeny** – most recently Head FIM Hong Kong & Co-Head FIM APAC with UBS – to the position of Head Intermediaries Asia in Hong Kong. Haeny spent just over twenty years with UBS – holding his most recent role from Q1 2023. **Amit Talwar** – most recently Director with Bank J. Safra Sarasin – has been appointed to the position of Vice President with DBS Bank in Singapore. Talwar spent just over three years with Bank J. Safra Sarasin – joining the firm Q3 2022 from Citibank where he'd held the role of Associate Director for sixteen years – joining the firm Q3 2006 from ABN AMRO.

Noteworthy Talent Moves in the Americas

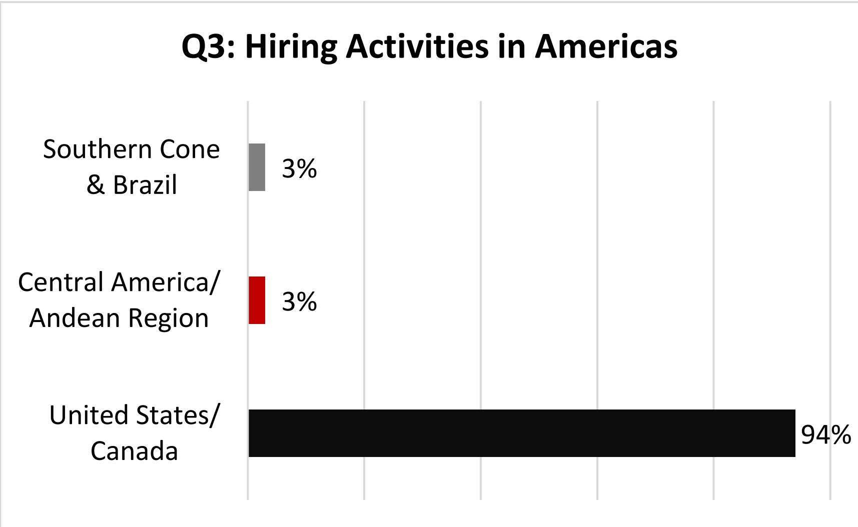
In Q3 2025, US private banking remained resilient amid macroeconomic uncertainty, with firms emphasizing portfolio durability, tax efficiency, and AI-led personalization. The US private banking market is projected to reach USD 88 billion in 2024, growing at a CAGR of 10.24% toward USD 143 billion by 2029. Major players like JP Morgan and Goldman Sachs are expanding their platforms, focusing on portfolio resilience and capital investment strategies amid macroeconomic volatility. There is currently a strong push within the US toward transforming client engagement through digital platforms, especially for younger HNWIs seeking real-time insights and seamless onboarding, whilst Relationship Managers [RMs] are expected to evolve into multi-disciplinary advisors, blending financial planning, estate structuring, and tech fluency. Banks are embedding ESG into core portfolio strategies, offering customized impact solutions aligned with generational preferences. In recent months, ESG hiring within US private banking has gained renewed momentum, despite political headwinds and regulatory uncertainty. The demand is especially strong among firms targeting next-gen wealth holders and family offices, who increasingly expect ESG-aligned strategies and transparent reporting. Though not as aggressive as Asia's current RM hiring [driven by Chinese and Taiwanese offshore wealth flows], US banks are hiring strategically, balancing tech investment with economic uncertainty. Bonus dissatisfaction is pushing top performers to explore new roles. Firms are prioritizing talent with AI fluency, ESG integration skills, and multi-disciplinary advisory capabilities, reflecting the shift toward tech-enabled, values-driven wealth management. Temporary and agile staffing models are rising, allowing banks to adapt to market fluctuations while developing new talent pipelines. Recruitment on the whole in US private banking has remained intensely competitive in recent months, especially for senior RMs with deep books and cross-border coverage. Compensation packages have edged upward, with select banks offering guaranteed bonuses and accelerated promotion tracks to lure top performers. The rise of Independent Asset Managers [IAMs] and boutique platforms has further fragmented the landscape, intensifying the battle for high-touch advisory talent and prompting traditional banks to rethink retention strategies.

