Republic Financial Holdings Limited

Corporate Profile
as at May 2021
Our history began with a duty – a duty to our customers and our nation. Nearly two centuries later, through local, regional and global economic storms, and evolving governments and societies, that duty still calls to us and we hold to our promise to answer it. As our customer needs have changed, we have tailored our products and services to suit, ever ensuring that we stay in touch with the minds and hopes of those who continue to help us achieve our success – our stakeholders and our staff. As a holding company, we reaffirm our commitment to live by the values that turn the wheels of our organisation.
Making a Difference

Republic Bank Limited
The Group at a Glance

About Us
Republic Financial Holdings Limited (RFHL) is the registered owner of all of the banks in the Republic Group – Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Barbados) Limited, Republic Bank (Grenada) Limited, Republic Bank (Suriname) N.V., Republic Bank (Ghana) Plc., Republic Bank (BVI) Limited, Republic Bank (Cayman) Limited, Cayman National Corporation, Republic Bank (EC) Limited, Republic Bank (Anguilla) Limited, Republic Bank (St. Maarten) N.V., Republic Bank (BVI) Limited and other subsidiaries. In keeping with international best practice, this holding company was formed with the aim of offering increased operational efficiencies and optimum management of the Republic Group; ultimately leading to greater value for our shareholders and clients while enabling greater strategic focus and diversification.

Our Vision
Republic Financial Holdings, the Caribbean Financial Services Group of Choice for our Staff, Customers and Shareholders.
We set the Standard of Excellence in Customer Satisfaction, Employee Engagement, Social Responsibility and Shareholder Value, while building successful societies.

Our Mission
Our mission is to provide Personalised, Efficient and Competitively-priced Financial Services and to implement Sound Policies which will redound to the benefit of our Customers, Staff, Shareholders and the Communities we serve.

Core Values
Customer Focus
Integrity
Respect for the Individual
Professionalism
Results Orientation

Total Assets (US$Million)

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>15,563</td>
</tr>
<tr>
<td>2019</td>
<td>13,055</td>
</tr>
<tr>
<td>2018</td>
<td>10,548</td>
</tr>
<tr>
<td>2017</td>
<td>10,291</td>
</tr>
<tr>
<td>2016</td>
<td>10,008</td>
</tr>
</tbody>
</table>

Profit After Tax with NCI (US$Million)

<table>
<thead>
<tr>
<th>Year</th>
<th>Profit After Tax with NCI</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>135</td>
</tr>
<tr>
<td>2019</td>
<td>237</td>
</tr>
<tr>
<td>2018</td>
<td>198</td>
</tr>
<tr>
<td>2017</td>
<td>187</td>
</tr>
<tr>
<td>2016</td>
<td>142</td>
</tr>
</tbody>
</table>
Through our social investment initiative, the Power to Make a Difference, we have formed powerful connections within the national communities of our territories with the aim of safeguarding the welfare and ensuring the sustainable success of these beautiful nations.

For the past 16 years, through relationships with Non-Governmental Organisations (NGOs) and Community Based Organisations (CBOs), we have worked together to help enhance the quality of life of people with disabilities; support healthcare programmes and disability awareness initiatives; provide opportunities for young people to realise their truest potential through sport, education, culture and the arts; and raise the bar for community investment through a wide-reaching, comprehensive staff volunteerism programme.
Republic Financial Holdings Limited

**OUR STORY**

Originally called Colonial Bank, we were born in 1837 as the first commercial bank in Trinidad and Tobago. Our 180-year history is testimony to a successful growth strategy fuelled by expansion through acquisition, prudent risk management principles, comprehensive and innovative corporate social investment programmes and initiatives, and visionary leadership paired with multitalented and loyal employees.

Through the years, we continuously evolved to match the demands of growing economies and the rapid social changes in the markets where we currently operate. Significant expansion during this period, through the acquisition of several subsidiaries, resulted in Republic Bank performing the dual roles of a licensed commercial bank and a holding company for its subsidiaries. While the roles were well managed, the Group needed a more sustainable structure to facilitate even more effective management and good governance, given our current and future strategies.

In December 2015, a decision was taken to form Republic Financial Holdings Limited by a Vesting Order, under the Financial Institutions Act, Chap 79:09, of the Laws of Trinidad and Tobago; successfully bringing the structure of the Republic Group in line with international best practices to facilitate future growth.

**WHO WE ARE TODAY**

Headquartered in Trinidad and Tobago, Republic Financial Holdings Limited (RFHL) is the registered owner of all the banks in the Republic Group – Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Barbados) Limited, Republic Bank (Grenada) Limited, Republic Bank (Suriname) N.V., Republic Bank (Cayman) Limited, Cayman National Corporation, Republic Bank (St. Maarten) N.V. and Republic Bank (Ghana) Plc., Republic Bank (BVI) Limited and other subsidiaries. Across these markets, RFHL offers an extensive range of banking services, including credit and debit card issuance and processing, leasing, trustee services, mutual fund and investment management, and merchant banking.

As at September 30, 2020, the Group's asset base stood at US$15.563 million, and declared a net profit after tax and non-controlling interest of US$135 million. The Group currently employs more than 6,216 staff in 21 subsidiaries operating in 14 countries.

While the Group continues its journey of financial growth and development, and teamwork with the community to bring about positive change, it is pledged to continually raise the standards of banking locally, regionally, and internationally.

The following are subsidiaries of the Republic Group:

- **Trinidad and Tobago**
  - Republic Bank Limited (formerly Fincor)
  - Republic Investments Limited
  - Republic Wealth Management Limited
  - Republic Trustee Services Limited
  - London Street Project Company Limited

- **Anguilla**
  - Republic Bank (Anguilla) Limited

- **Barbados**
  - Republic Bank (Barbados) Limited
  - Republic Bank Trinidad and Tobago (Barbados) Limited

- **British Virgin Islands**
  - Republic Bank (BVI) Limited

- **Cayman**
  - Republic Bank (Cayman) Limited
  - Republic Insurance Company (Cayman) Limited
  - Cayman National Corporation

- **Ghana**
  - Republic Bank (Ghana) Plc.

- **Grenada**
  - Republic Bank (Grenada) Limited

- **Guyana**
  - Republic Bank (Guyana) Limited

- **Saint Lucia**
  - Republic Caribbean Investments Limited
  - Atlantic Financial Limited
  - Republic Bank (EC) Limited

- **St. Maarten**
  - Republic Bank (St. Maarten) N.V.

- **Suriname**
  - Republic Bank (Suriname) N.V.
  - Republic Suriname Holdings Limited

Republic Financial Holdings Limited also has financial interests in the following companies:

- **G4S Holdings (Trinidad) Limited**
  - Previously Securicor Trinidad Limited, a security company in which a 24.5% interest is held.

- **Infolink Services Limited**
  - A financial transactions switching company in which a 25% interest is held.
<table>
<thead>
<tr>
<th>Shareholder</th>
<th>Ordinary Shares</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLICO Trust Corporation Limited</td>
<td>40,072,299</td>
<td>24.65</td>
</tr>
<tr>
<td>National Insurance Board of Trinidad and Tobago</td>
<td>29,944,942</td>
<td>18.40</td>
</tr>
<tr>
<td>Trintrust Limited</td>
<td>10,128,019</td>
<td>6.18</td>
</tr>
<tr>
<td>RBC Trust (Trinidad &amp; Tobago) Limited</td>
<td>5,618,808</td>
<td>3.46</td>
</tr>
<tr>
<td>First Citizens Asset Management</td>
<td>3,672,354</td>
<td>2.24</td>
</tr>
<tr>
<td>Guardian Life of the Caribbean Limited</td>
<td>2,625,568</td>
<td>1.61</td>
</tr>
<tr>
<td>Trinidad &amp; Tobago Unit Trust Corporation</td>
<td>2,495,418</td>
<td>1.53</td>
</tr>
<tr>
<td>Central Bank of Trinidad and Tobago – Pension Scheme</td>
<td>782,039</td>
<td>0.48</td>
</tr>
<tr>
<td>T. Geddes Grant Limited – Pension Fund Plan</td>
<td>517,135</td>
<td>0.32</td>
</tr>
</tbody>
</table>
Corporate Information

DIRECTORS
Chairman
Vincent Pereira, BSc (Chem.), MBA, Dip. (Petroleum Eng.)

President and Chief Executive Officer
Nigel M. Baptiste, BSc (Hons.) (Econ.), MSc (Econ.), ACIB

Directors
Ian Benjamin, MA, LLM (Cantab.), LLM (Syd.)
Dawn Callender, FCCA, MBA
Terrence W. Farrell, PhD, LLB, LEC
Peter R. Inglefield, CA
Alison Lewis, MOM, BA (Econ. and Mgmt.)
S. Ronnie Mohammed, MBA, Cert. Business Admin.,
Cert. Family Business Mgmt.
Robert Riley, CMT, BSc (Agri. Sc.), LLB (Hons.), LEC, EMBA
Waltnel Sosa, MBA, BA (Math. and Comp. Sc.)
Kristine Thompson, B.Comm., MBA
Gregory I. Thomson, BSc (Math. and Physics), MBA

EXECUTIVE MANAGEMENT
Chief Internal Auditor
Wendy Bosse, BSc (Hons.) (Mgmt. Studies), AICB

Chief Financial Officer
Marsha Mc Leod-Marshall, FCCA, CA, MSc (Dist.) (Int’l. Fin.)

Group General Counsel/Corporate Secretary
Kimberly Erriah-Ali, LLB (Hons.), LEC, MBA, ACAMS

Chief Risk Officer
Parasram Salickram, FCCA, ACMA, CGMA, CA, CFA, FRM

REGISTERED OFFICE
Republic House
4th Floor
9-17 Park Street, Port of Spain
Trinidad and Tobago, West Indies

GROUP HEAD OFFICE
Republic House
4th Floor
9-17 Park Street, Port of Spain
Trinidad and Tobago, West Indies
Tel: (868) 625-4411, 623-1056
Fax: (868) 624-1323
Swift: RBNKTTTPX
Email: Info@rfhl.com
Website: www.rfhl.com

REGISTRAR
Trinidad and Tobago Central Depository Limited
10th Floor, Nicholas Tower
63-65 Independence Square, Port of Spain
Trinidad and Tobago, West Indies

ATTORNEYS-AT-LAW
Pollonais, Blanc, de la Bastide & Jacelon
Pembroke Court
17-19 Pembroke Street, Port of Spain
Trinidad and Tobago, West Indies

J.D. Sellier & Company
129-131 Abercromby Street, Port of Spain
Trinidad and Tobago, West Indies

Hobsons Attorneys at Law
Sagicor Centre
21-25 Independence Avenue, San Fernando
Trinidad and Tobago, West Indies

AUDITORS
Ernst & Young Trinidad and Tobago
5-7 Sweet Briar Road
St. Clair, Port of Spain
Trinidad and Tobago, West Indies
Republic Bank (Grenada) Limited

02
Board of Directors and Executives
Vincent Pereira was appointed Chairman of Republic Financial Holdings Limited and Republic Bank Limited in 2020. He joined the Republic Group in July 2019 as a member of the Board of Republic Bank Limited. He is the current President of BHP Trinidad and Tobago – an upstream oil and gas producer in Trinidad and Tobago – and has more than 35 years of energy sector experience, having worked in Trinidad and Tobago and the United States.

