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The Redstone
Wealth Management Update

Welcome to the Redstone Search Group Wealth Management Update: Q4 2025

Noteworthy Talent Moves in EMEA

In Q4 2025, the European private banking scene was marked by cautious optimism, strong equity-linked strategies, and a pivot toward digital and ESG-focused wealth solutions. It was a steady but strategic Quarter: earnings resilience gave private banks room to innovate, while clients leaned into AI-driven equity themes, and diversification into private credit and alternatives. Within 2025, private banking across EMEA was shaped by digital acceleration, Middle East expansion, and generational wealth transfer. Firms focused on hybrid advisory models, ESG integration, and capturing emerging wealth segments. The Middle East saw strong growth in wealth management, with private banks, asset managers, and independent advisors expanding operations in Dubai, Abu Dhabi, and Riyadh, whilst rising oil revenues, family office activity, and sovereign diversification strategies fuelled demand for bespoke advisory and alternative investments. Banks invested heavily in AI-enhanced advice, digital onboarding, and wealth super apps, aiming to serve both next-gen clients and entry-level HNW segments more efficiently. Hybrid models combining human advisors with digital tools became standard, improving scalability and client engagement. The ongoing $84 trillion global wealth transfer reshaped client demographics, with younger investors favouring tech, health, and climate-focused assets. Private banks adapted by offering sector-specific strategies, private equity access, and digital-native engagement models. The most active private banking hubs in EMEA in 2025 were Switzerland, Luxembourg, Liechtenstein, the United Arab Emirates [especially Dubai and Abu Dhabi], and the UK. These centers led in client acquisition, AUM growth, and strategic expansion. Of note, Liechtenstein gained traction among UHNW clients seeking tailored services, low regulatory friction, and Swiss-linked currency stability, whilst remaining positioned as a niche hub for wealth preservation and succession planning, especially for European dynastic families. Recruitment within private banking across EMEA in 2025 was shaped by digital transformation, Middle East expansion, and generational wealth shifts. Firms prioritized hybrid advisory talent, ESG fluency, and cross-border client coverage. Banks accelerated hiring of digital relationship managers, onboarding specialists, and AI-enhanced advisory leads, especially in Switzerland, the UK, and Luxembourg. Candidates with experience in wealth apps, CRM integration, and hybrid advisory models were in high demand to serve next-gen clients and mass-affluent segments. In 2026, private banking in EMEA is expected to focus on digital scalability, Middle East expansion, and further ESG integration, while navigating macroeconomic uncertainty and generational wealth shifts. Firms will prioritize hybrid advisory models, alternative investments, and cross-border client coverage. The Middle East will remain a key growth engine, with Dubai, Abu Dhabi, and Riyadh attracting global private banks and IAMs expanding coverage of UHNW clients, family offices, and sovereign-linked entities. Switzerland, Luxembourg, and the UK will continue to lead in cross-border wealth management, but face pressure to modernize platforms and retain talent amid rising regulatory complexity.

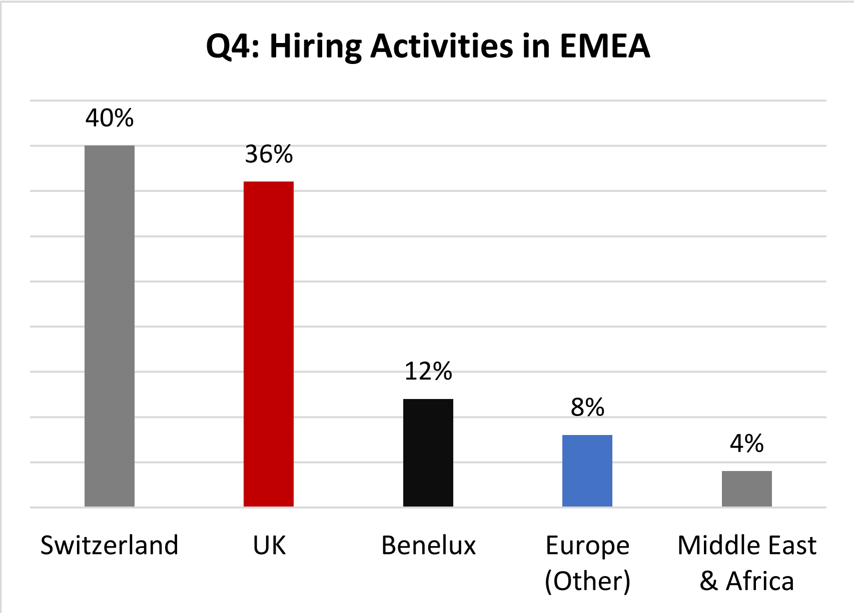
Mauro Sciuchetti – former Managing Director, Senior Advisor [Team Head Italy – Ticino] with Julius Baer – has been appointed to the position of Senior Advisor with Cornèr Banca SA in Zurich, Switzerland. Sciuchetti spent just under five years with Julius Baer – joining Q2 2019 from UBS where he'd held the role of Executive Director, Relationship Manager UHNWI Italy for just over two years from Q1 2017 – he'd most recently held the role of Senior Private Banker with LGT Private Banking from Q1 2024 until mid-2025. **Borja Martínez-Laredo** – former Managing Director Middle East Team with JP Morgan [Suisse] SA – has been appointed to the position of Senior Executive Officer, Abu Dhabi Location Head with UBS. Martínez-Laredo spent just under four years with JP Morgan – most recently holding the role of Managing Director with the firm in the US from Q1 2024 – he'd formerly held the role of Director with UBS in Madrid, Spain for just over four-and-a-half years from Q4 2012. **Tarini Vijay** – most recently Business Development Director, Wealth Manager with UBP - Union Bancaire Privée – has been appointed to the position of Director, Private Banking with EFG International. Vijay spent just under two-and-a-half years with UBP - Union Bancaire Privée – joining Q3 2023 following nine years with Goldman Sachs – holding the role of Executive Director, Private Wealth Management from Q4 2021. **Dominik Fehlmann** – most recently Head of Private Banking with Zuger Kantonalbank – has joined Dreyfus Söhne & Cie AG, Banquiers in Basel, Switzerland. Fehlmann spent four years with Zuger Kantonalbank – joining following just under fourteen years working for UBS – most recently holding the role of Executive Director, Wealth Management Switzerland from Q1 2013.

Deutsche Bank has appointed **Vivienne Chia** – most recently Global Head of Investment Solutions Group with Bank of Singapore – to the position of Global Head of Private Bank Investment Solutions. Chia spent four-and-one-quarter years with Bank of Singapore – joining Q3 2021 as Global Head of Investment Advisory Solutions from UBS Global Markets where she'd held the role of Managing Director from mid-2001. **Pedro Cardador** – most recently Director, Client Advisor [Wealth Management] with UBS in Lisbon, Portugal – has been appointed to the position of Executive Director, Senior Banker with Banco Santander International in Geneva, Switzerland. Cardador first joined Credit Suisse Q4 2016 as Vice President, International Private Clients from BPI [Suisse] SA where he'd held the role of Private Banker, Wealth Manager for nine-and-a-half years from Q2 2007. **Stefano Barbanera** – most recently Senior Investment Advisor with UBS – has been appointed to the position of Senior Portfolio Advisor with Lombard Odier Group in Zurich, Switzerland. Barbanera formerly spent just under twenty-eight years with Credit Suisse – holding the role of Senior Relationship Manager from Q3 2009 until mid-2015. **Frédéric Beaumont** – most recently Desk Head FIM Geneva with UBS – has been appointed to the position of Head Private Banking Regional Lémanique with CIC [Suisse]. Beaumont spent just over seven years with UBS – joining Q4 2018 from Lombard Odier Group where he'd held the role of Desk Head, Relationship Manager – Independent Asset Managers for just under seven-and-a-half years from Q3 2011 – prior to this he'd held an original stint with UBS – holding the role of Private Client Advisor, WM Swiss Desk for two years from 2009.

Deborah [**Fenn**] **Wilson** – most recently Director with Barclays Wealth Management – has been appointed to the position of Director, Private Client Desk Head – South West with HSBC. Wilson spent thirteen-and-a-half years with Barclays Wealth Management – first joining Q3 2011 as Vice President, Private Banker from Coutts where she'd held the role of Private Banker from Q3 2006. **Romain Jérome** – most recently Group Chief Digital Officer with Indosuez Wealth Management in Paris, France – has been appointed to the position of Chief Executive Officer with Wealth Dynamix in London. Jérome spent just under seven years with Indosuez Wealth Management – joining Q1 2019 from Crédit Agricole CIB where he'd worked for fourteen years – holding the role of Global Head, Digital Transformation & Innovation from Q4 2016. It is reported that **Mischa Anand** – Head Investment Advisory Zurich with Julius Baer – has joined Zug-based Colin&Cie Wealth Management as Head of Investment Selection & Advisory. It is understood in his new role, he will be responsible for investment selection within discretionary asset management and will lead the project for the future design of the advisory business. Anand first joined Julius Baer Q1 2010 as Senior Investment Consultant following just under twelve years with UBS – holding the role of P&S Consulting Location Head Central Switzerland from mid-2006. Rothschild & Co. has appointed long-term Barclays Wealth Management **Ben Gulliford** to the position of Director – he joins following nineteen-and-three-quarter years with the firm most recently holding the role of Director, Team Leader, West Team from Q3 2018. He'd spent nineteen-and-three-quarter years with the firm in total.