Private banking within Latin America has recently seen something of a Middle-Class expansion; A rising number of middle-class investors is reshaping client demographics, prompting banks to offer more personalized and accessible wealth management services. Market gains and generational wealth transfers have led to a surge in family offices, especially in Brazil and Mexico, driving demand for bespoke advisory and estate planning. Institutions like Santander Private Banking are expanding ESG advisory mandates across Latin America, with sustainable investment products reaching over €67.7 billion in value, whilst outfits such as Bradesco are investing heavily in digital platforms to enhance client engagement and streamline advisory services, reflecting a broader regional pivot toward tech-enabled banking. The Brazilian private banking sector is currently booming, with R$2.4 trillion in assets under management by November 2024 [a 9.5% YoY increase, driven by rising interest rates and demand for tax-exempt bonds.] BTG Pactual's acquisition of Julius Baer Brazil reportedly added R$60 billion in advised assets, reinforcing the trend of consolidation among top-tier players.

Juan Torres – most recently SVP, Private Client Manager with Bank of America Private Bank – has been appointed to the position of Private Banker with US Bank in Boston, MS. Torres first joined Bank of America Q1 2008 – he'd held his most recent position from Q2 2022. **Umar Iqbal** – most recently Private Banker with Simmons Bank – has been appointed to the position of SVP, Private Wealth Advisor with US Bank. Iqbal spent just under three-and-a-half years with Simmons Bank – joining the firm Q1 2022 from JPMorgan Chase & Co. where he'd held the role of Vice President for four years – prior to this he'd held the role of Director Private Banking with Liechtensteinische Landesbank AG for two years from 2016. **Christopher Frodge** – most recently Senior Vice President/Wealth Advisor with Huntington Private Bank – has been appointed to the position of SVP, Wealth Management Advisor with US Bank. Frodge spent seven years with Huntington Private Bank – holding his most recent role from Q2 2024. **Daniel Sam** – most recently Private Client Banker with JPMorgan Chase – has been appointed to the position of Private Banker with Citizens Private Bank in FL. Sam spent just under five-and-a-half years with JPMorgan Chase – holding his most recent role from Q1 2024. Citizens Private Bank has appointed **Stuthi Chawla** – most recently Senior Private Client Banker with JP Morgan – to the position of Private Banker in CA. Chawla first joined JPMorgan Chase & Co. Q3 2023 from First Republic Bank where she'd held the role of Preferred Banker for ten-and-one-quarter years from Q2 2013. **Lien Nguyen** – most recently AVP, Preferred Banking Relationship Banker

[Senior] with City National Bank – has been appointed to the position of Senior Private Banker with Citizens Private Bank in CA. Nguyen joined City National Bank Q2 this year from JPMorgan Chase & Co. where she'd held the role of Vice President, PBO Manager from Q4 2023.

Bank of America Private Bank has appointed **George Ledo** – former Executive Director Private Banking, Latin America with JPMorgan Chase – to the position of Director. Ledo spent just under fifteen-and-a-half years with JPMorgan Chase – joining the firm Q2 2007 from Société Générale – he'd most recently held the role of Director with Citibank Private Bank from Q3 2022. Secondly, **Michael Wiers** to the position of Managing Director, Private Bank Market Leader Chicago – he joins from Wells Fargo where he'd held the role of Custom Credit Banker for just over four-and-a-half years from 2021 – prior to this he'd held the role of Executive Director with JP Morgan for just over six years – joining the firm Q1 2015 from Fifth Third Bank where he'd held the role of Regional Market Manager, Core Middle Market for two years from 2013. **Rockwell Jackson** – most recently Vice President, Private Banker with BNY Wealth – has been appointed to the position of Vice President, Private Client Manager with Bank of America Private Bank in CT. Jackson spent just over six years – holding his most recent role from Q1 2022. Bank of America Private Bank has hired **Christian Petro** – most recently Global Market Manager Metro New York with Citi Private Bank – he joins as Market Executive in New York. Petro spent four years with Citi Private Bank – first joining the firm Q3 2021 from JP Morgan where he'd held the role of Central Regional Head – Global Investment Opportunities for just under twelve years from Q4 2009. **Grace Chehansky** – most recently Executive Director with JP Morgan Private Bank – has been appointed to the position of Managing Director with Bank of America Private Bank. Chehansky first joined JP Morgan Private Bank mid-2010.