In his present role at BHP Trinidad and Tobago, which he has held since 2005, Mr. Pereira leads the firm’s safe and reliable operations, working toward ensuring the long term value enabled growth and development of BHP’s business in Trinidad and Tobago.

Under Mr. Pereira’s watch, the company has successfully executed two additional major offshore upstream development projects, and pioneered the exploration efforts in the frontier Deepwater basins offshore Trinidad and Tobago. BHP Trinidad and Tobago continues to make significant progress in the seamless transition from an oil-focused entity to a substantial gas producer and supplier. Apart from ensuring the safe and reliable underlying performance of the business, a key area of focus remains on leading and maintaining the external stakeholder engagements required to ensure the long-run viability of BHP in Trinidad and Tobago. Mr. Pereira is a Petroleum Engineer and holds a Master of Business Administration from Houston Baptist University.

External Appointments
Mr. Pereira is a Member of the Society of Petroleum Engineers and a Board member of the Energy Chamber of Trinidad and Tobago. He is the current Deputy Chairman of United Way Trinidad and Tobago.
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB
President and Chief Executive Officer, Republic Financial Holdings Limited
Managing Director, Republic Bank Limited

IAN BENJAMIN
MA, LLM (Cantab.), LLM (Syd.)
Senior Counsel and Head, Bethany Chamber

DAWN CALLENDER
FLCA, MBA
Consultant

TERRENCE W. FARRELL
PhD, LLB, LEC
Consultant

PETER R. INGLEFIELD
CA
Chartered Accountant

ALISON LEWIS
MBA, BA (Econ. and Mgmt.)
Consultant
Board of Directors

ROBERT RILEY
CMT, BSc (Agrs. Sc.), LLB (Hons.), LEC, EMBA
Executive Director,
Robert Riley Leadership and Energy Consulting

S. RONNIE MOHAMMED
MBA, (Cert. Business Admin.), Cert. (Family Business Mgmt.)
Group Executive Director,
Nutrimix Feeds Limited

WALTNEL SOSA
MBA, BA (Math. and Comp. Sc.)
Director

KRISTINE THOMPSON
B.Comm., MBA
Chief Executive Officer, Cabot Saint Lucia
Director, Yay! Entertainment Limited

GREGORY I. THOMSON
BSc (Math. and Physics), MBA
Retired Banker
VINCENT PEREIRA
Age 65
BSc (Chem.), MBA, Dip. (Petroleum Eng.)
Chairman, Republic Financial Holdings Limited
Chairman, Republic Bank Limited
Vincent Pereira was appointed Chairman of Republic Financial Holdings Limited and Republic Bank Limited in 2020. He joined the Republic Group in July 2019 as a member of the Board of Republic Bank Limited. He is the current President of BHP Trinidad and Tobago – an upstream oil and gas producer in Trinidad and Tobago – and has more than 35 years of energy sector experience, having worked in Trinidad and Tobago and the United States.

In his present role at BHP Trinidad and Tobago, which he has held since 2005, Mr. Pereira leads the firm’s safe and reliable operations, working toward ensuring the long term value enabled growth and development of BHP’s business in Trinidad and Tobago.

Under Mr. Pereira’s watch, the company has successfully executed two additional major offshore upstream development projects, and pioneered the exploration efforts in the frontier Deepwater basins offshore Trinidad and Tobago. BHP Trinidad and Tobago continues to make significant progress in the seamless transition from an oil-focussed entity to a substantial gas producer and supplier. Apart from ensuring the safe and reliable underlying performance of the business, a key area of focus remains on leading and maintaining the external stakeholder engagements required to ensure the long-run viability of BHP in Trinidad and Tobago.

Mr. Pereira is a Petroleum Engineer and holds a Master of Business Administration from Houston Baptist University.

External Appointments
Mr. Pereira is a Member of the Society of Petroleum Engineers and a Board member of the Energy Chamber of Trinidad and Tobago. He is the current Deputy Chairman of United Way Trinidad and Tobago.

NIGEL M. BAPTISTE
Age 54
BSc (Hons.) (Econ.), MSc (Econ.), ACIB
President and Chief Executive Officer
Republic Financial Holdings Limited
Managing Director, Republic Bank Limited
Nigel M. Baptiste, President and Chief Executive Officer and Managing Director, Republic Bank Limited since 2016, is a career banker with more than two decades of experience. Prior to his current position, he has served as Deputy Managing Director and Executive Director of Republic Bank Limited, General Manager Human Resources as well as Managing Director of the Group’s subsidiary in Guyana.

Mr. Baptiste currently serves on the Boards of Republic Financial Holdings Limited, Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Ghana) Plc., Cayman National Corporation and other subsidiaries within the Republic Group.

He holds a Bachelor of Science with Honours and a Master of Science in Economics from the University of the West Indies (UWI), is a graduate of the Harvard Business School Advanced Management Programme, holds a Diploma with distinction from the ABA Stonier Graduate School of Banking (USA), and is a member of the Chartered Institute of Bankers (England).

IAN BENJAMIN
Age 57
MA, LLM (Cantab.), LLM (Syd.)
Senior Counsel, Head of Bethany Chambers
Ian Benjamin was appointed to the Board of Directors of the Republic Group in 2016. He is a career advocate attorney with more than 30 years’ experience in practicing and teaching law in Trinidad and Tobago, the United Kingdom, and Australia and is the current Head of Bethany Chambers, Port of Spain, Trinidad, as well as he is a door tenant (Associate Member) of Fountain Court Chambers, London.

A well-regarded practitioner in banking, financial regulation, company, insolvency, insurance, pension, and tax litigation, construction disputes, professional negligence, judicial review and constitutional motions, Mr. Benjamin served in the Office of the Attorney General of Trinidad and Tobago and has held several teaching posts at the University of the West Indies, Trinidad and Tobago, the University of Sydney, Australia, and Kingston Polytechnic, England.
Board of Directors

A Certified Mediator and a member of the Chartered Institute of Arbitrators, Mr. Benjamin holds a Masters of Law (First Class Honours) from the University of Sydney, Australia; a Masters of Law (Upper Second Class Honours), and a Bachelor of Arts (First Class Honours in Law, Upper Second Class Honours in Land Economy) from Girton College, University of Cambridge, England. He was admitted to the Bar of England and Wales (1988), Trinidad and Tobago (1989), Dominica (2008), Grenada (2013) and Anguilla (2016). He was appointed Senior Counsel in June 2018. Mr. Benjamin has served as a frequent case note contributor to The Lawyer, and has published papers on Professional Negligence (1994); Consumer Protection (1995); Managing the Risk of Fraud: What Now for Caribbean Insurers (2007); and Adverse Possession (2010).

External Appointments
Mr. Benjamin currently serves on the Boards of Amitaf Investments Limited and Dobs Limited. He is the Volunteer Chairman of United Way Trinidad & Tobago and Volunteer Director of the Foundation for Human Development.

DAWN CALLENDER
Age 63
FCCA, MBA
Consultant

Dawn Callender was appointed to the Board of Directors of the Republic Group in 2011 and currently works in the energy sector providing financial and risk management advice. She has worked in the UK, USA, and Zimbabwe in the fields of business management, strategic financial management, and implementation of business systems. With two decades of experience at the executive level, Ms. Callender is also a Fellow of the Association of Chartered Certified Accountants (UK) and holds a Master in Business Administration from Henley Management College (UK) and has research interest in the fields of strategy and leadership.

External Appointments
Ms. Callender serves on the Boards of the Airport Authority of Trinidad and Tobago, and Regulated Industries Commission.

TERRENCE W. FARRELL
Age 67
PhD, LL.B., LEC
Consultant

Terrence W. Farrell was appointed to the Board of Directors of the Republic Group in 2008 and is a business development and strategy consultant and an Attorney-at-Law. Dr. Farrell is a former Deputy Governor of the Central Bank of Trinidad and Tobago and has held senior executive positions at Guardian Holdings Limited and One Caribbean Media Limited. He studied Economics at the University of the West Indies and the University of Toronto, where he later obtained his Doctor of Philosophy in 1979. He holds a Bachelor of Law (London), as well as a Legal Education Certificate from the Hugh Wooding Law School. Dr. Farrell is a Certified Mediator and a Fellow of the Institute of Banking and Finance of Trinidad and Tobago.

External Appointments
Dr. Farrell is a Director of TATIL (Trinidad and Tobago Insurance Limited) and TATIL Life Assurance Limited.

PETER R. INGLEFIELD
Age 68
CA
Chartered Accountant

Peter R. Inglefield was appointed to the Republic Group Board of Directors in 2020, prior he served as a member of the Republic Bank Limited Board since 2015. He has served as Tax Partner and Managing Partner at PricewaterhouseCoopers, having joined the firm in 1976. Mr. Inglefield is a Chartered Accountant and is a past member of the Institute of Chartered Accountants in Trinidad and Tobago. He has extensive experience in the field of taxation and accounting, locally and regionally, with special emphasis on Petroleum Taxation, including advising foreign investors on structuring local operations; issues relating to cross border transactions, tax treaty considerations; and withholding tax matters.

External Appointments
Mr. Inglefield is a Director of the Trinidad and Tobago Stock Exchange, IRP Fire & Safety Limited and Catholic Media Services Limited.
Board of Directors

ALISON LEWIS  
Age 66  
MOM, BA (Econ. and Mgmt.)  
Consultant

Alison Lewis was appointed to the Board of Directors of the Republic Group in 2014. A former Governor of the Heritage and Stabilisation Fund, Ms. Lewis has served as an Advisor in the office of Executive Director, World Bank, as Permanent Secretary of the Ministry of Finance, and as a former Commissioner on the Securities and Exchange Commission. In August 2015, Ms. Lewis was awarded the Public Service Medal of Merit (Gold) by the Government of the Republic of Trinidad and Tobago for meritorious and outstanding service. Over the last two decades, Ms. Lewis has served on several Boards, including the Central Bank of Trinidad and Tobago, Trinidad Cement Limited, the Sovereign Wealth Funds Group, the Economic Development Advisory Board and she is the former Chairman of the Port Authority of Trinidad and Tobago.