It is reported that **Sascha Kever** – Chief Investment Officer of PKB Private Bank – is set to join Cornèr Banca on January 16th in Lugano, Switzerland. In his new role it is understood he will be responsible for investment strategies, also leading four teams – these cover asset management, advisory, fund management, and macroeconomic research and strategy. Kever first joined PKB Private Bank as Senior Asset Manager Q1 2014 – prior to this he'd held the role of Investment Advisor with LLB Banking for one-and-a-half years from Q3 2012. **Cedric Bourdy** – former Relationship Manager & Investment Advisory [External Asset Managers, Family Offices & HNWI] with Bank of Singapore – has been appointed to the position of Senior Business Developer [External Asset Managers & Multi-Family Offices] with Indosuez Wealth Management in Luxembourg. Bourdy spent nine years with Bank of Singapore – holding his most recent role from Q3 2018 – he joins from Nevastar Finance where he'd held the role of Head of Investor Relations/Distribution & Investment Oversight for just over three years from Q3 2022. BNP Paribas Wealth Management veteran **Stephane Castrogiovanni** – most recently Wealth Manager with the firm – has been appointed to the position of Director, Senior Private Banker with Quintet Private Bank in Luxembourg. Castrogiovanni spent just under seventeen years with BNP Paribas Wealth Management – holding the role of Head of Sales International Private Banking from Q3 2017 until mid-2019.

It is reported that Lombard Odier has appointed Wealth Management Expert **David Fournier** of UBS to the position of Head of French-Speaking Switzerland [excluding Geneva] for private banking activities. Starting from this month, Fournier will head the offices in Lausanne, Fribourg, Vevey and Verbier, succeeding Capital Partner Stéphane Pedraja, based in Lausanne. Fournier first joined UBS Q4 2017 from Piguet Galland & Cie SA where he'd worked for four years from 2014. **Judiyah Amirthanathar** – most recently EMEA Investment Strategist, Senior Vice President with Citi – has been appointed to the position of Market Strategist, Director with Barclays Private Bank in London. Amirthanathar spent just under four years with Citi – joining Q4 2021 from Morgan Stanley – holding the role of Global Multi-Asset Vice President from Q1 2021. It is reported that **Alain Krüger** – Managing Director with Goldman Sachs – is to join Julius Baer to co-Head the Swiss Market for the firm with Marc Blunier following the departure of Patrick Prinz. Krüger joined Goldman Sachs Q3 2020 from UBS where he'd held the role of Managing Director for just under nine-and-a-half years from Q2 2011 – joining from the position of MD with Citigroup – held for just under two years from Q3 2009. **Amit Kachawaha** – most recently Senior Director, Private Banking with DBS Bank – has been appointed to the position of Executive Director, Client Advisor HNW/UHNW with UBS. Kachawaha spent just under five years with DBS Bank – joining Q1 2021 from Emirates NBD where he'd held the role of Director, Private Banking for just over eight-and-a-half years from Q3 2012 – prior to this he'd held the role of Director, Private Client Wealth Management with Royal Bank of Canada for three-and-three-quarter years from Q1 2009. **Giuseppe Corrado** – most recently Client Advisor UHNWI with UBS – has been appointed to the position of Senior Wealth Manager UHNWI with Intesa Sanpaolo Wealth Management SA in Luxembourg. Corrado spent two-and-three-quarter years with UBS – first joining Credit Suisse as Senior Relationship Manager UHNWI Italy Team Q3 2020 – prior to this he'd held the role of Investment Advisor with Indosuez Wealth Management for three-and-one-quarter years from Q2 2017.



Michaël Hoffmann – formerly holding an investment fund sales [Global Family & Institutional Wealth] role with UBS – has been appointed to the position of Principal, Global Wealth Solutions with KKR in Zurich, Switzerland. Hoffmann spent just under four-and-a-half years with UBS – holding his most recent role from mid-2021 – he joins KKR from Partners Group where he'd held a client solutions – private wealth Benelux role for three-and-one-quarter years from Q3 2022. **William Therlin** – most recently Vice President, Client Advisor with Rothschild & Co – has been appointed to the position of Private Banker with DNB Carnegie – relocating from Zurich, Switzerland to Gothenburg, Sweden for the role. Therlin spent just over eight years with Rothschild & Co – holding his most recent role from Q2 2023. **Jez Verweij** – most recently Asst. Relationship Manager UHNW Clients with Bank J. Safra Sarasin – has been appointed to the position of Key Account Manager with Avaloq in Zurich, Switzerland. Verweij spent just under three-and-a-half years with Bank J. Safra Sarasin from Q3 2022. **Joseph Morgan** – most recently Team Leader, Premier Banking Team with NatWest Group – has been appointed to the position of Private Banker with Coutts. Morgan spent one-and-a-half years holding his most recent position – first joining NatWest as Premier Banking Manager Q1 2023. Secondly, **Giordano Robba** – most recently Business Development Manager with NatWest Group – has been appointed to the position of Private Banker with Coutts Crown Dependencies. Robba spent just over seven years with NatWest Group – holding his most recent role from Q3 2024. **Giovanni Revedin di San Martino** – most recently Senior Banker UK UHNW with Credit Suisse – has been appointed to the position of Managing Director with JP Morgan Private Bank in London – he'd spent three-and-one-quarter years with Credit Suisse – joining Q3 2022 from Saranac Partners where he'd held the role of Partner for just over six years from mid-2016.

Andrew Dixon – most recently Head of UK & International Wealth Planning [UK] with UBP – Union Bancaire Privée – has been appointed to the position of Head of Wealth Planning with Artorius in London. Dixon first joined Société Générale Private Banking SGPB as Wealth Planner Q3 20213 from Barclays Wealth where he'd held a similar position for two-and-three-quarter years from Q4 2010. **Ricardo Dias Afonso** – most recently Desk Head Portugal [Global Wealth Management] with UBS – has been appointed to the position of Desk Head Europe, South Geneva with LGT Private Banking in Geneva, Switzerland. Dias Afonso spent just under one-and-a-half years in his former role with UBS – he'd first joined Credit Suisse Q3 2022 from UBP - Union Bancaire Privée where he'd held the role of Relationship Manager [Portugal] from Q4 2021 – prior to this he'd held the role of Senior Private Banker with Millennium Banque Privée for just over six-and-a-half years from Q2 2015. Secondly LGT Private Banking has appointed **Joao Correia** – most recently Executive Director with UBS – to the position of Managing Director in Geneva, Switzerland. Correia spent just under one-and-a-half years in his most recent role with UBS – first joining Credit Suisse as Director Q1 2021 from Millennium Banque Privée where he'd held the role of Private Banker for just over two-and-a-half years from Q3 2018. **Andrea Cuomo** – most recently Managing Director with Julius Baer – has been appointed to the position of UHNWI Client Advisor with BOREAL Capital Management in Zurich, Switzerland. Cuomo spent six-and-three-quarter years with Julius Baer – joining Q1 2019 from Quilvest [Switzerland] Ltd. where he'd held the role of Director, Board Member Chile for just over three-and-a-half years from Q3 2015.

Edouard Hoepffner – formerly Senior Managing Director, Head of Investment Services Asia with UBP - Union Bancaire Privée – has been appointed to the position of Head of Investment Advisory Middle East with Julius Baer in Dubai, United Arab Emirates. Hoepffner spent seven-and-one-quarter years with UBP - Union Bancaire Privée – joining the firm in Singapore Q2 2016 from Coutts where he'd held the role of Head of New Product Development & Client Solutions for just over four years from Q2 2012. BNP Paribas has appointed **Luciana Falconi** – most recently Senior Relationship Manager with LGT – Private Banking und Asset Management – to the position of Senior Relationship Manager in Lugano, Switzerland. Falconi spent just under eleven years with LGT – joining the firm Q4 2014 from HSBC – holding the role of Account Relationship Manager from Q2 2007. **Alessandro Vagnucci** – most recently Private Banking Managing Director, Deputy Head with Mediobanca – has been appointed to the position of Head of Key Clients with Intesa Sanpaolo Private Banking in Milan, Italy. Vagnucci spent just under eight years with Mediobanca – joining the firm Q4 2017 from Banca Esperia where he'd held the role of MD, Head of Business Development, Marketing & Sales from Q3 2010. **Tom Camber** – most recently Executive Director, Client Advisor with UBS Wealth Management – has been appointed to the position of Managing Director, Senior Relationship Manager with Lombard Odier Group. Camber spent just over eighteen years with UBS Wealth Management from Q3 2007.