Sidney Gulledge – most recently Executive Director with JP Morgan Private Bank – has been appointed to the position of Managing Director, Client Advisor [Private Bank] with Bank of America. Gulledge spent just under four years with JP Morgan Private Bank – joining the firm from Goldman Sachs where he'd held the role of Investment Management Advisor from mid-2018. **Amy Sweeney** – most recently Vice President, Private Banking Relationship Manager with Huntington National Bank – has been appointed to the position of Senior Private Banker with Fifth Third Private Bank in OH. Sweeney spent just over seven-and-a-half years with Huntington Private Bank from Q1 2018. **Gregory Stern** – most recently Asst. Vice President, Wealth Management Banker with US Bank – has been appointed to the position of Vice President, Senior Private Banker with Old National Bank in Chicago, IL. Stern spent just over twelve years with US Bank – holding his most recent role from Q1 2019. **Guilherme Garcez** – most recently Vice President Private Banking with JP Morgan – has been appointed to the position of VP, Associate Banker with Citi in Miami, FL. Garcez spent just under four-and-a-half years with JP Morgan – holding his most recent role from Q1 2023. **Landrit Alibegu** – most recently Private Client Banker with JPMorgan Chase Bank – has been appointed to the position of Wealth Relationship Manager, Snr Analyst [AVP] with Citi. Alibegu re-joined JPMorgan Chase Bank Q4 2024 from Safra National Bank of New York where he'd held the role of Asst. Vice President, Private Banker from mid-2023. **Cesar Davila** – most recently Senior Client Manager with Bank of America Merrill Lynch – has been appointed to the position of Private Banker with City National Bank of Florida. Davila spent just under ten years with Bank of America Merrill Lynch – holding his most recent role from Q1 2023.

Carmen Budnar – most recently Private Client Banking Officer with Keystone Bank – has been appointed to the position of VP Senior Private Banker with American Bank of Commerce following three-and-a-half years with the firm from Q4 2021.**Kenneth Yang** – most recently Senior Relationship Manager with JPMorgan Chase & Co. – has been appointed to the position of Business Relationship Manager, FVP Private Banking with East West Bank in CA. Yang spent just over two years with JPMorgan Chase & Co. – joining the firm Q3 2023 from First Republic

Bank where he'd worked for just under eight years – holding the role of Senior Relationship Manager from Q4 2022. Merrill Lynch has hired Wealth Management Specialist **Anthony Ricardo** – most recently Wealth Relationship Manager with Citi. Ricardo spent eight-and-one-quarter years with Citi – joining the firm mid-2017 from Wells Fargo where he'd held the role of Private Banker for just over six-and-a-half years from Q4 2010. **Oren Yaccobe** – most recently Financial Consultant with Fidelity Investments – has been appointed to the position of Financial Advisor with Wells Fargo Advisors. Yaccobe joined Fidelity Investments Q2 2024 from Citi where he'd held the role of Financial Advisor [Wealth Management] for just over six-and-a-half years from Q1 2019. **Stinson Miller** – most recently Vice President, Private Wealth Advisor with US Bank – has been appointed to the position of Vice President, Client Relationship Manager with Independence Bank. Miller spent two years with US Bank – joining the firm Q3 2023 from WesBanco where he'd held the role of AVP, Private Banker, Private Client Services Group from Q4 2020 – joining the firm following just under five-and-a-half years with PNC – holding the role of AVP Banking Advisor from Q1 2019. **Arsen Gaboyan** – most recently VP, Relationship Manager with CalPrivate Bank – has been appointed to the position of Vice President, Relationship Manager [High Net Worth Banking] with Patriot Bank NA in Los Angeles, CA. Gaboyan spent just under eight years with CalPrivate Bank – holding his most recent role from Q1 2024.