External Appointments
Ms. Lewis is a Director at NiQuan Energy Trinidad Limited and NiQuan Energy LLC and Kamfra Development Limited.

S. RONNIE MOHAMMED  
Age 41  
MBA, Cert. (Business Admin.), Cert. (Family Business Mgmt.)  
Group Executive Director of Nutrimix Feeds Limited

S. Ronnie Mohammed was appointed to the Republic Group Board of Directors in 2019. He is the Group Executive Director of Nutrimix Feeds Limited and brings to bear significant agricultural and manufacturing sector expertise having served for more than two decades in Senior Management/Executive roles in corporate management, financial and credit risk management, corporate strategic and business planning, implementation, research and marketing.

External Appointments
Mr. Mohammed serves on a number of boards in Trinidad and Tobago. He is currently the Chairman of Caribbean Airlines Limited as well as the Chairman of the Estate Management and Business Development Company Limited. He is a member of the Private Sector Implementation Committee under the Office of the Prime Minister of the Government of the Republic of Trinidad and Tobago (GORTT) and a Director of several regional Trade and Business associations.

ROBERT RILEY  
Age 63  
CMT, BSc (Agri. Sc.), LLB (Hons.), LEC, EMBA  
Executive Director,  
Robert Riley Leadership and Energy Consulting

Robert Riley was appointed to the Board of Directors of the Republic Group in 2016. Over a professional career that spans more than three decades, Mr. Riley has served in a variety of executive management and senior legal positions, including Head of Safety and Operations Risk, Safety Risk Leadership and Culture, BP PLC, London, Chairman and Chief Executive Officer, BP Trinidad and Tobago; Vice President, Legal and Government Affairs, Amoco and BP/Amoco; and General Counsel and Corporate Secretary, BWIA. He has also served on the Boards of Amoco Trinidad and Tobago LLC and other Amoco entities, Titan Methanol; BP Trinidad and Tobago, Atlantic LNG, The Bank of Nova Scotia, Trinidad and Tobago Limited, the University of Trinidad and Tobago (UTT), Caribbean Airlines Limited, and Sequis LLC (Internet Software Company).

An Attorney-at-Law, admitted to the Supreme Court in 1987, Mr. Riley holds a Consortium Executive Master of Business Administration from the Thunderbird American Graduate School of International Management; a Bachelor of Laws with Honours from the University of the West Indies (UWI), Cavehill campus, Barbados; and a Bachelor of Science with Honours in Agricultural Science from the UWI, St. Augustine campus, Trinidad. In 2003, he was awarded a Chaconia Medal (Gold) by the Government of the Republic of Trinidad and Tobago for his contribution to National Development. In 2009, he was awarded a Doctor of Laws Honoris Causa by the University of the West Indies, St. Augustine campus, Trinidad.

WALTNEL SOSA  
Age 43  
MBA, BA (Math. and Comp. Sc.)  
Consultant

Waltnel Sosa was appointed to the Board of Directors of the Republic Group in 2018. An Independent Advisor with close to two decades of experience at the senior level in Financial Analysis, Strategic and Corporate Planning, Business Development and Investment Banking. Mr. Sosa has served in several positions with financial institutions based in Trinidad and Tobago and the United States of America.
Board of Directors

During the course of his career, Mr. Sosa has worked with various regional business development teams, advisory bodies, and public and private sector entities on a number of successful implementation, acquisition, and privatisation projects.

Currently, as an independent advisor, he provides financial guidance on a wide range of topics, including structuring and capital sourcing, real estate development, and the advancement of Caribbean-based energy initiatives.

Mr. Sosa holds a Master in Business Administration from Harvard Business School and a Bachelor of Science in Math and Computer Science from Hamilton College.

KRISTINE THOMPSON

Age 49
B. Comm., MBA
Chief Executive Officer, Cabot Saint Lucia
Director, Yay! Entertainment Limited

Kristine Thompson was appointed to the Board of Directors of the Republic Group in 2011. She is the Chief Executive Officer of Cabot Saint Lucia, a golf resort and real estate community project currently under development by Cabot, its Canadian Parent. Prior to this, she was the Chief Executive Officer of Sunshine Snacks Limited, a member of the Associated Brands Industries Limited (ABIL) Group. She also co-founded and developed the Chuck E. Cheese’s family entertainment franchise in Trinidad. Kristine was a former Vice President, Business Development at the Guardian Holding Group (GHL) during a period of prolific M&A activity. She also founded a private equity energy fund while at GHL, and transitioned to leading the spun-off fund, where she amassed extensive experience in greenfield project development. Her early career was spent in management consulting at the Boston Consulting Group (BCG) where she advised Fortune 500 companies with stints at BCG’s Toronto, New York, Buenos Aires, and Melbourne offices. Mrs. Thompson holds a Bachelor of Commerce degree from Queen’s University in Canada and a Master of Business Administration from Harvard Business School.

External Appointments
Mrs. Thompson currently serves as a Non-Executive Director on the Boards of Maple Leaf International School and Industrial Rubber Products (IRP) Ltd.

GREGORY I. THOMSON

Age 68
BSc (Math. and Physics), MBA
Retired Banker

Gregory I. Thomson was appointed to the Board of Directors of the Republic Group in 2014. He served as the Deputy Managing Director of Republic Bank Limited for seven years before retiring from this position in 2012. He is currently the Chairman of the Board of Republic Bank (Grenada) Limited. Mr. Thomson has more than 35 years of experience in banking and finance and holds a Bachelor of Science in Mathematics and Physics from the University of the West Indies, St. Augustine campus and a Master in Business Administration from the University of Western Ontario, Canada.

External Appointments
Mr. Thomson is currently on the Board of Directors of One Caribbean Media Limited and is Chairman of the Board of Caribbean Information and Rating Services Limited.
Senior Officers

WENDY BOSSE  
BSc (Hons.), (Mgmt. Studies), AICB  
Chief Internal Auditor

MARSHA MC LEOD-MARSHALL  
FCCA, CA, MSc (Dist.) (Int'l. Fin.)  
Chief Financial Officer

PARASRAM SALICKRAM  
FCCA, ACMA, CGMA, CA, CFA, FRM  
Chief Risk Officer

KIMBERLY ERRIAH-ALI  
LLB (Hons.), LEC, MBA  
Group General Counsel/Corporate Secretary
Republic Bank (Barbados) Limited

03
The Group Subsidiaries
Subsidiaries

REPUBLIC BANK LIMITED
Republic Bank is one of the largest and longest serving indigenous banking and financial services organisations in Trinidad and Tobago, offering a complete range of products and services to retail and commercial banking customers, corporate clients, and governments. The Bank’s network spans 40 branches – the largest across the twin-island republic – includes the most extensive Automated Teller Machine (ATM) network with 133 ATMs in 84 locations and is currently the nation’s largest credit card operator.

Registered Office
Republic House, 9-17 Park Street, Port of Spain
Trinidad and Tobago, West Indies
Tel: (868) 625-4411, 623-1056
Fax: (868) 624-1323
Swift: RBNKTTPX
Email: email@rfhl.com
Website: www.republictt.com

President and Chief Executive Officer,
Republic Financial Holdings Limited
Managing Director, Republic Bank Limited
Nigel M. Baptiste, BSc (Hons.) (Econ.), MSc (Econ.), ACIB

REPUBLIC WEALTH MANAGEMENT LIMITED
Republic Wealth Management Limited is one of the most experienced wealth management firms in Trinidad and Tobago, currently offering a comprehensive range of investment advisory and financial planning services tailored to suit the objectives and needs of individual and corporate clients. A member of the Trinidad and Tobago Stock Exchange for more than a decade, Republic Wealth Management Limited is registered as a broker-dealer with the Trinidad and Tobago Securities and Exchange Commission and provides full service stockbroking on the local stock exchange and via intermediaries on regional and international stock exchanges.

Registered Office
Ellerslie Plaza, #8 Rapsey Street, Maraval
Trinidad and Tobago, West Indies
Tel: (868) 623-0435
Fax: (868) 623-0441
Email: email@rfhl.com
Website: www.republictt.com

Managing Director and Chief Executive Officer
Anthony Clerk, Dip. (Business Mgmt.), AIBAF, EMBA

REPUBLIC TRUSTEE SERVICES LIMITED
Republic Trustee Services Limited, (formerly Republic Wealth Management Limited) was established in 2014 following the disaggregation of Republic Bank’s Trust and Asset Management Division (TRAM). The Company is registered as an Investment Adviser under the Securities Act of 2012 and is currently one of the largest investment advisory firms in the Caribbean. Republic Trustee Services Limited houses the Bank’s suite of proprietary funds and provides a full range of investment advisory services to corporate pension, savings plans, and private wealth management clients.

Registered Office
Ellerslie Plaza, #8 Rapsey Street, Maraval
Trinidad and Tobago, West Indies
Tel: (868) 623-0435
Fax: (868) 623-0441
Email: email@rfhl.com
Website: www.republictt.com

President and Chief Executive Officer,
Republic Financial Holdings Limited
Managing Director, Republic Bank Limited
Nigel M. Baptiste, BSc (Hons.) (Econ.), MSc (Econ.), ACIB

REPUBLIC BANK (BARBADOS) LIMITED
Republic Bank (Barbados) Limited is one of the longest serving banks in Barbados, having proudly served the nation for more than 40 years. Formerly Barbados National Bank Inc. (BNB), Republic Bank (Barbados) Limited operates one of the largest networks in the country and has a network that includes eight conveniently located branches and 31 ATMs. As a leading financial institution, the Bank offers an array of financial services such as Personal and Commercial Lending, as well as Premium, Corporate and Investment Banking. Its wholly-owned subsidiaries, Republic Finance & Trust (Barbados) Corporation and Republic Funds (Barbados) Limited, offer Funds Management, Lease Financing and Merchant Banking services.

Registered Office
Independence Square, Bridgetown
Barbados, West Indies
Tel: (246) 431-5999
Fax: (246) 429-2606
Swift: BNBA8888
Email: info@republicbarbados.com
Website: www.republicbarbados.com

Managing Director and Chief Executive Officer
Anthony Clerk, Dip. (Business Mgmt.), AIBAF, EMBA
## Subsidiaries

### Republic Bank (BVI) Limited
Republic Bank (BVI) Limited officially became a wholly owned subsidiary of Republic Financial Holdings Limited on June 1, 2020. A fully comprehensive Bank, Republic Bank (BVI) Limited offers customers full suite of financial products and services through its one branch and six ATMs.