Paul Clifford – most recently Senior Private Banker with Arbuthnot Latham – has been appointed to the position of Relationship Director with Cooper Parry Wealth. Clifford spent just over two years with Arbuthnot Latham – joining Q1 2023 from Atomos Wealth. **Craig Middleton** – most recently Private Banking Manager with Handelsbanken – has been appointed to the position of Director, Private Banking with Metro Bank [UK] in London. Middleton formerly held the role of Associate Director, Private Banker with Coutts for just over nine-and-a-half years from Q4 2007 – he subsequently joined Monument as Commercial Relationship Manager Q2 2022. **Kiren Rainu** – most recently Private Banker with Coutts – has been appointed to the position of Client Relationship Officer with EFG Harris Allday. Rainu spent just under fifteen years with Coutts – holding the role of Private Banker from mid-2016. **Julie Smulders** – most recently Private Banker with BELFIUS Regio Aalst – has been appointed to the position of Private Banker with Mercier Van Lanschot. Smulders spent four-and-three-quarter years with BELFIUS Regio Aalst – joining Q1 2021 from Deutsche Bank where she'd held the role of Personal Financial Advisor from mid-2017. Capital Banking Solutions has appointed **Oliver Ernst** to the position of Sales Director Switzerland in Geneva. Ernst formerly held the role of Head of Sales DACH for Wecan Group – joining the firm 2024 from Venley Capital. **Dominique Gerster** – formerly Head of Global Media Relations Wealth Management with Credit Suisse – has been appointed to the position of Global Head of Corporate Communications with Vontobel. Gerster spent just over nine years with Credit Suisse – joining the firm Q4 2015 following ten years with UBS where he'd held the role of Head Corporate Communications Wealth Management Europe for two-and-one-quarter years from Q3 2013. Van Lanschot Kempen has appointed **Maria Maraki** – most recently Head of Risk and Compliance [Chief Risk/Compliance Officer] with Reuss Private Group AG – to the position of Head of Compliance in Zurich, Switzerland. Maraki spent just over three years with Reuss Private Group AG – joining Q3 2022 from Indosuez Wealth Management where she'd worked for five-and-one-quarter years – holding the role of Head of Due Diligence from Q4 2021.

It is understood that Baseline Wealth Management has appointed **Yves Pillonel** to the position of Senior Relationship Manager. Yves brings over thirty-five years of experience across global financial markets, asset management, private equity, and family office services. Prior to joining Baseline Wealth Management, Pillonel held senior positions with UBS, PICTET, and other leading financial institutions, as well as independent asset managers and family offices. **Leonardo De Fezza** – formerly Senior Portfolio Manager [Equities, Multi-Asset & Derivative Strategies] with UBS – has been appointed to the position of Senior Portfolio Manager [DIVAS Eurozone Value Equity Funds] with DIVAS Asset Management AG in Zurich, Switzerland. De Fezza spent one-and-one-quarter years with UBS – he'd first joined Credit Suisse 2012. **Léa Andersson** has been appointed to the position of Head of Investor Relations with VIGAMA Capital in Geneva, Switzerland. Andersson most recently held the role of Global Advocacy/Public Affairs Manager with Solar Impulse Foundation for three-and-one-quarter years from Q3 2022 – first joining the firm Q1 2019. **Daniele Seca** – most recently Senior Portfolio Manager with NOVUM Partners in Geneva, Switzerland – has been appointed to the position of Private Banker with Fideuram – Intesa Sanpaolo Private Banking in Milan, Italy. Seca spent five-and-three-quarter years with NOVUM Partners – joining Q3 2019 from GENERALI Investments – holding the role of Derivatives Specialist from mid-2018.

It is understood that Banque Internationale à Luxembourg [BIL] Suisse has made multiple new private banking hires, comprising **Manuel Philipp** – formerly holding a senior Executives/Entrepreneurs role with VP Bank AG – joins in the new role of Head Entrepreneurs and Executives Desk Zurich. Philipp spent just under two years with VP Bank AG – joining Q4 2023 from Kaleido Privatbank AG where he'd held a German Market role for just under three years – joining Q1 2021. Secondly, **Cesare Bai** has also joined BIL Suisse as a Client Service Office Specialist in Zurich. Bai joins BIL Suisse from UBS where he'd held the role of Client Manager UHNWI Greece & Cyprus for just over two years – he'd first joined Credit Suisse Q2 2921 in an IWM/Corporate role. It is reported that Experienced Wealth Manager **Flavien de Muralt** has launched Kairos Gestion in Geneva, Switzerland – the firm will provide financial and wealth management advice. De Muralt is a veteran of Bruellan SA – where he'd most recently been appointed to the position of Managing Partner – first joining the firm 2002. It is understood that Banque Cantonale de Genève [BCGE] hired **Claude Lüthi** to run its Zurich office. His responsibilities include developing private banking, foundations, financing and international services. Lüthi joins from Julius Baer, where he ran a wealth management team covering Aargau and Solothurn for two-and-three-quarter years from Q1 2023. Prior to this he worked for Credit Suisse. BNP Paribas veteran **Francesco Gargano** has been appointed to the position of Relationship Manager Private Banking with PKB Private Bank in Lugano, Switzerland. Gargano spent twenty-five years with BNP Paribas from Q4 2000.

Daniel Sparks – most recently Premier Banking Manager with NatWest – has been appointed to the position of Private Banker with Coutts. Sparks spent just over seven years with NatWest – holding his most recent role from Q4 2023. **Andrew Bowen** – most recently Head of Mid-Market Enterprises [Ireland] with HSBC – has returned to Barclays Private Bank in the role of Director. Bowen spent just over eight years with HSBC – joining mid-2017 from his original stint with Barclays where he'd held the role of Relationship Director for just under thirteen years from Q3 2004. **Maria Jacometti** – most recently Vice President with JP Morgan – has been appointed to the position of Private Banker with Barclays Private Bank in London. Jacometti spent just under ten years with JP Morgan – joining 2016 from Northern Trust Wealth Management. Barclays Private Bank has hired Senior Private Banker **Keith Phillips** – most recently with Citi. Phillips spent just over thirteen-and-a-half years with Citi – joining Q4 2010 from Credit Suisse where he'd held a senior private banking position for just under six years from Q4 2004. **Dennis Fritzsche** – most recently Advisor, Client Development [Private Wealth Management] with ODDO BHF – has been appointed to the position of Associate Relationship Manager with Julius Baer in Stuttgart, Germany. Fritzsche spent just over six-and-a-half years with ODDO BHF – holding his most recent role from Q3 2021. **Sahil Shaikh** – most recently Discretionary Portfolio Manager with Lombard Odier Group – has been appointed to the position of Multi Asset Portfolio Manager with AVIVA Investors. Shaikh spent four-and-one-quarter years with Lombard Odier Group – joining Q3 2021 from M&G PLC where he'd held the role of Portfolio Manager from Q1 2018. **Michelle Duncalf** – Director, Wealth Manager with Coutts – has been appointed to the position of Senior Private Banker/Team Leader with Weatherbys Private Bank. Duncalf first joined Coutts Q1 2017 as Associate Director, Wealth Manager from Arbuthnot Latham where she'd held the role of Private Banker from Q3 2014.

Paul Sewell – most recently Head of Insolvency Banking with Metro Bank [UK] – has been appointed to the position of Director, Private & Corporate Banking with Cynergy Bank in London. Sewell spent just under twelve years with Metro Bank [UK] – holding his most recent role from Q3 2024. **Adriaan Muller** – formerly Private Banker with ABSA Private Bank – has joined Investec in Stellenbosch, South Africa. Muller spent just under seven years with ABSA Private Bank – joining Q3 2014 from FNB. **Jon Proudfoot** – most recently Chief Investment Officer with Affinity Private Wealth – has been appointed to the position of Chief Investment Officer, Jersey with Capital International.

Proudfoot spent just over four-and-one-quarter years with Affinity Private Wealth – joining Q3 2021 from UBP - Union Bancaire Privée where he'd held the role of Equity Hedge Strategy Head for eight years from Q2 2012. **Matthew Hawinkels** – most recently Investment Advisor, Global Wealth Management with Citi – has been appointed to the position of Senior Investment Specialist with Pictet Wealth Management in London. Hawinkels spent two-and-three-quarter years with Citi – joining following seven years with Goldman Sachs. **Simon Frank** – most recently Senior Investment Analyst with DEG – has been appointed to the position of Client Advisor Wealth Management Sub-Saharan Africa HNWI with UBS in Zurich, Switzerland. Frank spent three-and-one-quarter years with DEG – holding his most recent role from Q4 2023. It is reported that Rothschild & Co Wealth Management Switzerland has appointed **Kaie-Liis Asu** – most recently Head of Private Banking with Lõhmus, Haavel & Viisemann [LHV] – to the position of the firm's new Head of Baltics, effective from this month. In her new role, she relocates to Zurich, Switzerland, reporting to Gerold Reiser, Region Head for Central and Eastern Europe. Asu spent four-and-one-quarter years with LHV – holding her most recent role from Q4 2023.