Erin Visscher – most recently Wealth Advisor with Huntington National Bank – has been appointed to the position of Vice President & Senior Relationship Strategist with PNC. Visscher spent just over four years with Huntington National Bank – she'd formerly held the role of Private Banker with Fifth Third Private Bank for just over seven years from Q4 2013. **Ju Hui Sirithasack** – most recently Senior Vice President, Senior Private Banker with UMB Bank – has been appointed to the position of Director of Private Banking, Senior Vice President with Capitol Federal Savings Bank – she'd spent just under nineteen years with the firm – holding her most recent role from Q3 2014. TRUIST has appointed **Diane Rogerson** – most recently Deputy CTO with Morgan Stanley [US] – to the position of Chief Information Risk Officer in NC. Rogerson joined Morgan Stanley Q4 2022 following just under twenty-seven years with JPMorgan Chase & Co. where she'd most recently held the role of Managing Director. **Antrion Chambers** – most recently Wealth Advisory Region Support Leader with TRUIST Wealth – has been appointed to the position of Wealth Client Service Manager VP with BNY Wealth in Tampa, FL. Chambers he'd her most recent role from mid-2024. **Sureyya Gonzales** – Private Wealth Management Banker with US Bank – has been appointed to the position of Senior Private Banker with First Financial Bank. Gonzales first joined US Bank Q4 2010.

Mayobanex Martinez – most recently VP, Client Service Manager with Citi – has been appointed to the position of Senior Relationship Manager with Insigneo. Martinez spent eleven-and-a-half years with Citi – first joining the firm Q1 2014 from the role of Private Banker with Wells Fargo – held from Q3 2012. **Bill Madden** – most recently Vice President with JP Morgan Private Bank – has been appointed to the position of Financial Advisor with UBS in MS. Madden spent just under four years with JP Morgan Private Bank – joining the firm Q3 2021 from Bank of America Private Bank where he'd held the role of Private Client Advisor, Vice President for just over six years from Q3 2015 – joining the firm from Goldman Sachs where he'd held the role of Private Wealth Advisor for three years from 2011. **Shahrzad Roshanzamir** – most recently Wealth Management Banking Regional Sales Director with Bank of America Merrill Lynch – has been appointed to the position of Associate Private Banker with Morgan Stanley. Roshanzamir first joined Bank of America Q1 2011 – she'd held her most recent role from Q2 2021. **Ryley Jennings** – most recent Private Banker with RBC Wealth Management – has been appointed to the position of Senior Private Banker with ATB Wealth in Calgary, Canada. Jennings spent thirteen-and-a-half years with RBC Wealth Management – holding his most recent role from Q1 2022. **Michelle Vienneau** – most recently Private Banker with BMO Private Wealth – has been appointed to the position of Senior Private Banking Advisor with CIBC Private Wealth. Vienneau spent just under four years with BMO Private Wealth – joining the firm Q3 2021 from National Bank of Canada – prior to this she'd worked for RBC for ten-and-a-half years.

Luke Yang – most recently Director with Citi – has returned to JP Morgan Private Bank in the role of Executive Director. Yang originally held the role of Vice President with JP Morgan Private Bank for just under four years before joining Citi Q1 2016. **Carlos Luna Alvarez** – former Vice President Wealth Management with Deutsche Bank – has been appointed to the position of Executive Director with JP Morgan Private Bank in New York. Alvarez spent just under thirteen-and-a-half years with Deutsche Bank – most recently holding the role of Vice President CIB Global Transaction Banking with the firm from Q1 2019. JP Morgan Private Bank has appointed **Hannah Jones** – most recently Senior Banker [Financial Sponsor Coverage] with Citi – to the position of Executive Director, Fund Banker in New York. Jones spent just under three years with Citi – joining the firm Q3 2022 from Barclays Corporate Banking where she'd held the role of Relationship Director for three-and-a-half years – prior to this she'd held the role of Group Director of Investments with First Ark for six years from Q4 2016. **Julio Ulmann** – former Superintendent Private Banking with Santander Brasil – has been appointed to the position of Superintendent of

Wealth Management [Commercial] with 4UM Investimentos in Paraná, Brazil. Ulmann first joined Santander Brasil Q4 2016 from HSBC where he'd held the role of Senior Private Banker from mid-2013 – he'd most recently held the role of Assessor, Private Banking with Valore Elbrus for just over three years from Q3 2022. **David Lopez Bremer** – most recently Country Head Mexico with AMERIS – has been appointed to the position of Partner, [Head Mexico] with PICTON. Lopez Bremer spent just under ten years with AMERIS – he'd formerly held the role of FI Portfolio Manager with BTG Pactual – joining the firm mid-2011 from EuroAmerica where he'd held the role of Wealth Management Senior Manager from mid-2010.