**Registered Office**
P.O. Box 434, Road Town
Tortola, British Virgin Islands
Tel: (284) 494-2526
Email: republicbank.bvi@rfhl.com
Website: www.republicbankbvi.com

**Managing Director**
Marion Blyden, BBA (Fin. and Investments), MBA (Fin.)

### Republic Bank (Cayman) Limited
Republic Bank (Cayman) Limited is a private bank offering comprehensive Offshore Wealth Management Services to clients in the Caribbean region and around the globe. As a strong contributor to the Group’s profits, Republic Bank (Cayman) Limited offers banking services in major international currencies, investment management advice, registered office and company management services, as well as trustee services.

**Registered Office**
3rd Floor, Citrus Grove,
106 Goring Avenue, P.O. Box 2004
George Town, KY1-1104
Cayman Islands
Tel: (345) 949-7844
Fax: (345) 949-2795
Email: info@republiccayman.com
Website: www.republiccayman.com

**Country Manager**
Ravi Mykoo, BSc (Hons.) (Econ. and Mgmt.), CFA

### Republic Bank (EC) Limited
Republic Bank (EC) Limited (RBEC) officially opened its doors as a wholly owned subsidiary of Republic Financial Holdings Limited on November 1, 2019. RBEC, a licensed bank in Saint Lucia, has branches in Dominica, St. Kitts and Nevis, Saint Lucia and St. Vincent and the Grenadines. RBEC is also the sole shareholder of Republic Bank (St. Maarten) N.V. and Republic Bank (Anguilla) Limited. Across these territories, RBEC offers comprehensive banking services through 11 branches and 39 ATMs.

**Registered Office**
First Floor, Meridian Place
Choc Estate, Castries
Saint Lucia, West Indies
Tel: (758) 456-2300

**Managing Director**

### Republic Bank (St. Maarten) N.V.
Republic Bank (St. Maarten) N.V. is one of the subsidiaries of Republic Bank (EC) Limited (RBEC). With a network of three branches and five ATMs, Republic Bank (St. Maarten) N.V. offers customers a full suite of financial products and services.

**Registered Office**
Back Street #62, Philipsburg
St. Maarten
Tel: (721) 542-2262 or (721) 542-3317

**General Managing Director**
Sterl Lyons, Business Comm. AICB

### Republic Bank (Anguilla) Limited
Republic Bank (Anguilla) Limited became a subsidiary of Republic Bank (EC) Limited (RBEC), on November 1, 2019. The Bank offers a complete range of financial products and services to retail and commercial banking customers.

**Registered Office**
Box 250, The Valley
Anguilla
Tel: (264) 497-3333

**Country Manager**
Darrelle Harrigan
Subsidiaries

REPUBLIC BANK (GRENADA) LIMITED
Republic Bank (Grenada) Limited is the largest bank in Grenada, with an asset base of $1.79 billion, and a network that includes eight branches and 18 ATMs. Having faithfully served Grenada for four decades, Republic Bank (Grenada) Limited has built a solid reputation as both a comprehensive financial services provider and an outstanding corporate social responsibility citizen through its Power to Make A Difference programme. The Bank has won the Eastern Caribbean Central Bank (ECCB) Best Corporate Citizen Award nine times in the award’s 21-year history.

Registered Office
P.O. Box 857, Grand Anse, St. George
Grenada, West Indies
Tel: (473) 444-BANK (2265)
Fax: (473) 444-5501
Swift: NCBGGGDGD
E-mail: info@republicgrenada.com
Website: www.republicgrenada.com

Managing Director
Naom E. De Allie, BSc (Fin. Ser. Mgmt.), MSc (Fin. Sect. Mgmt.), ACIB

REPUBLIC BANK (GUYANA) LIMITED
Republic Bank (Guyana) Limited is one of Guyana’s largest and longest operating financial institutions, celebrating a history of service to the people of the nation of more than 180 years. As a fully comprehensive bank, Republic Bank (Guyana) Limited provides its customers and clients customised, efficient, and competitively priced financial products and services across a network that spans 12 branches and 49 ATMs. Currently, in addition to the suite of services already provided, the Bank has placed significant emphasis on growing its lending portfolio, with particular emphasis on Small and Medium Enterprises, as well as focus on corporate social investment driven by a long-ingrained philosophy of sustainable development in Guyana.

Registered Office
Promenade Court, 155-156 New Market Street
North Cummingsburg, Georgetown
Guyana, South America
Tel: (592) 223-7938-49
Fax: (592) 233-5007
Swift: RBGLGYGG
E-mail: gyemail@rfhl.com
Website: www.republicguyana.com

Managing Director
Stephen Grell, BA (Econ.), MSc (Fin.)

REPUBLIC BANK (SURINAME) N.V.
Republic Bank (Suriname) N.V. offers customers a fully comprehensive suite of financial products and services through a network of five branches in the capital of Paramaribo and one in Nickerie. Currently the third largest bank in Suriname by asset size, Republic Bank (Suriname) N.V. joined Republic Financial Holdings Limited in 2015 following the acquisition of RBC Royal Bank (Suriname) N.V. from RBC Financial (Caribbean) Limited.

Registered Office
Kerkplein 1, Paramaribo
Suriname, South America
Tel: (597) 471555
Fax: (597) 425709
Swift: RBNKSRPA
Email: email@republicbanksr.com
Website: www.republicbanksr.com

Acting Managing Director
Keith A. Johnson, BSc (Acct.), EMBA, ACIB

REPUBLIC BANK (GHANA) PLC.
Republic Bank (Ghana) Plc. formerly HFC Bank (Ghana), officially joined Republic Financial Holdings Limited in 2018, following a successful mandatory takeover of HFC Bank (Ghana) in 2015. As a licensed commercial bank, Republic Bank (Ghana) Plc. operates 43 branches throughout Ghana, providing a wide range of banking services, including mortgages and real estate services, commercial banking, investment banking, microfinance, private equity and venture capital fund management.

Registered Office
‘Ebankese’, #35 Sixth Avenue, North Ridge
P.O.Box CT 4603, Cantonments, Accra
Ghana, West Africa
Tel: (233) 302 242090-4
Fax: (233) 302 242095
Swift: HFCAGHAC
Email: email@republicghana.com
Website: www.republicghana.com

Managing Director
Farid Antar, ACIB, ACIS, Dip. (Business Mgmt.), Cert. (Int’l Mktg.)
Subsidiaries

CAYMAN NATIONAL CORPORATION
Republic Bank Trinidad and Tobago (Barbados) Limited (RBTTL), a wholly-owned subsidiary of Republic Financial Holdings Limited acquired a 74.99% shareholding in Cayman National Corporation (csx: CNC), a publicly traded entity on the Cayman Islands Stock Exchange. Cayman National is a trusted financial services provider, headquartered in the Cayman Islands, with offices in the Isle of Man and Dubai. With five subsidiaries, Cayman National offers domestic and international clients expertise in a full range of integrated financial solutions, including retail, corporate and premier banking; investment management services, trust services, fund management and administration.

Registered Office
Peter A. Tomkins Building, 200 Elgin Avenue, PO Box 1097
Grand Cayman KY1–1102
Cayman Islands
Tel: (345) 949-4655
Fax: (345) 949-0774
Email: cnc@caymannational.com
Website: www.caymannational.com

President and Chief Executive Officer
Stuart Dack, ACIB, MBA
Vincent Pereira was appointed Chairman of Republic Financial Holdings Limited and Republic Bank Limited in 2020. He joined the Republic Group in July 2019 as a member of the Board of Republic Bank Limited. He is the current President of BHP Trinidad and Tobago – an upstream oil and gas producer in Trinidad and Tobago – and has more than 35 years of energy sector experience, having worked in Trinidad and Tobago and the United States.

In his present role at BHP Trinidad and Tobago, which he has held since 2005, Mr. Pereira leads the firm’s safe and reliable operations, working toward ensuring the long term value enabled growth and development of BHP’s business in Trinidad and Tobago.

Under Mr. Pereira’s watch, the company has successfully executed two additional major offshore upstream development projects, and pioneered the exploration efforts in the frontier Deepwater basins offshore Trinidad and Tobago. BHP Trinidad and Tobago continues to make significant progress in the seamless transition from an oil-focussed entity to a substantial gas producer and supplier. Apart from ensuring the safe and reliable underlying performance of the business, a key area of focus remains on leading and maintaining the external stakeholder engagements required to ensure the long-run viability of BHP in Trinidad and Tobago.

Mr. Pereira is a Petroleum Engineer and holds a Master of Business Administration from Houston Baptist University.

External Appointments
Mr. Pereira is a Member of the Society of Petroleum Engineers and a Board member of the Energy Chamber of Trinidad and Tobago. He is the current Deputy Chairman of United Way Trinidad and Tobago.
Republic Bank Limited
Board of Directors

**NIGEL M. BAPTISTE**  
BSc (Hons.) (Econ.), MSc (Econ.), ACIB  
President and Chief Executive Officer, Republic Financial Holdings Limited  
Managing Director, Republic Bank Limited

**TREVOR GOMEZ**  
FCCA, CA  
Executive Chairman, Gravitas Business Solutions Limited

**DERWIN M. HOWELL**  
BSc (Hons.) (Elec. Eng.), MSc (Telc. Systems), EMBA, MIET, SMIEEE, C.Eng.  
Executive Director, Republic Bank Limited

**EDWARD J. L. INCE**  
BSc (Hons.)  
Managing Director, Prism Services  
Chairman, Prism Subsidiaries

**ALISON LEWIS**  
MOM, BA (Econ. and Mgmt.)  
Consultant

**ROOPNARINE OUMADE SINGH**  
BSc (Econ.), MSc (Econ.), MBA  
Executive Director, Republic Bank Limited
Republic Bank Limited
Board of Directors

JACQUELINE H.C. QUAMINA
LLB, MA, MBA
Consultant

KRISTINE THOMPSON
B.Comm, MBA
Chief Executive Officer, Sunshine Snacks Limited
Director, Yay! Entertainment Limited

GREGORY I. THOMSON
BSc (Math and Physics), MBA
Retired Banker
Republic Bank Limited
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB

Nigel M. Baptiste, President and Chief Executive Officer and Managing Director, Republic Bank Limited since 2016, is a career banker with more than two decades of experience. Prior to his current position, he has served as Deputy Managing Director and Executive Director of Republic Bank Limited, General Manager Human Resources as well as Managing Director of the Group’s subsidiary in Guyana.