Claudio Jegen – most recently Client Advisor LFN with UBS – has been appointed to the position of Director with PRIO Partners in Zurich, Switzerland. Jegen spent one-and-one-quarter years with UBS – he'd first joined Credit Suisse Q3 2007 – holding the role of VP, Relationship Manager HNWI from Q1 2024. **Frédéric Dommart** – most recently Chief Data Officer with Lombard Odier Group – has been appointed to the position of Director of Operations, [COO] with Banque Bonhôte & Cie SA. Dommart spent just over three years with Lombard Odier Group – joining Q3 2022 from UBP Investment Advisors SA where he'd worked for six-and-three-quarter years – holding the role of Managing Director, Client Relationship from mid-2018. **Mathis Weber** – most recently Client Relationship Manager with UBS – has been appointed to the position of Client Advisor with Brevalia AG. Weber spent just under three years with UBS from Q4 2022. **Rachel Koen** – most recently Manager of Private Banking with AstroBank – has been appointed to the position of Director of Private Banking Greece & Cyprus with J. Safra Sarasin. Koen spent seven years with AstroBank – joining Q4 2018 from Santander UK where she'd held the role of Financial Planning Manager for one-and-a-half years from Q2 2017 – prior to this she'd held the role of Manager with Alpha Bank for two years from Q4 2014. **Waleed Shah** – former Private Banker with Habib Bank AG Zurich – has been appointed to the position of Director, Client Relationship Officer with EFG Private Bank in London. Shah spent nine years with Habib Bank AG Zurich – subsequently joining Bellecapital as Director & Relationship Manager Q4 2023.

Ruben Van Poucke – most recently Private Banker with DIERICKX LEYS Private Bank – has been appointed to the position of Private Banker with DELEN Private Bank. Van Poucke spent three-and-three-quarter years with DIERICKX LEYS Private Bank – joining Q2 2022 from KBC Bank & Verzekering. **Daan Wijnen** – most recently Relationship Manager with Van Lanschot Kempen – has been appointed to the position of Client Relationship Officer with LGT Private Banking. Wijnen spent just over six years with Van Lanschot Kempen. **Emile Harding** – most recently Vice President with JP Morgan Private Bank – has been appointed to the position of Director, Head of Business Risk Management with Swissquote in Geneva, Switzerland. Harding re-joined JP Morgan Private Bank Q4 2022 from PICTET Group where he'd held the role of Relationship Manager for just over two-and-a-half years from Q2 2020. **Andreas Piepke** – most recently Chief Operating Officer [COO] GPB & Wealth, Switzerland and EMEA with HSBC – has been appointed to the position of Global Chief Operating Officer, Wealth Management with Schroders in London. Piepke spent over twenty years with HSBC – holding his most recent role from Q4 2022. **Andrea Vergani** – Private Banker with Banque Pictet & Cie SA – has been appointed to the position of Private Banker with CREDEM Euromobiliare Private Banking. A former Director with Macquarie Group - Vergani joined Banque Pictet & Cie SA Q1 2008. **Soon Lambert** – most recently Senior Investment Manager with SambrInvest – has been appointed to the position of Private Banker with Degroof Petercam. Lambert spent two years with SambrInvest – joining Q4 2023 from ING Belgium where she'd worked for just over nine-and-a-half years – holding the role of Relationship Manager from Q4 2022.

Pieter-Jan Van Geet – most recently Private Banker with BNP Paribas Fortis – has been appointed to the position of Private Banking Advisor with Deutsche Bank – he'd spent just over three-and-a-half years with BNP Paribas Fortis – holding his most recent role from Q1 2024. **Joseph Owst** – most recently Private Banker with Investec – has been appointed to the position of Associate Director with RBC Wealth Management in London. Owst spent just under nine-and-a-half years with Investec – holding the role of Private Banker from Q2 2022. **Amber Jenkins** – most recently Private Banker HNW City Professionals/Corporate Executives with Investec – has been appointed to the position of Private Banker with Weatherbys Private Bank in London. Jenkins spent just over six years – holding her most recent role from Q1 2023. **Jack Akister** – most recently Private Banker with Coutts – has been appointed to the position of Private Banker with Arbuthnot Latham in London. Akister spent just under six years with Coutts – holding the role of Private Banker from Q4 2022. **Isabelle Van Meervenne** – most recently Private

Banker with KBC Bank & Verzekering – has been appointed to the position of Private Banker with Degroof Petercam – she'd spent six-and-three-quarter years with the firm from Q1 2019.

Simon Harding – most recently Deputy Chief Operating Officer, Managing Director, UK Wealth Management with Rothschild & Co – has been appointed to the position of Chief Operating Officer with Brown Shipley in London. Harding spent just under thirteen-and-a-half years with Rothschild & Co – holding his most recent role from Q1 2023. **Claus Andersen** – most recently Senior Wealth Manager with Intesa Sanpaolo Private Banking – has been appointed to the position of Vice President with VP Bank [Luxembourg] SA. Andersen formerly held the role of Vice President with VP Bank AG for six-and-three-quarter years from Q4 2018 – prior to this he'd held the role of Executive Director with Nordea Bank SA for just under twelve years from Q3 2006. **Paul Butler** – former Associate, Private Banker with Coutts – has been appointed to the position of Private Banker, Private Client Lending Specialist with Investec in London. Butler spent seven-and-one-quarter years with Coutts until Q2 2018 – he'd most recently held the role of Associate Director with Cynergy Bank for just under seven years from Q1 2019. **Vasila Mehtiyeva** – most recently Private Banker with Arbuthnot Latham & Co., Ltd – has been appointed to the position of Vice President of JP Morgan Asset Management in London. Mehtiyeva spent just over three years with Arbuthnot Latham & Co., Ltd – joining Q4 2022 from Lloyds Banking Group where she'd held the role of Relationship Manager from Q3 2021.

Noteworthy Talent Moves in Asia

In review, Q4 2025 was a growth-driven but strategically transitional quarter, with Asian private banking balancing strong inflows with the need to modernize digitally and prepare for generational wealth shifts. In 2025, private banking in Asia was driven by digital innovation, rising HNW populations, and regional fragmentation. Firms focused on hybrid advisory models, family office services, and ESG integration to capture next-gen and emerging wealth segments. Asia-Pacific remained the fastest-growing private banking market globally, with projected annual growth of 7% through 2027, commanding nearly half of global corporate and investment banking revenues, whilst China, India, and Southeast Asia led wealth creation, while Japan and South Korea focused on portfolio resilience and succession planning. The rise of Asian family offices prompted demand for bespoke advisory, estate planning, and cross-border structuring. Private banks responded by building dedicated family office desks and expanding trust and tax consulting services. In 2025, the most competitive private banking hubs in Asia were Singapore, Hong Kong, and Tokyo - each leveraging distinct strengths in regulation, client coverage, and innovation. Singapore maintained its lead as Asia's premier private banking hub, driven by political stability, robust regulation, and deepening ties with Southeast Asian and Indian wealth. Despite geopolitical headwinds, Hong Kong remained a critical hub for mainland Chinese UHNW clients, especially for cross-border structuring and RMB-linked products: it's banks focused on succession planning, offshore diversification, and digital onboarding, while navigating regulatory shifts and capital flow controls. In 2025, wealth management firms reported strong inflows from China, India, and Southeast Asia, with rising HNW populations fuelling demand for bespoke advisory. Most firms launched or upgraded AI-powered portfolio management tools, big data analytics, and client-facing digital interfaces, whilst hybrid advisory models became mainstream, blending human expertise with digital personalization to serve mass-affluent and next-gen clients. Looking forward to this year, Asia-Pacific private banks aim to double AUM to $260 trillion by 2026, following a $400 billion rebound in 2023 after two years of contraction. Asia-Pacific is projected to remain the fastest-growing private banking region globally, with continued expansion in China, India, Indonesia, and Vietnam. Southeast Asia and the Middle East will attract new entrants and strategic investment, driven by rising HNW populations and family office formation.