Mr. Baptiste currently serves on the Boards of Republic Financial Holdings Limited, Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Ghana) Plc., Cayman National Corporation and other subsidiaries within the Republic Group.

He holds a Bachelor of Science with Honours and a Master of Science in Economics from the University of the West Indies (UWI), is a graduate of the Harvard Business School Advanced Management Programme, holds a Diploma with distinction from the ABA Stonier Graduate School of Banking (USA), and is a member of the Chartered Institute of Bankers (England).

TREVOR GOMEZ
FCCA, CA

Trevor Gomez was appointed to the Board of Republic Bank Limited in September 2020. He is the current Executive Chairman of Gravitas Business Solutions Limited and has more than 30 years of public accounting experience serving a diversified portfolio of clients with an emphasis on the financial services sector, consumer products, industrial products, retail and distribution, public companies, multi-nationals, and other large regional and domestic clients.

Mr. Gomez has developed a robust understanding of critical business processes, financial accounting and reporting, and regulatory issues facing companies in several industries across the Caribbean. Over the course of his career in regional assurance operations, Mr. Gomez has used this understanding to the benefit of 15 partners and 300 team members who managed more than 500 audit clients.

Prior to his current position, Mr. Gomez served at Ernst & Young for 25 years (1991 – 2015). In that time, he served as a Partner (1999), an Assurance Regional Service Line Leader (2004), and a Country Managing Partner (CMP) (2008). He is also a former Chair of the Audit and Accounting Committee of the Institute of Chartered Accountants of Trinidad and Tobago.

Mr. Gomez is a Fellow Member of the Association of Chartered Certified Accountants of the UK and a Member of the Institute of Chartered Accountants in Trinidad and Tobago.

External Appointments
Mr. Gomez serves on several boards, spanning a wide range of businesses in the fields of financial services, consumer products, industrial products, and the automotive industry. He currently serves on the boards of Agostini’s Limited, Unilever Caribbean Limited and four subsidiary companies within the Massy Holdings Group.

DERWIN M. HOWELL
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, SMIEEE, MIET, C.Eng.

Derwin M. Howell was appointed an Executive Director of Republic Bank Limited in 2012. He also serves as Chairman of Republic Bank (Barbados) Limited, Republic Bank (Suriname) N.V., Republic Bank (EC) Limited and Republic Bank (Anguilla) Limited. Mr. Howell holds a Bachelor of Science in Electrical Engineering (First Class Honours) and is a graduate of the Harvard Business School Advanced Management Program (AMP). He is a Senior Member of the Institute of Electrical and Electronics Engineers (SMIEEE), a Member of the Institution of Engineering and Technology (MIET) and a Member of the Engineering Council of the United Kingdom (Chartered Engineer).

External Appointments
Mr. Howell is the Chairman of Habitat for Humanity Trinidad and Tobago and a Chancellor’s Representative on the UWI St. Augustine Campus Council.

EDWARD J. L. INCE
BSc (Hons.) (Computer Science)

Edward Ince was appointed to the Republic Group of Directors in 2016. Mr. Ince is currently Senior Partner/Co-Founder of Frontlight Ventures, a regional investment and consulting firm. He was formerly Managing Director of Prism Services Inc., a payments and operations outsourcing company that he co-founded in 1993, which has subsidiaries throughout the Caribbean and Central America. Prior to that he was General Manager Fujitsu-Caribbean (Eastern Caribbean). Mr. Ince has extensive knowledge of the Caribbean region, coupled with a background in technology, payments and back-office processing.
Republic Bank Limited
Board of Directors

Mr. Ince is a graduate of York University, Canada where he obtained a Bachelor of Science with Honours in Computer Science and is an Aubrey Collymore Scholarship recipient for Science.

External appointments
Mr. Ince also serves as a Non-Executive Director of Foster & Ince Cruise Services, Cave Shepherd and Co. Ltd., Productive Business Solutions (PBS) – public company Jamaica and the Barbados Sugar Industry Limited.

ALISON LEWIS
MOM, BA (Econ. and Mgmt.)

Alison Lewis was appointed to the Board of Directors of the Republic Group in 2014. A former Governor of the Heritage and Stabilisation Fund, Ms. Lewis has served as an Advisor in the office of Executive Director, World Bank, as Permanent Secretary of the Ministry of Finance, and as a former Commissioner on the Securities and Exchange Commission. In August 2015, Ms. Lewis was awarded the Public Service Medal of Merit (Gold) by the Government of the Republic of Trinidad and Tobago for meritorious and outstanding service. Over the last two decades, Ms. Lewis has served on several Boards, including the Central Bank of Trinidad and Tobago, Trinidad Cement Limited, the Sovereign Wealth Funds Group, the Economic Development Advisory Board and she is the former Chairman of the Port Authority of Trinidad and Tobago.

External Appointments
Ms. Lewis is a Director at NiQuan Energy Trinidad Limited and NiQuan Energy LLC.

ROOPNARINE OUMADE SINGH
BSc (Econ.), MSc (Econ.), MBA

Roopnarine Oumade Singh was appointed Executive Director of Republic Bank Limited in 2016. He currently serves on the Boards of Republic Bank (Cayman) Limited, Republic Insurance Company (Cayman) Limited, Cayman National Corporation, Republic Bank Trinidad and Tobago (Barbados) Limited, Republic Wealth Management Limited, Republic Trustee Services Limited and London Street Project Company Limited.

Mr. Oumade Singh is a former director of Republic Finance and Merchant Bank Limited and has served as the Trinidad and Tobago User Group Chairperson for the Society of Worldwide Interbank Financial Telecommunications (SWIFT).

He holds a Bachelor in Science and a Master of Science in Economics from the University of the West Indies, St. Augustine, as well as a Master of Business Administration, specialising in Finance and Operations Research, from Simon Fraser University, Canada.

JACQUELINE H.C. QUAMINA
LLB, MA, MBA, Member of Gray’s Inn, Fellow of the Institute of Banking and Finance
Trinidad and Tobago

Jacqueline Quamina was appointed to the Board of Directors of the Republic Group in 2016. She is a former Executive Director of Republic Bank Limited and former Group General Counsel and Corporate Secretary at Republic Bank Limited and Republic Financial Holdings Limited. Ms. Quamina has extensive experience in governance, corporate law as well as banking, finance and mergers and acquisitions in the Caribbean. Her experience in the Group included responsibility for communications, governance, risk and compliance. An Attorney-at-Law with more than two decades of experience, she holds a Bachelor of Laws from the University of the West Indies, St. Augustine and was called to the Bar of England and Wales where she is a member of the Honourable Society of Gray’s Inn. Ms. Quamina holds a Master of Arts degree from the University of London, an Executive Master of Business Administration from the University of the West Indies, and is a graduate of the American Bankers Association Stonier Graduate School of Banking and the Harvard Business School Advanced Management Programme. She has participated in the Corporate Governance, Executive Education Program, Stanford University, and has completed the Institute of Chartered Secretaries of Canada Director Education and Accreditation Programme and the Certificate in Corporate Governance at the Caribbean Corporate Governance Institute. In July 2016, Ms. Quamina was awarded the title of “Fellow of the Institute of Banking and Finance of Trinidad and Tobago for Distinguished and Meritorious Service to the Banking and Finance Industry”.

External Appointments
Ms. Quamina is a former Chairman of the National Insurance Board of Trinidad and Tobago, she has also served as a Director on the boards of TSFT, TTNGL, Eastern Caribbean Financial Holdings, Unilever Caribbean and The Trinidad and Tobago Chamber of Commerce among others. She currently sits on the board of Republic Bank (Barbados) Limited, Republic Finance and Trust (Barbados) Corporation, and Republic Funds (Barbados) Incorporated. She is a member of the International Women’s Forum.
Republic Bank Limited
Board of Directors

KRISTINE THOMPSON
B. Comm., MBA

Kristine Thompson was appointed to the Board of Directors of the Republic Group in 2011. She is the Chief Executive Officer of Sunshine Snacks Limited, a member of the Associated Brands Industries Limited (ABIL) Group. She is also a founder of the Chuck E. Cheese's family entertainment restaurant franchise in Trinidad. Prior to this, she was involved in project development, particularly in the energy sector, and has extensive experience in the fields of strategy, finance, private equity, mergers and acquisitions, and general management. The early years of her career were spent in management consulting with the Boston Consulting Group (BCG) where she advised Fortune 500 companies with stints at BCG's Toronto, New York, Buenos Aires, and Melbourne offices. She later headed the Business Development function at Guardian Holdings Limited for many years. Mrs. Thompson holds a Bachelor of Commerce degree from Queen's University in Canada and a Master of Business Administration from Harvard Business School.

External Appointments
Mrs. Thompson currently serves as a Non-Executive Director on the Boards of Maple Leaf International School, IRP Industrial Solutions Ltd., and the Arthur Lok Jack Global School of Business (UWII).

GREGORY I. THOMSON
BSc (Math. and Physics), MBA

Gregory I. Thomson was appointed to the Board of Directors of the Republic Group in 2014. He served as the Deputy Managing Director of Republic Bank Limited for seven years before retiring from this position in 2012. He is currently the Chairman of the Board of Republic Bank (Grenada) Limited. Mr. Thomson has more than 35 years of experience in banking and finance and holds a Bachelor of Science in Mathematics and Physics from the University of the West Indies, St. Augustine campus and a Master in Business Administration from the University of Western Ontario, Canada.