Rahul Bhandari – most recently Executive Director with Julius Baer – has been appointed to the position of Executive Director, Desk Head Global South Asia & SEA with Nomura in Hong Kong. Bhandari spent just under six years with Julius Baer – joining Q1 2020 following just over nineteen years with HDFC Bank – holding the role of Alternate Chief Executive, Head Commercial & Consumer Banking, NRI Services Hong Kong from Q4 2010. **Tharsha Soysa** – long-term employee of Standard Chartered Bank – has been appointed to the position of Executive Director with TAURUS Wealth in Singapore. Soysa spent just over seventeen-and-a-half years with Standard Chartered Bank – most recently holding the role of Associate Director from Q1 2023. **Neeraj Arora** – most recently Director with Standard Chartered Global Private Bank – has been appointed to the position of Senior Director Private Banking with DBS Bank in Singapore. Arora spent just over one year with Standard Chartered Global Private Bank – joining Q4 2024 from Credit Suisse where he'd held the role of Director for one-and-a-half years from Q1 2023 – prior to this he'd held a similar position with Julius Baer in Hong Kong from Q4 2020. **Didi Taslim** – most recently Executive Director with JP Morgan Private Bank – has been appointed to the position of Director of Deutsche Bank Wealth Management in Singapore. Taslim spent just under two-and-a-half years with JP Morgan Private Bank – joining Q3 2023 from HSBC Private Banking – holding the role of Director for just under six-and-a-half years from Q2 2017 – prior to this Taslim held the role of Vice President with Morgan Stanley for just under six years from Q3 2011. **Olivier Livenais** – most recently Chief Executive Officer of Indosuez Wealth Management in Hong Kong – has been appointed to the position of Global Head of Wealth with LEO Wealth in Hong Kong. Livenais spent just under eighteen years with Indosuez Wealth Management – joining Q1 2007 from Groupe Crédit Agricole – he'd held his most recent role from Q2 2020.

JP Morgan Private Bank has appointed China Market Specialist **Chris Wong** – most recently Associate Director, Private Banker with HSBC – to the position of Vice President, Private Banker in Hong Kong. Wong spent nine-and-a-half years with HSBC – holding his most recent role from Q4 2022. It is reported that Bank of Singapore has appointed **Claude Harbonn** – Co-Head UHNW Solutions Group with UBS – to the position of Head of Investment Advisory. It is understood Harbonn will join the firm in the newly-created role this month, to lead the global investment advisory teams and set the strategic direction for the investment advisory function - he will also work closely with the front office to deepen product penetration and enhance portfolio advisory services across the bank. Harbonn joined UBS Q3 2023 – he'd first joined Credit Suisse Q3 2008 – holding the role of Market Group Head, Malaysia & Indonesia from Q1 2023 until Q3 2023. **See Piu Chua** – most recently Managing Director, Market Lead with BNP Paribas Wealth Management – has been appointed to the position of Managing Director, Market Head North Asia with Indosuez Wealth Management. Piu Chua spent four years with BNP Paribas Wealth Management – joining Q3 2021 from Deutsche Bank where he'd held the role of Managing Director, Team Head for nine years – prior to this he'd held the role of Executive Director, Private Banker with JP Morgan for three years from 2009. Based in Singapore, he will oversee growth and strategy across key markets including China, Taiwan, and Hong Kong, reporting to Laurent Proutière, Chief Executive Officer Asia, Indosuez Wealth Management.

It is reported that Deutsche Bank Private Bank has appointed **Cora Chiu** – Managing Director, Head of FX & Commodities Advisory with HSBC – to the position of Head of Investment Management, North Asia with responsibility for leading investment sales activity for North Asia, while holding local supervisory responsibility over FX advisory and wealth planning resources. Based in Hong Kong, she reports functionally to Gian-Maria Piccolo and locally to Fred Fong. Chiu joined HSBC Q3 2023 from Citi where she'd worked for just over five-and-a-half years – holding the role of APAC Head of FX Advisory from Q1 2023 – prior to this she'd worked for UBS for just under eleven years – holding the role of Head of FX Hong Kong from 2014. Chiu succeeds Cedric Ko, who has decided to seek new opportunities outside of the bank. **Bikram Sen** – most recently Managing Director, Market Team Head with UBS – has re-joined Bank of Singapore as Managing Director, Market Head, Global South Asia/International in Singapore. Sen first joined Credit Suisse as Managing Director, Team Leader Q4 2021 from his initial stint with Bank of Singapore where he'd held the role of Executive Director & Team Head for eight-and-a-half years – prior to this he'd held the role of Senior Associate Director with Standard Chartered for just under four-and-a-half years from Q1 2009. **Adrian Loh** – most recently Managing Director, Private Wealth Management, Head of Cross Markets Team Asia with Goldman Sachs – has been appointed to the position of Managing Director with JP Morgan Private Bank in Singapore. Loh spent eleven-and-a-half years with Goldman Sachs – joining Q2 2014 from Morgan Stanley where he'd held the role of Executive Director for four years – prior to this he'd held the role of Director, FX/Rates Structuring for one year from Q3 2009. **Robin Heng** – most recently Co-Head of Private Banking Singapore with Bank of Singapore – has been appointed to the position of Vice Chairman of Southeast Asia with EFG Private Bank. Heng spent fifteen-and-one-quarter years with Bank of Singapore – joining the firm as Market Head, Indonesia 2010 following just under nine years with UBS where he'd held the role of Managing Director, Desk Head of Southeast Asia/Financial Intermediaries from Q4 2008.

Michelle Wu – most recently Managing Director, SVP & Market Head with EFG Bank – has been appointed to the position of Managing Director & Team Head with J. Safra Sarasin. Wu spent just under four-and-a-half years with EFG Bank – joining mid-2021 from Indosuez Wealth Management where she'd held the role of Executive Director, Executive Officer & Team Head from Q4 2017 – joining from CIC Banque Privee. **David Hu** – most recently Senior Vice President [UHNW] with Citi – has been appointed to the position of Executive Director with PICTET Wealth Management. Hu spent three-and-one-quarter years with Citi – joining Q3 2022 from Bank of Singapore where he'd held the role of Investment Counselor for just under five-and-a-half years from Q1 2017 – prior to this he'd held the role of Asst. Vice President EAM Investment Advisory with Credit Suisse from Q4 2012. **Adrian Loh** – most recently Managing Director, Private Wealth Management, Head of Cross Markets Team Asia with Goldman Sachs – has been appointed to the position of Managing Director with JP Morgan Private Bank in Singapore. Loh spent eleven-and-a-half years with Goldman Sachs – joining Q2 2014 from Morgan Stanley where he'd held the role of Executive Director for four years – prior to this he'd held the role of Director, FX/Rates Structuring with Standard Chartered Bank from Q3 2009. **Leona Tan Siew Hoon** – most recently Financial Services Advisor with HSBC – has been appointed to the position of Senior Discretionary Portfolio Manager with Indosuez Wealth Management in Singapore. Siew Hoon joined HSBC Q1 2025 from SUNLINE Wealth Management where she'd held the role of Senior Portfolio Manager for one-and-a-half years from Q3 2023. It is reported that a former executive from Cathay United Bank is to join HSBC to lead its Taiwan wealth management business; HSBC is understood to have appointed **Kevin Hu** to the position of Head of International Wealth and Premier Banking [IWPB] Taiwan. In the role, he will lead the execution of the bank's IWPB business strategy in Taiwan. Hu joins from Taipei-based Cathay United Bank where he served as Senior Executive Vice President since 2022. Prior to this, he'd worked for Citibank for twenty-six years, most recently holding the role of Retail Banking Head covering wealth management, insurance and mortgage products.

It is reported that OCBC's private banking arm has expanded its Greater China coverage with the hire of two new Relationship Managers; Bank of Singapore has appointed **Che Yan** and **Hank Chen** as Senior Relationship Managers within the team of Irene Wat, Market Head of Greater China. Che has nearly twenty years of experience in cross-border finance with a focus on corporate banking, syndicated loans and ultra-high net worth client management. She most recently held the role of Co-Head of Private Banking and Head of Cross-Border Business Dept. with China Minsheng Bank. Chen has close to twenty-five years of experience servicing high net worth and institutional clients. He previously held the role of Executive Director and Relationship Manager for JP Morgan Private Bank's China team. It is reported that Indosuez Wealth Management has appointed Phonda Chan to the position of Deputy Chief Executive of the Hong Kong branch. Chan has over thirty years of experience, mainly in wealth management. She most recently worked for Bank of Singapore where she'd held the role of Hong Kong Market Head and previously held other senior leadership roles with LGT, ABN AMRO and DBS. In addition, the firm has also reportedly named **Carol Chau** as Executive Director, Team Head as well as **Ivan Chung** and **Sam Wong** as Director, Relationship Manager. All three join Chan's team in Hong Kong. Chau has more than thirty years of experience, having previously worked for Bank of Singapore, LGT and ABN AMRO Bank. Chung also joins with extensive wealth management experience from Bank of Singapore, LGT, and ABN AMRO. Prior to joining Indosuez, Wong worked for Bank of Singapore, HSBC and UBS. It is reported that BNP Paribas Wealth Management has appointed **Eric Kao** to the position of Team Head, Private Banking for the onshore Taiwan business – he has fourteen years of industry experience, most recently holding the role of Team Head for HSBC Global Private Banking in Taipei. Prior to that, he held a similar role with UBS.

It is reported that Raffles Family Office [RFO] has appointed **Michael Tung** to the position of Managing Director and **Jennie Liang** to the position of Executive Director. Tung brings a strong background in banking, private equity, and venture capital across Greater China, Southeast Asia, and the United States. He began his career with UBS and Morgan Stanley before moving into the family office sector at Rockpool Capital and Ark Advisors. Liang complements this experience with her own track record across Greater China and beyond, having held senior roles with UBS, Credit Suisse, Rockpool Capital, and Ark Advisors. Both Tung and Liang will be based in Hong Kong, reporting directly to Kwan. **Vini Foo** – most recently Private Banker with Cathay United Bank – has been appointed to the position of Private Banker with CIMB Singapore. Foo spent three-and-one-quarter years with Cathay United Bank – joining mid-2022 from Citi – prior to this Foo held the role of Private Banker Asia ex-Japan with Nomura for just over four years – joining Q1 2017 from Credit Suisse. **Nancy Catharina** – formerly Director Private Banking with UBS – has been appointed to the position of Vice President with JP Morgan in Singapore. Catharina spent just under two-and-a-half years with UBS – joining Q3 2017 from Bank of Singapore where she'd held a similar position from Q3 2015 – she'd most recently held the role of Director with CGS International Securities Singapore for just over one year from Q3 2023.

Samantha Lin – most recently Asst. Unit Manager with AIA – has been appointed to the position of Senior Wealth Manager with Manulife Wealth & Asset Management in Hong Kong. Lin spent just over eight years with AIA from Q3 2017. **Julia Wang** – most recently Global Market Strategist with JP Morgan Private Bank – has been appointed to the position of Chief Investment Officer, North Asia with Nomura in Hong Kong. Wang spent just under five-and-a-half years with JP Morgan Private Bank – joining Q3 2020 from HSBC where she'd held the role of Senior Economist, Greater China [Director] for eight years from Q3 2012. **Kenneth Tan** – most recently Market Head APAC with Bank of Singapore – has been appointed to the position of Regional Head of Private Bank with HLB Private Bank in Singapore. Tan spent seven-and-three-quarter years with Bank of Singapore – joining Q1 2018 from United Overseas Bank Limited where he'd held the role of Market Head Malaysia & Philippines for three years – prior to this he'd held the role of Team Head with Société Générale Private Banking for just over eight-and-a-half years from Q3 2006. **Sze Li Chin** – most recently Director, Wealth Management with Maybank – has been appointed to the position of Vice President of JP Morgan Private Bank in Singapore – she'd spent just under twelve-and-a-half years with the firm from Q3 2013. **Fanny Khng** – most recently Director with Bank of Singapore – has been appointed to the position of Desk Head with HL Bank Singapore. Khng spent just under eight years with Bank of Singapore – joining Q1 2018 from United Overseas Bank Limited where she'd held the role of Vice President from Q3 2015 – joining from UBS where she'd held the role of Director for seven-and-three-quarter years from Q4 2007.

Peter Horng – most recently MD, Head of Investment Products & Advisory with DBS Bank – has been appointed to the position of Managing Director, Head of Product Advisory & Investment Advisory with Standard Chartered in Hong Kong. Horng spent just under eight-and-a-half years with DBS Bank – holding his most recent role from Q2 2023. It is reported that Indosuez Wealth Management has appointed **Eddie Chng** to the position of Managing Director, Market Leader, plus **Aveline Tan** and **Anna Liu** to the position of Relationship Managers. Chng will report to Ong Yeng Fang, Global Market Head, Southeast Asia and China, while Tan and Liu report to Chng. All three will be based in Singapore. Chng has fifteen years of private banking experience, having formerly worked for Bank of Singapore, LGT, Morgan Stanley and DBS. Tan also has over fifteen years of financial services experience, including working for Bank of Singapore and DBS Treasures Private Client. Liu has ten years of private banking and business development experience, including working for Bank of Singapore and UBS. **Jean-François Mastrangelo** – most recently Co-Head & Head EQD APAC with Société Générale Corporate and Investment Banking – SGCIB – has been appointed to the position of Head of Markets, APAC with Barclays in Hong Kong. It is understood that in the role, he will lead the global markets business across the region with a focus on strengthening its platform, broadening product offerings and deepening client relationships. He will report functionally to Adeel Khan, Head of Global Markets, and regionally to Jaideep Khanna, CEO, APAC. Mastrangelo spent just over nineteen years working for Société Générale Corporate and Investment Banking – SGCIB – holding his most recent role from Q3 2022.

It is reported that Deutsche Bank Private Bank has appointed **Penluck Sriboonruang** to the position of Vice President in the Thailand team – based in Singapore, she reports to Paul Handley, Southeast Asia market head. Sriboonruang has over seven years of combined experience at Thailand joint venture SCB-Julius Baer, where she'd held the role of Senior Private Banker, plus Siam Commercial Bank, where she'd held the role of Team Leader. **Luo Chao** has been appointed to the position of Head of Wealth Management with Longbridge Singapore – joining from the role of Chief Executive Officer of Snowball Wealth Private Limited held since Q1 2025. Chao formerly held the role of Client Advisor [Private Banker] with UBS from Q4 2016 – mid-2018. **Vivek Ramani** – most recently Director, Credit Sales [Head of Funds HK] with HSBC Global Banking and Markets – has been appointed to the position of Private Banker with Julius Baer. Ramani spent just over nine-and-a-half years with HSBC Global Banking and Markets from Q3 2014 – prior to this he'd held the role of Vice President with Bank of America for four-and-a-half years from Q4 2009. **Ravi Shekhar Mishra** – most recently Director PBG [Private Banker] with HDFC Bank – has been appointed to the position of Director with Julius Baer in Mumbai, India – he'd spent three-and-a-half years with HDFC Bank – holding his most recent role from mid-2024.

Noteworthy Talent Moves in the Americas

Q4 2025 in US private banking was a strategic Quarter of adaptation: private banks in the region balanced resilient earnings with the need to modernize digitally, deepen alternatives offerings, and prepare for generational wealth shifts. Last year, private banking in the US focused on digital transformation, portfolio resilience, and generational wealth transfer. Firms prioritized hybrid advisory models and alternative investments to meet evolving client expectations. Private banks accelerated investment in AI-powered portfolio tools, digital onboarding, and hyper-personalized wealth apps, aiming to serve both UHNW and mass-affluent clients more efficiently. Hybrid advisory models - blending human expertise with digital interfaces became standard across major platforms. Amid macroeconomic uncertainty, firms emphasized capital preservation, liquidity management, and thematic diversification. The ongoing $84 trillion wealth transfer reshaped client demographics, prompting demand for estate planning, family governance, and intergenerational advisory. The year began with optimism under President Trump's pro-growth policies, but unexpected tariff shocks and inflation volatility tested portfolio resilience. Despite headwinds, US markets reached new all-time highs by mid-year, with consumer sentiment and PMIs rebounding. Rising deposit costs, tech investments, and compliance burdens squeezed margins, prompting firms to rethink operating models. Regulatory scrutiny intensified around AML, tax transparency, and ESG reporting, especially for cross-border clients. Hiring in private banking in the US was highly competitive in 2025: As banks shifted toward AI-powered platforms and digital onboarding, they sought advisors who could blend human insight with tech fluency. Roles in client engagement, portfolio construction, and digital product integration saw sharp demand, especially in New York, Miami, and San Francisco. In 2025, the main hubs for private banking in the US were New York, Miami, San Francisco, Chicago, and Los Angeles - each serving distinct client segments and regional wealth dynamics. Of these, New York remained the largest and most diversified private banking hub, serving global UHNW clients, family offices, and institutional wealth, whilst Miami continued its rise as a strategic hub for Latin American HNWIs, family offices, and offshore wealth, with firms expanding multilingual advisory teams, succession planning services, and real estate-linked investment platforms. In 2026, private banking in the US is expected to focus on digital scalability, AI-powered advisory, and intergenerational wealth transfer. Firms will prioritize hybrid models and alternative investments to meet evolving client demands in a low-growth, high-tech environment. Private banks will deepen investment in AI-enhanced portfolio construction, predictive analytics, and real-time client engagement tools.

In 2025, private banking in Latin America was shaped by rising family wealth, digital innovation, and resilience amid macroeconomic volatility. Firms focused on expanding family office services, ESG integration, and regional coverage across emerging wealth hubs. Market gains and economic recovery led to a surge in family wealth, prompting the establishment of new family offices across Brazil, Mexico, Chile, and Colombia – Private banks responded by expanding estate planning, succession advisory, and bespoke governance services. Multinational banks revamped teams and opened new divisions to capture a larger share of Latin American wealth, especially in Argentina, Peru, and Central America. Hiring in private banking in Latin America was competitive in 2025, driven by economic recovery and wealth creation in Brazil, Mexico, Chile, and Colombia led to a sharp rise in demand for senior relationship managers, estate planners, and family office leads. Firms sought professionals with cross-border structuring expertise, tax fluency, and deep local networks. Latin America's private banking market is projected to reach $1.3 trillion in assets by 2029, with steady growth through 2026, with high-net-worth individuals (HNWIs) and ultra-wealthy families are increasingly turning to private banking in this region for estate planning, investment management, and credit solutions.