External Appointments
Mr. Thomson is currently on the Board of Directors of One Caribbean Media Limited.
Nigel M. Baptiste, President and Chief Executive Officer and Managing Director, Republic Bank Limited since 2016, is a career banker with more than two decades of experience. Prior to his current position, he has served as Deputy Managing Director and Executive Director of Republic Bank Limited, General Manager Human Resources as well as Managing Director of the Group’s subsidiary in Guyana. Mr. Baptiste currently serves on the Boards of Republic Financial Holdings Limited, Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Ghana) Plc., Cayman National Corporation and other subsidiaries within the Republic Group. He holds a Bachelor of Science with Honours and a Master of Science in Economics from the University of the West Indies (UWI), is a graduate of the Harvard Business School Advanced Management Programme, holds a Diploma with distinction from the ABA Stonier Graduate School of Banking (USA), and is a member of the Chartered Institute of Bankers (England).
Republic Bank Limited Executive Management

WENDY BOSSE
BSc (Hons.) (Mgmt. Studies), AIQB (Hons.)
General Manager, Internal Audit, Republic Bank Limited
Chief Internal Auditor, Republic Financial Holdings Limited

RIAH DASS-MUNGAL
BSc (Acct.), FCCA
General Manager, Group Human Resource (Designate)

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA, ACAMS
Group General Counsel and Corporate Secretary

MARSHA MC LEOD-MARSHALL
FCCA, CA, MSc (Dist.) (Int’l Fin.)
General Manager, Planning and Financial Control

MARLON PERSAD
BSc (Computer Studies), MSc (Computer Science), EMBA (Dist.), CGEIT, AMLCA
General Manager, IT Consolidation

ALDRIN RAMGOOLAM
Dip. (Business Mgmt.), BSc (Computer Science), MBA
General Manager, Information Technology Management
Republic Bank Limited
Executive Management

BALDATH RAMKISSOON
MSc (Dist.) (Fin.), MBA, BSc (Hons.) (Mgmt.)
General Manager, Group Treasury

DENYSE RAMNARINE
BSc (Computer Science and Physics), MSc (Telecom.), Dip. (Business Mgmt.), PGrad (Info Tech.), MBA
General Manager, Electronic Channels and Payments

DAVID ROBINSON
BA (Econ.), CFA, EMBA
General Manager, Wealth Management

PARASRAM SALICKRAM
FCCA, ACMA, CGMA, CA, CFA, FRM
General Manager, Group Risk

RICHARD S. SAMMY
BSc (Hons.) (Mgmt. Studies), MBA
General Manager, Corporate and Investment Banking

CARLENE SEUDAT
BSc (Acct. and Business Mgmt.)
General Manager, Shared Services
Republic Bank Limited
Executive Management

KAREN TOM YEW
BSc (First Class Hons.) (Mgmt. Studies), International MBA, Finance (First Class Hons.), LLB (Upper Second Class Hons.)
General Manager, Group Marketing and Communications

KAREN YIP CHUCK
Dip. (Business Admin.), ACIB, BSc (Hons.) (Econ.), MBA, CIA
General Manager, Commercial and Retail Banking

MICHAEL WALCOTT
BA (Acct.)
General Manager, Overseas Operations

ROBERT SOVERALL
CFA, BSc (Hons.) Actuarial Science
General Manager, Creditor Protection
Republic Bank Limited Executive Management

**WENDY BOSSÉ**  
*BSc (Hons.) (Mgmt. Studies), AICB (Hons.)*

Wendy Bosse, General Manager, Internal Audit, Republic Bank Limited and Chief Internal Auditor, Republic Financial Holdings Limited, is a banking professional with extensive managerial and branch operations expertise accumulated over the course of her 33-year career at Republic Bank. Prior to her most recent appointment, she served as Manager, Professional Practices, where she brought to bear her strong knowledge of controls, risk management and quality assurance.

A Republic Bank scholarship awardee, Ms. Bosse served as Management Associate from 2002 to 2004, following which she served in various specialist assignments in the Bank’s Group Marketing and Group Treasury departments. She has served in management posts at the Bank’s Ellerslie Court, Pointe-a-Pierre/Marabella, Independence Square, and Tragarete Road branches. She has also held managerial positions in the Administration, Portfolio Management, and Group Marketing and Communications departments.

Ms. Bosse is an Associate of the Institute of Canadian Bankers (AICB) with Honors; a recipient of the Gold Medal Award from the Institute of Canadian Bankers (ICB) in recognition of academic excellence, and holds a BSc in Management Studies (First Class Honors) with a minor in Psychology from the University of the West Indies, St. Augustine.

**RIAH DASS-MUNGAL**  
*BSc (Acct.), FCCA*

Riah Dass-Mungal, General Manager, Group Human Resources has extensive experience in the fields of financial reporting and auditing, management reporting, corporate and strategic planning, and regulatory reporting. Prior to her current position, Mrs Dass-Mungal was the General Manager, Internal Audit and the Chief Internal Auditor for the Republic Group. A Chartered Accountant with more than two decades of financial management experience in the private sector, Mrs. Dass-Mungal is also a member of the Association of Chartered Certified Accountants (ACCA) and has completed the Foster School of Business – Pacific Rim Banker Executive Management Program. She is a graduate of the University of the West Indies with a Bachelor of Science with Honours in Accounting and a minor in Management.

**KIMBERLY ERRIAH-ALI**  
*LLB (Hons.), LEC, MBA, ACAMS*

Kimberly Erriah-Alì, Group General Counsel and Corporate Secretary, Republic Bank Limited and Republic Financial Holdings Limited, is an Attorney-at-Law with 22 years of experience; having received her Bachelor of Laws with Honours from the University of the West Indies, and her Legal Education Certificate from the Hugh Wooding Law School, Trinidad. Mrs. Erriah-Alì was admitted to practice as an Attorney-at-Law in the Supreme Court of Trinidad and Tobago in 1998.

She has served as Corporate Secretary to Republic Bank subsidiaries: Republic Bank (Grenada) Limited, Republic Bank (Suriname) Limited, Republic Finance and Merchant Bank Limited and London Street Project Company Limited. She also established the Group’s Compliance Department. She is currently a Director on the Board of Republic Wealth Management Limited, formerly Republic Securities Limited, Republic Trustee Services Limited formerly Republic Wealth Management Limited, Republic Bank (EC) Limited, Republic Bank (Anguilla) Limited, other offshore subsidiaries of Republic Bank and holds an external Directorship on the Board of a Telecommunications provider in Trinidad and Tobago.

Mrs. Erriah-Alì holds a Master of Business Administration from the Heriot-Watt University, with electives in Mergers & Acquisitions and Corporate Governance, is certified under the Association of Certified Anti-Money Laundering Specialists (ACAMS), and is a Certified Practitioner in Anti-Money Laundering from the Florida Institute of Bankers Association via Florida International University. She brings to bear a wide range of expertise in Corporate and Commercial Law, Conveyancing, Trusts, Landlord and Tenant Law, Intellectual Property, Estates, and Litigation.

**MARSHA MC LEOD-MARSHALL**  
*FCCA, CA, MSc (Dist.) (Int'l Fin.)*

Marsha Mc Leod-Marshall, General Manager, Planning and Financial Controls; Chief Financial Officer, Republic Financial Holdings Limited, is a certified Chartered Accountant with more than a decade of financial analytical experience at the senior level within the Group. She has served the Group in a range of different capacities, including Senior Financial Analyst, Group Finance Manager, Senior Manager – Finance and General Manager, Group Enterprise Risk, before being appointed to her current position in October 2019.
Republic Bank Limited
Executive Management

During the course of her career, Mrs. Mc Leod-Marshall was responsible for overseeing the integrity of the financial, management, and regulatory reporting functions of the Bank and its subsidiaries, including preparation of the Group’s financial statements and Budget, management of all financial and regulatory audits of the Bank and Group, financial analysis, and Group adherence to all accounting standards and regulatory requirements as outlined in the International Financial Reporting Standards (IFRS), the Financial Institutions Act, the Central Bank of Trinidad and Tobago regulations, and the Corporation Tax Act. She has also contributed to the preparation of the Group’s Annual Strategic Plans and Budget and has been a key member of the teams charged with the Group’s recent acquisition exploits.

MARLON PERSAD
BSc (Computer Studies), MSc (Computer Science), EMBA (Dist.), CGEIT, AMLCA

Marlon Persad, General Manager, Information Technology (IT) Consolidation, Republic Bank Limited, is an accomplished professional with more than 24 years of combined experience in Information Technology Management, IT Governance, Business Process Re-engineering, Project Management, Change Management, Conversion of Banking Applications, Operational Risk, IT Security, Corporate Security, Business Continuity Management and AML Compliance in the Banking, Insurance, and Consulting industries. Mr. Persad has successfully served in a range of senior leadership positions including Senior Manager, Technology Advancement; Senior Manager, Corporate Operations and Process Improvement; Manager, Project Execution and IT Governance; and Manager, Project Execution. He has chaired various sub-committees under the Bankers Association of Trinidad and Tobago, is an Anti-Money Laundering Certified Associate (AMLCA) from Florida International Bankers’ Association (FIBA) in partnership with Florida International University, and is certified in the Governance of Enterprise IT (CGEIT) from the Information Systems Audit and Control Association (ISACA).

Mr. Persad holds an Executive Master of Business Administration with Distinction in Business from the Arthur Lok Jack Global School of Business (UWI), a Master of Science in Computer Science and a Bachelor in Science in Computer Studies both from the University of the West Indies, St. Augustine.

Mr. Persad also serves on the Board of Republic Bank (Suriname) N.V.

ALDRIN RAMGOOLAM
Dip. (Business Mgmt.), BSc (Computer Science), MBA

Aldrin Ramgoolam, General Manager, Information Technology Management, has been a member of the Republic Group for over thirty years. He has over 27 years experience in the field of Information Technology and has been a member of the Bank’s Management Team for over 20 years. He has a wide range of expertise, having served in key managerial roles in Technical Support, IT Infrastructure and Application Support/Development. He has also served in senior leadership positions in IT Service Delivery, IT Project Management and IT Governance.

Mr. Ramgoolam holds a Master of Business Administration from the Lord Ashcroft Business School, Anglia Ruskin University, a Bachelor of Science in Computer Science from the University of the West Indies (UWI) and a Diploma in Business Administration from the Arthur Lok Jack Global School of Business (UWI).

He also serves as a Director on the Boards of Republic Bank (BVI) Limited and Republic Bank Insurance (BVI) Limited.

BALDATH RAMKISSOON
MSc (Dist.) (Fin.), MBA, BSc (Hons.) (Mgmt.)

Baldath Ramkissoon, General Manager, Treasury, a member of the Republic Group for more than two decades, has significant industry expertise in Treasury Management (liquidity, foreign exchange, interest rate and electronic payment systems), Portfolio Management, Credit and Investment Risk Determination.

Mr. Ramkissoon has served as Manager, Latin American Investments; Manager, Trust and Asset Management Division; Investment Manager, Republic Wealth Management Limited; and Senior Manager, Treasury. He has represented the Bank at the International Monetary Fund (IMF) Caribbean Roundtable Discussions on Correspondent Banking Withdrawal in 2018 and has served as Deputy Chairman and Vice-President of the Mutual Fund Association of Trinidad and Tobago.

Mr. Ramkissoon holds a Master of Science in Finance with Distinction from the Arthur Lok Jack Global School of Business (UWI); a Master of Business Administration from Heriot Watt University; and a Bachelor of Science in Management with Honours from the University of London. He has completed several courses and seminars on credit, risk management and investments, including Euromoney’s Financial Market Products; Pension Management at UBS, Puerto Rico; International
Republic Bank Limited Executive Management

Portfolio Management at Allianz, Germany; and McKinsey’s Asset Management CEO Summit in the United Kingdom. In 2015, Mr. Ramkissoon was awarded the Programme Director’s Award (Master of Science in International Finance) by the Arthur Lok Jack Global School of Business (UWI).

Mr. Ramkissoon serves on the boards of Republic Bank (Cayman) Limited, Republic Insurance Company (Cayman) Limited, Republic Wealth Management Limited Republic Investments Limited, Republic Bank (St Maarten) N.V., Republic Bank Trinidad and Tobago (Barbados) Limited and Trintrust. He is also the current Chairman of the SWIFT National User Group of Trinidad and Tobago.

DENYSE RAMNARINE

BSc (Computer Science and Physics), MSc (Telecom.), Dip. (Business Mgmt.), P.Grad (Info Tech.), MBA

Denyse Ramnarine, General Manager, Electronic Channels and Payments Division, brings to bear extensive experience in Information Technology (IT) Management, Systems Engineering, Systems Administration, and Project Management, having worked in the IT industry for more than 25 years. An accomplished professional, Ms. Ramnarine has served across a range of managerial posts within the Bank, including Assistant Manager, Communications; Manager, Desktop and Decision Support Services; Manager, Networking: Business Transformation; Senior Manager, Technology Advancement; Senior Manager, Application and Technology Delivery; and as Assistant General Manager, IT. Ms. Ramnarine holds a Master of Business Administration from Edinburgh Business School, Heriot Watt University, a Master of Science in Telecommunications and Information Systems from the University of Essex, a Post Graduate Diploma in Strategic Business IT from NCC Education, a Diploma in Business Management from the Arthur Lok Jack Global School of Business (UWI), a CIM degree in Project Management from ROYTEC, and a Bachelor of Science from the University of the West Indies, St. Augustine as a double major in Computer Science and Physics.

DAVID ROBINSON

BA (Econ.), CFA, EMBA

David Robinson, General Manager, Wealth Management Limited, has been a banker for the past 20 years, serving in several key managerial roles, including Senior Manager, Treasury and Senior Manager, Creditor Protection Support Unit. Mr. Robinson holds a Bachelor of Arts in Economics from the University of Waterloo, Canada, a Master’s Degree in Business Administration (Executive) from the Arthur Lok Jack Global School of Business (UWI) and is a Chartered Financial Analyst (CFA) charter holder. He also holds a Certificate in Business Excellence – Advanced Management Program from the Columbia Business School, New York.

PARASRAM SALICKRAM

FCCA, ACMA, CGMA, CA, CFA, FRM

Parasram Salickram, General Manager, Group Risk, Republic Bank Limited, and Chief Risk Officer, Republic Financial Holdings Limited, has been with the Republic Group for the past 15 years. Prior to his current position, Mr. Salickram was the General Manager, Planning and Financial Control and worked as an External Auditor in Guyana for seven years. In the past, he also performed the role of Chief Financial Officer in Republic Financial Holdings Limited and the Group’s subsidiaries in the Dominican Republic and Barbados.

He currently serves as a Director, Republic Bank (Grenada) Limited. He is a Fellow of the Association of Chartered Certified Accountants and a member of the Chartered Institute of Management Accountants and the Chartered Global Management Accountants.

Mr. Salickram is a Chartered Financial Analyst (CFA) charterholder and holds the Financial Risk Manager (FRM) designation from the Global Association of Risk Professionals (GARP). He is also a graduate of the Harvard Business School Advanced Management Program (AMP).
Richard S. Sammy, General Manager, Corporate and Investment Banking is a distinguished banker with significant regional experience in corporate and investment banking, risk management and banking operations.

Prior to his current position, he served as the Managing Director, Republic Bank (Guyana) Limited and as Regional Manager, Corporate Business Centre-South and Regional Manager, Investment Banking Division at Republic Bank Limited.

He also serves as Chairman of Republic Bank (BVI) Limited and a Director of Republic Bank (Barbados) Limited.

A past Director of the Caribbean Association of Banks Inc. (CAB) and the American Chamber of Commerce – Guyana (AMCHAM Guyana), Mr. Sammy is also a former Chairman of the Guyana Association of Bankers Inc. (GABI). Mr. Sammy holds a Master of Business Administration from the Warwick Business School (United Kingdom), a Bachelor of Science with Honours in Management Studies from the University of the West Indies (St. Augustine, Trinidad) and is a graduate of The Wharton School’s Advanced Management Program (United States).

Carlene Seudat, General Manager, Shared Services, is a career banker with considerable Risk Management and Corporate Banking leadership experience. Over the course of her tenure as part of the Scotiabank Group team for more than two decades, she has led teams across the Group’s operations as Vice President, International Operations and, prior to that, as Regional Director – Collections.

Ms. Seudat has also served within the Scotiabank Group as General Manager – Risk Management; Group Head Execution – Corporate Banking; and Senior Relationship Manager – Corporate Banking.

Ms. Seudat holds a Bachelor of Science in Accounting and Business Management from the University of the West Indies, St. Augustine, Trinidad. She has completed the Executive Training Rotation, Corporate Banking Risk Management, Global Risk Management – Toronto, Canada; and the Executive Training Rotation, Collections Centre of Excellence, Shared Services Campus – Mexico City, Mexico.

Robert Soverall, General Manager, Creditor Protection, is an experienced financial services executive with demonstrated industry expertise in Insurance, Risk Management, Investment Management, Governance and Business Planning built up over the course of more than two decades.

In his most recent capacity, he served as Director, Wealth Management, Scotiabank Trinidad and Tobago Limited and Managing Director, Scotia Investments Trinidad and Tobago Limited with responsibility for leading the Group’s Wealth/Asset Management Segments within Trinidad and Tobago.

During his career, Mr. Soverall has also served as Managing Director, ScotiaLife Trinidad and Tobago Limited; General Manager, ScotiaLife Trinidad and Tobago; Manager, Investments, Trust and Asset Management Division, Republic Bank Limited; and Manager, Money Market (Group Treasury) Republic Bank Limited.

Mr. Soverall holds a Chartered Financial Analyst (CFA) Charter from the CFA Institute (previously the Association for Investment Management and Research - AIMR); a Diploma in Business Management from the University of the West Indies, Institute of Business, Trinidad; and a Bachelor of Science with Honours, Actuarial Science (Upper Second Class) from City University, London, United Kingdom.

Karen Tom Yew, General Manager, Group Marketing and Communications, is a career banking professional with more than 20 years of managerial experience at Republic Bank Limited. Prior to her current position, Ms. Tom Yew served as Regional Corporate Manager at Corporate Business Centre, North, leading a diverse team of Corporate and Credit Managers, growing the bank’s client and asset base, and managing a multi-billion (TT) dollar portfolio.

Ms. Tom Yew has previously served as Branch Sales Manager, Independence Square; Corporate Manager, Commercial Centre; Manager, Merchant Banking, Republic Finance and Merchant Bank; and Manager, Overseas Operations.
Republic Bank Limited
Executive Management

Ms. Tom Yew holds a Bachelor of Laws Degree from the University of London; an International Masters of Business Administration in Finance from the Arthur Lok Jack Global School of Business; and a Bachelor of Science in Management Studies from the University of the West Indies. She has also completed several courses including the Euromoney – Project Finance; E-Bank Training – Credit Risk Management and Digital Strategies for Business from Emeritus Institute.

MICHAEL WALCOTT

BA (Acct.)

Michael Walcott, General Manager, Overseas Operations, is a risk management and business process development professional with significant industry expertise in Compliance, Corporate Operation Process Improvement, Operational Risk, and Auditing. In his current role, Mr. Walcott provides support and governance for all of the Group’s overseas territories, and is responsible for implementation of integration plans for recent acquisitions.

A member of Republic Bank’s managerial team for more than a decade, Mr. Walcott has served as Acting General Manager, Group Enterprise Risk; Senior Manager, Corporate Operations Process Improvement/Operational Risk; and Manager, Corporate Activities, Internal Audit. Prior to which, he has also served as Compliance Manager (with regional oversight), Internal Auditor, and Business Risk Analyst in various organisations throughout Trinidad and Tobago.

Mr. Walcott holds a Bachelor of Arts in Accounting from Morehouse University, Atlanta, Georgia, is certified in Professional Anti-Money Laundering under the Florida International Bankers Association (FIBA), and was awarded a Certificate in Compliance from Citigroup. He has completed several courses in credit risk; anti-money laundering; fraud prevention and detection; occupational health and safety; business writing; and financial statement analysis.

KAREN YIP CHUCK

Dip. (Business Admin.), ACIB, BSc (Hons.) (Econ.), MBA, CIA

Karen Yip Chuck, General Manager, Commercial and Retail Banking, has been a banker for 28 years and has served in a number of senior management positions within the Bank. She currently serves on the Boards of Republic Bank (Grenada) Limited, Republic Bank (St Maarten) N. V., Trintrust Limited, London Street Project Company Limited and Trinidad and Tobago Chamber of Industry and Commerce. She is a graduate of the University of the West Indies (UWI), the Heriot Watt University, Edinburgh, is a Certified Internal Auditor, and an Associate of the Chartered Institute of Banking (ACIB).
Republic Bank Limited

Profile

EXECUTIVE MANAGEMENT

Managing Director
Nigel Baptiste, BSc (Hons.) (Econ.), MSc (Econ.), ACIB

Executive Director
Derwin M. Howell, BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, MIET, SMIEEE, C.Eng.

Executive Director
Roopnarine Oumade Singh, BSc (Hons.) (Econ.), MSc (Econ.), MBA

Group General Counsel/Corporate Secretary
Kimberly Erriah-Ali, LLB (Hons.), LEC, MBA, ACAMS

General Manager, Internal Audit
Wendy Bosse, BSc (Hons.) (Mgmt. Studies), AICB (Hons.)

General Manager, Group Human Resources
Riah Dass-Mungal, BSc (Acct.), FCCA

General Manager, Group Marketing and Communications
Karen Tom Yew, BSc (First Class Hons.) (Mgmt. Studies), International MBA, Finance (First Class Hons.), LLB (Upper Second Class Hons.)

General Manager, Planning and Financial Control
Marsha McLeod-Marshall, FCCA, MSc (Dist) (Int’l Fin.), CA

General Manager, Overseas Operations
Michael Wailcott, BA (Acct.)