Leon Ciobataru – most recently Managing Director with Morgan Stanley Wealth Management – has been appointed to the position of Managing Director with UBS in Miami, FL Ciobataru first joined Morgan Stanley Wealth Management Q4 2012 as Senior Vice President from Wells Fargo Advisors LLC where he'd held the role of Managing Director, Investments for just under thirteen-and-a-half years. Secondly UBS has appointed **Gustavo Ciobataru** – most recently Financial Advisor with Morgan Stanley – to a similar position in Miami, FL. Ciobataru spent six years with Morgan Stanley – holding his most recent role from Q3 2021.**Tony Ferreira** – most recently Private Banker with Citi – has been appointed to the position of Group Director with Flagstar Private Bank. Ferreira spent just over three-and-a-half years with Citi – joining Q2 2022 from Santander Bank NA where he'd held the role of Relationship Manager for just over one year – prior to this he'd held the role of Relationship Manager with HSBC from Q4 2019. **Renee Johnson** – most recently Vice President, Private Banker with JP Morgan – has been appointed to the position of Senior Vice President, Wealth Advisor with TRUIST in FL. Johnson spent just over three-and-a-half years with JP Morgan – joining Q1 2022 from Wells Fargo Private Bank where she'd held the role of Senior Wealth Advisor Associate from Q4 2019. **Brianna Cordova** – VP, Senior Private Banker with New Mexico Bank & Trust – has been appointed to the position of VP, Private Banker II with UMB Bank. Cordova first joined New Mexico Bank & Trust Q3 2022 from US Bank. **Nick Knepper** – most recently Private Banker with JP Morgan Private Bank – has been named as Founder, CEO of EquityNav [an AI planning Engine for modern financial advisors] in San Francisco, CA. Knepper spent just under three years with JP Morgan Private Bank – joining the firm Q1 2023 from EMPOWER where he'd held the role of Vice President, Financial Advisor for just over one year – prior to this he'd held the role of Financial Advisor with Fisher Investments from Q2 2020.

Markus Shum – most recently Private Bank Senior Associate Lead with Bank of America Private Bank – has been appointed to the position of Relationship Management Officer with Glenmede in New York. Shum first joined Bank of America Q4 2016 – he'd held his most recent role from Q3 2022. **Holly Duffey Stacy** – most recently Vice President, Private Banking Manager with Arizona Bank & Trust – has been appointed to the position of Vice President Private Banking with UMB Bank in AR. Duffey Stacy spent just under five years with Arizona Bank & Trust – joining Q4 2020 from Johnson Financial Group where she'd held the role of Private Banker for seven-and-a-half years from Q3 2013 – prior to this she'd held the same role with BMO Private Bank for nine years from Q1 2004. **Sadie** [**Callahan**] **Ripley** – most recently Private Banker with Bremer Bank – has been appointed to the position of Senior Private Banker with Old National Bank. [Callahan] Ripley first joined Bremer Bank Q3 2004 as Relationship Manager. **Rodolfo Martinez** – most recently Senior Banker with Bank of America – has been appointed to the position of Asst. Vice President, Private Client Banker with Chase. Martinez spent seven years with Bank of America – holding his most recent role from Q3 2024. **Magnus Gythfeldt** – most recently Division Credit Executive [Private Wealth] with Bank of America – has been appointed to the position of Executive Vice President, Head of Private Banking Credit Risk with Citizens Private Bank in New York. Gythfeldt spent just under seven years with Bank of America – holding his most recent role from Q2 2022. **Amy Delk** – most recently Private Client Advisor, SVP with Bank of America Private Bank – has been appointed to the position of SVP, Wealth Management Advisor with Fifth Third Private Bank. Delk spent just over one year with Bank of America Private Bank – joining Q3 2024 from Tower Community Bank where she'd held the role of SVP, Franklin Market Executive from Q1 2023.

Daniel Portuondo – formerly Wealth Relationship Manager with Citi – has been appointed to the position of International Private Banker with Scotia Wealth Management in Nassau, The Bahamas. Portuondo spent just over two-and-a-half years with Citi – holding his most recent role from Q3 2023. **Michele Beernink** – most recently Director of Private Wealth Services with Verdence Capital Advisors – has been appointed to the position of Director of Private Wealth Services with Capital Financial Partners LLC in ML. Beernink spent three years with Verdence Capital Advisors – holding his most recent role from Q1 2025. **Jason Kiss** – most recently Partner & Director, Wealth Management with ASPIRIANT – has been appointed to the position of Managing Director & Senior Relationship Manager with CIBC Private Wealth US in MI. Kiss spent just under eleven-and-a-half years with ASPIRIANT – joining mid-2014 from Brownson, Rehmus & Foxworth where he'd held the role of Vice President for just under three years from Q3 2011. **Nick Sheppard** – most recently Financial Advisor with Renaissance Financial – has been appointed to the position of Wealth Manager with Nexus Wealth Management in MS. Sheppard spent just over twelve-and-a-half years with Renaissance Financial. **Nik Kibardin** – most recently Senior Wealth Manager with Annex Wealth Management – has been appointed to the position of Wealth Advisor Director with Madison Partners. Kibardin spent three-and-one-quarter years with Annex Wealth Management – holding his most recent role from Q4 2025.

Harsh Kumar – former Senior Consultant [Private Wealth] with Neuberger Berman – has been appointed to the position of Head of Advanced Planning Services [Wealth Management] with TIAA in New York. Kumar joined Neuberger Berman Q2 2024 from Citi where he'd worked for over twenty-two years – he'd most recently held the role of Senior Advisor with Boston Consulting Group from Q1 2025. **Zach Lough** – most recently VP, Structured Lending [Private Bank] with Goldman Sachs – has been appointed to the position of SVP, Senior Private Banks with COMERICA Bank in TX. Lough spent just over four years with Goldman Sachs – holding his most recent role from Q3 2021. **Tracy Nixon** – most recently Senior Vice President, Senior Relationship Strategist with PNC – has been appointed to the position of Senior Vice President, Senior Wealth Advisor with Huntington National Bank in MI. Nixon spent just over twelve-and-a-half years with PNC – holding her most recent role from Q1 2023. **Chris Schimmel** – most recently Executive Director, Senior Fiduciary Strategist with Wells Fargo – has been appointed to the position of Director, Wealth Strategist [Advanced Planning] with MARINER. Schimmel spent just under nine-and-a-half years with Wells Fargo – joining Q3 2016 from Northern Trust Corporation where he'd held the role of Senior Wealth Strategist from Q4 2015. **Imran Faruqui** – Vice President, Private Banker with JP Morgan – has been appointed to the position of Director with Citi in CA. Faruqui joined JP Morgan Q4 2021 from Wells Fargo where he'd worked for just over ten-and-a-half years – holding the role of Private Banker for five years from Q1 2017.

Brian Litman – most recently Group Director, Vice President with Flagstar Private Bank – has been appointed to the position of Managing Director, Relationship Manager with Citizens Private Bank in CA. Litman spent just over two years with Flagstar Private Bank – joining Q3 2023 from First Republic Bank where he'd held the role of Senior Relationship Manager for just under four-and-a-half years from Q2 2019. Secondly, **Jodie Weiss** – most recently Group Director, Senior Vice President with Flagstar Private Bank – has been appointed to the position of Managing Director of Citizens Private Bank in CA. Weiss spent just under two-and-a-half years with Flagstar Private Bank – joining Q3 2023 from First Republic Bank where she'd held the role of Managing Director from Q4 2022. **Jeff Papa** – most recently Managing Director, Regional Director Consumer Bank with JPMorgan Chase & Co. – has been appointed to the position of US Head of Distribution for Wealth, Premier & Private Banking, Managing Director with HSBC in New York. Papa first joined JPMorgan Chase Bank. NA 2007 – holding the role of Managing Director, Regional Director Banking & Wealth Management from 2015 until 2020. **Richard Petrosky** – long-term HSBC Private Banking veteran – has been appointed to the position of Northeast Regional Market Executive with Flagstar Private Bank in New York. Petrosky spent just under seventeen-and-a-half years with HSBC Private Banking – most recently holding the role of Head of Family Office Client Coverage US from Q2 2023. **Ross Zumbach** – most recently Private Banker with Bremer Bank – has joined Old National Bank in a private banking role in MN. Zumbach spent just over two-and-a-half years with Bremer Bank – joining Q1 2023 from ONB Bank where he'd held the role of Asst. Vice President – Commercial Lender from Q3 2022.

Doug Bell – Senior Vice President, Private Banking with VERITEX Community Bank – has been appointed to the position of Senior Vice President, Private Bank Wealth Advisor with Huntington Private Bank. Bell joined VERITEX Community Bank Q1 2024 from US Bank where he'd held the role of Vice President, Private Wealth Advisor with US Bank from Q3 2021. **Nidhi** '**Nikki**' **Dadlani** – most recently Vice President, Private Banker with Nevada State Bank – has been appointed to the position of Senior Vice President, Private Client Advisor with Bank of America Private Bank in Las Vegas, NV. Dadlani spent just under seven years with Nevada State Bank – holding the most recent position from Q1 2021. UBS has hired Morgan Stanley veteran **Daryl Homes** – appointing him to the position of Senior Vice President of Wealth Management, Senior Advisor. Holmes spent twenty-six years with Morgan Stanley – most recently holding the role of Vice President, Senior Portfolio Manager from Q3 2014. Secondly, UBS has appointed **Stephen Wagner** – most recently Vice President, Banker with JP Morgan Private Bank – to the position of Vice President, Financial Advisor. Wagner spent six-and-three-quarter years with JP Morgan Private Bank – holding his most recent role from Q1 2023. **Joseph Scutts** – most recently Financial Advisor with Edward Jones – has been appointed to the position of AVP, Financial Advisor with Merrill Lynch in New York. Scutts spent just over one year with Edward Jones from Q2 2024. **Erick Pesantez** – most recently Associate Banker, Private Bank with Citi – has been appointed to the position of Financial Advisor with Merrill Lynch. Pesantez spent eight years – holding his most recent role from Q3 2023. **Charles Corella** – most recently Private Bank Client Services Manager with CIBC Private Wealth US – has been appointed to the position of Private Banker with Yellow Cardinal Advisory Group in IN. Corella spent just under two years with CIBC Private Wealth US – joining Q1 2024 following just under nineteen-and-a-half years with PNC – holding the role of Client Services Manager from Q1 2023.

Bethany Pietzak Tanner – most recently Vice President, Wealth Advisor with Regions Private Wealth Management – has been appointed to the position of Senior Vice President, Wealth Advisor with TRUIST Wealth in FL. Pietzak Tanner spent just over four years with Regions Private Wealth Management – joining Q3 2021 from JP Morgan Private Bank where she'd held the role of Vice President, Private Banker for two-and-one-quarter years from Q3 2019. **Mirna Zebib** – most recently Commercial Banking Advisor with RBC – has been appointed to the position of Senior Team Lead Private Banking with CIBC in Montreal, Canada. Zebib spent just over one-and-a-half years with RBC – holding his most recent role from Q4 2024. **Davy Joly** – most recently Wealth Advisor with

De Thomas Wealth Management – has been appointed to the position of Wealth Advisor with GLOBAL Maxfin Investments Inc. in Calgary, Canada. Joly spent just under one-and-a-half years with De Thomas Wealth Management – joining mid-2024 from IG Wealth Management where he'd worked for just over eleven-and-a-half years – holding the role of Division Director from Q3 2015. **Andrew Sheppard** – Managing Partner, Senior Wealth Advisor with Flatiron Wealth Management – has been appointed to the position of Portfolio Manager, Managing Partner with Q Wealth Partners. Sheppard formerly held the role of Associate Portfolio Manager, Managing Partner with Quintessence Wealth for just over two years from Q4 2023 – prior to this he'd held the role of President with Sheppard Financial Services Inc. for nine-and-one-quarter years from Q3 2012.

Adam Drouin – formerly Financial Planner with TD Wealth Financial Planning – has been appointed to the position of Wealth Management Senior Advisor with Desjardins. Drouin joined TD Wealth Financial Planning Q1 2024 – he'd formerly held the role of Associate Advisor with RBC Dominion Securities for just under two-and-a-half years from Q4 2021. **Ryan DeVries** – most recently Managing Director with CIBC Private Wealth US – has been appointed to the position of Private Banking Market Manager with Bank of Texas in Houston, TX. DeVries spent four-and-one-quarter years with CIBC Private Wealth US – joining Q4 2021 from Northern Trust Corporation where he'd held the role of Senior Private Banker from Q1 2015. **Clark Pingree** – most recently Regional Director, Western US with HSBC – has been appointed to the position of Regional President, West with BMO Wealth Management US in San Francisco. Pingree spent one-and-three-quarter years with HSBC – joining Q2 2024 from JP Morgan where he'd held the role of Market Leader, Executive Director [Northern California & Pacific Northwest] from Q4 2022. **Amish Jhaveri** – most recently Director with Deutsche Bank – has been appointed to the position of Private Client Advisor with Bank of America Private Bank. Jhaveri spent just under three years with Deutsche Bank – joining Q3 2022 from Citi where he'd held the role of Private Banker for three years from Q3 2019. **Clinton Warren** has been appointed to the position of US Central Head [Private Bank] with Citi in TX – he joins from JP Morgan Private Bank where he'd held the role of Region Head of Investments and Advice [South Region] for just over two-and-a-half years from Q2 2023. Warren had originally spent sixteen years with JP Morgan prior – holding the role of Head of Investments/Advice [Dallas & Oklahoma] from Q1 2020.

Bryan Arboleda has been appointed to the position of Associate Private Banker with Morgan Stanley in Boston, MS – he joins from JP Morgan Chase Bank where he'd held the role of Private Client Banker from Q3 2023 – he'd spent just over four years in total with the firm – joining Q4 2021 from TD. **Joshua Mandelbaum** – most recently Managing Director with JP Morgan Private Bank – has been appointed to the position of Partner, Wealth Manager with Sapient Capital in New York. Mandelbaum spent just under seventeen-and-a-half years with JP Morgan Private Bank – holding his most recent role from Q2 2022. **Diego Perez Fleta** – most recently Head of Knowledge Management/Research Division with Matrix Consulting – has been appointed to the position of Vice President, Associate Strategy & Business Development with Santander Private Banking International in Miami, FL. Perez Fleta spent just under six years with Matrix Consulting – holding his most recent role from Q1 2020. **Mary Deckebach** – most recently Managing Group Director, Executive Vice President with Flagstar Private Bank – has been appointed to the position of Senior Managing Director with Citizens Private Bank in CA. Deckebach spent just under two-and-a-half years with Flagstar Private Bank – joining Q3 2023 following over thirty-one years with First Republic Bank where she'd most recently held the role of Regional Managing Director. **Rick Tobe** – most recently Vice President Private Banking with Stock Yards Bank & Trust – has been appointed to the position of Senior Vice President, Private Banking with Pinnacle Financial Partners in KY – he'd spent just over thirteen years with the firm from Q4 2012.

Kevin Sheehy – most recently Private Wealth Advisor, Private Client Group with American Capital Partners, LLC – has been appointed to the position of Vice President, Private Banker with JP Morgan Private Bank in New York. Sheehy spent one-and-a-half years with American Capital Partners LLC – joining mid-2024 from RBC Capital Markets where he'd held the role of Vice President, Financial Institutions Group for one year – prior to this he'd held the role of Vice President, Financial Institutions Group for MUFG from Q1 2022. **Bryan Cohen** – most recently Director, Private Banker with Citi – has been appointed to the position of Executive Director, Banker with JP Morgan Private Bank in San Francisco. Cohen spent just under four years with Citi – joining Q1 2022 following over twenty years with Wells Fargo Private Bank where he'd held the role of Senior Vice President, Senior Private Banker from Q4 2001. **Kathleen Bazaz** – most recently Senior Strategy Manager with Accenture – has been appointed to the position of Executive Director, Digital Planning/Advice Lead with JP Morgan Private Bank in GA. Bazaz spent just over six years with Accenture – holding her most recent role from Q4 2022. **Sarah Draper** – most recently Director, Investment Counselor with Citi – has been appointed to the position of Executive Director, Banker with JP Morgan Private Bank in San Francisco. Draper first joined Citi Q4 2010 from Barclays Capital where she'd held the role of Vice President for just over six-and-a-half years from Q1 2004.

UHNW US/LATAM Wealth Specialist **Carlos Rodriguez Aspirichaga** – most recently Managing Director with UBS – has been appointed to the position of Managing Director with Citi in Miami, FL. Rodriguez Aspirichaga spent just under seven-and-a-half years with UBS – joining Q3 2018 from JP Morgan where he'd held the role of Managing Director for seven-and-three-quarter years – joining Q4 2010 from Santander Private Banking where he'd held the role of Senior Vice President for thirteen-and-three-quarter years. **Diogo Barata Diniz** – most recently Team Leader, Director with BTG Pactual – has been appointed to the position of Team Leader with Monte Bravo. Barata Diniz spent just over five years with BTG Pactual – joining Q1 2020 from Banco Fator where he'd held the role of Private Banker for just over one-and-a-half years – prior to this he'd held the role of Private Banker with Santander for three-and-one-quarter years from Q2 2015.