General Manager, IT Consolidation
Marlon Persad, BSc (Computer Studies), MSc (Computer Science), EMBA (Dist.), CGEIT, AMLCA

General Manager, Information Technology Management
Aldrin Ramgoolam, BSc (Computer Science), MBA, Dip. (Business Mgmt.)

General Manager, Group Treasury
Baldath Ramkissoon, MSc (Dist.) (Fin.), BSc (Hons.) (Mgmt.), MBA

General Manager, Electronic Channels and Payments
Denyse Rammarine, BSc (Computer Science and Physics), MSc (Telecom.), P.Grad. (Info. Tech.), MBA, Dip. (Business Mgmt.)

General Manager, Wealth Management
David Robinson, BA (Econ.), CFA, EMBA

General Manager, Group Risk
Parasram Salickram, FCCA, ACMA, CGMA, CA, CFA, FRM

General Manager, Corporate Investment Banking
Richard S. Sammy, BSc (Hons.) (Mgmt. Studies), MBA

General Manager, Shared Services
Carlene Seudat, BSc (Acct. and Business Mgmt.)

General Manager, Creditor Protection
Robert Sooverall, CFA, BSc (Hons.) (Actuarial Science), Dip. (Business Mgmt.)

General Manager, Commercial and Retail Banking
Karen Yip Chuck, Dip. BSc (Hons.) (Econ.), ACIB, MBA, CIA, Dip.(Business Mgmt.)

HEAD OFFICE DEPARTMENTS

ADMINISTRATION
Manager, Administration
Reeda Ferreira, Dip. (Business Mgmt.)

BRANCH SUPPORT SERVICES
Manager

Acting Manager, Head Office
Suzanne Allen

CENTRALISED CREDIT UNIT
Credit Manager
Gregory Jones, BSc (Acct. and Fin.)

Senior Manager
Andre Crosby, MBA

Manager, Collections (Acting)
Rondell Ramkissoon, MBA (Dist.), CAT

CENTRALISED SECURITIES UNIT
Manager
John Ford, Dip. (Business Mgmt.)

COMMERCIAL AND RETAIL BANKING
Regional Sales Manager (East/Central/Tobago)
Rhonda Joseph-Walters, Dip. (Bkg.), Dip. (Business Mgmt.)
Republic Bank Limited
Profile

Regional Sales Manager (North)
Farook Hosein, Dip. (Business Mgmt.)

Regional Sales Manager (South)
Shazard Mohammed, BSc (Hons.) (Econ.), PgDip. (Mktg.), NPS, EMBA

Manager, Business Applications and Analysis
Mathew Cabralis, ABE Higher Dip. (Business Mgmt.), MBA

CREDITOR’S PROTECTION
Finance Manager
Tarin Roberts-Lopez

ECONOMIC INTELLIGENCE UNIT
Economist
Garvin Joefield, BSc (Econ. and Mgmt.), MBA

GROUP ENTERPRISE RISK MANAGEMENT
Manager, Group Enterprise Risk Management
Anita King, BSc (Econ.), MBA

Manager, Enterprise Risk Management, Quality Assurance
Leslie Thompson, BA (Business Mgmt.)

Manager, Enterprise Risk Management Analysis
Rush Ramoutar, BSc (Mgmt. and Fin.), MSc (Mgmt.)

Manager, Head Office
Nicole McFarlane-Lucas, FCCA, MBA

GROUP MARKETING AND COMMUNICATIONS
Senior Manager
Kwame Blanchfield, BA (History and Gov’t.), MBA

Manager, Brand Management
Tisha Lee, B. Comm. (Mktg.)

Manager, Analytics and Martech
Kevan Rajaram, MSc (Dist.) (Stat.), BSc (Second Class Hons.) (Math.)

Marketing Manager, Business Segments
Karen McSween, BSc (Bkg. and Fin.), IMBA, Dip. (Fin. Mgmt.)

Marketing Manager, Personal Segments
Damian Cooper, BSc (Business Admin.), CIM, Cert. (Strategic Brand Mgmt.)

HEAD OFFICE
Senior Manager
Susan Williams, Dip. (Business Mgmt.)

Manager, Head Office
Irmin John Albert, Dip. (Business Mgmt.)

Manager
Omarwatee Lackhan, FCCA, ACCA

Manager
Suelan De Sormeaux, BSc (Hons.) (Mgmt. Major) (Fin. Minor), MSc (Mgmt.), Dip. (Business Mgmt.), CAMS AMLCA, CPIAML

Manager
Amar Ramlogan, BSc (Econ.), MSc (Econ.), MBA

Manager, Head Office
Sharon Lucky-Durbal, BSc (Info. Sys. and Mgmt.), MBA

HUMAN RESOURCES
Senior Manager, Group Employee and Industrial Relations
Preston George, BSc (Sociology), LLB, EMBA

Senior Manager, Group Human Resources
André St Clair, ACCA, BSc (Mgmt.), FCCA, MSc (Labour Employment Relations)

Industrial Relations Manager
Giselle Estrada, MBA

Manager, Talent Acquisition and Workforce Planning
Paula Mottley-Emmanuel, MBA, IBAF, P. Grad. (Business Admin.)

Manager, Learning and Talent Development
Camille Moseley-Joefield, BSc (Mgmt.), MBA, CIM, IBAF

Acting Manager, HRIS
Veena Marin

Manager, Compensation and Benefits
Addison Wayne Mitchell, BSc (Computer Science and Mgmt.), HND (Computer Studies)

Manager, Employee Engagement
Somers Julien, BSc (Gov’t and HR.), MSc (HR)
Republic Bank Limited

Profile

INTERNAL AUDIT
Manager, IT Audits
Brian Keshwah, BSc (Computing and Info. Sys.), EMBA, CISA, CISM, AIMIS

Manager, Professional Practices
Antonia Dickson-Frederick, BSc (Acct.), Dip. (Bkg.)

Manager, Finance Audits
Naseem Ali-Lopez, FCCA

Manager, Commercial and Retail Banking Audits
Kendine Creed-Harry, Dip (Business Mgmt.), ACCA

Manager, Internal Audit
Carol Reece, Dip. (Business Mgmt.)

Manager, Internal Audit, Corporate Audits
Eugene Lee, Dip. (Business Mgmt.)

Manager, Internal Audit, Group Audits
Marsha Ollivierre, ACCA, CIA

LEGAL SERVICES
Head, Legal Services
Joel Chadha, PgDip. (Law), LPC, BA (Hons.) (Business Fin.), MBA

Manager, Legal Services
Dyan Wellington, BA (Jurisprudence), MA (Oxon), LEC

Manager, Legal Services
Melissa Jankie, BSc (Econ.), LLB (Hons.), LPC

Manager, Legal Services (Compliance)
Andrea De Matas, LLB, LEC

LOAN DELIVERY CENTRE
Manager
Latisha De Gannes, BSc (Hons.) (Mgmt.), MBA, Dip. (Bkg.)

Manager, Adjudication
Laura-Lee Mouttet, Dip. (Business Mgmt.), CFA

OVERSEAS OPERATIONS
Manager
Adrian Riley, BSc (Acct.), MBA (Fin.)

OPERATIONAL RISK
Senior Manager
Jimmy Cedeno, BSc (Mgmt. Studies), EMBA

Manager, Business Continuity
Joelle Bannatyne, BSc (Mgmt.), MBA, CBICP, CIRCA, CBCS

Manager, Corporate Security
Sherwin Forte, Dip. (Caribbean Forensics and Fin. Fraud Inst.), Arts Foundation Degree

Manager, IT Security
Jillian Sajabi, BSc (2nd Hons.) (Comp. Science), MBA, Adv. Dip and Higher Dip. (Info. Sys.)

Project Manager
Sabatry Ramnath, BSc (Hons.) (Computing), IMIS

Manager, Card Fraud Management
Jason Lam, MSc Network Security, BSc (2nd Class Hons.) (Info. System and Mgmt.)

PLANNING AND FINANCIAL CONTROL
Senior Manager
Joy Inniss, FCCA, ACCA, MSc (Intl. Fin.)

Manager, Finance
Giselle Alexander, FCCA

Manager, Finance – Group
Nyron Mahadeo, FCCA, ACCA

Manager, Compliance and Regulatory Reporting
Sursatee Vashni Boodram, FCCA, ACCA

Manager, Business Performance Management
Joyce Ramkumar, BSc (Info. Sys.), ADMIS, CISA

Manager, Finance Overseas (Acting)
Janelle Alexander

Manager
Hannaa Ali, FCCA, ABE
Republic Bank Limited

Profile

PORTFOLIO MANAGEMENT
Project Manager
Nathasha Shakira Smith-Cedeno, BSc (Computer Sc. and Mgmt.)

PREMISES
Senior Manager
Mark Bishop, BSc (Civil Eng.), BSc (Hydraulic Eng.), Dip. (Business Mgmt.)

Project Manager
Marvin Sinanan, BSc (Civil Eng.)

Manager, Premises
Sheldon Ramkisson, IMBA (innovation and Entrepreneurship Specialisation), BSc (Proj. Mgmt.), Assoc. (Mechanical Eng. Tech.), NEC Dip. (M.E.T.), PMP

CREDIT RISK MANAGEMENT
Senior Manager
Bevon Alvarez, BSc (Hons.) (Mgmt. Studies), MBA (Strategy and Fin.), CFA

Acting Credit Manager
Charlene Madray, ACCA, Int’l Dip. (Computer Studies)

Credit Manager
Beverly Richards, BSc (Mgmt.), Dip. (Bkg.)

Credit Manager
Ena Dalchan-Mahabir, ACCA, MBA

SPECIAL PROJECTS
CALL CENTRE UPGRADE
Project Manager, Call Centre Upgrade Project
Valini Rajballie, ACIB

CREDIT CARD CENTRE
Senior Manager
Fabian Kubalalsingh, Dip. (Business Mgmt.)

Manager, Operations and Finance
Judith Punch-Wafe, ACCA, Dip. (Business Mgmt.), Dip. (HR Mgmt.)

Manager, Sales and Service
Julie Williams, CIM, Dip. (Business Mgmt.) Art Foundation Degree (Security and Risk Mgmt.)

Manager
Charlotte Sahadeo-Bellemare, BA (French and Spanish), Dip. (Business Mgmt.), Dip. (Mktg.), Dip. (Bkg.)

CREDITOR PROTECTION SUPPORT UNIT
Manager
Jihann Miller, BSc (Acturial Science), ASA CERA

Manager, Creditor Protection, Administration and Sales
Jo-Ann Ragoo-Khalawan, MBA, BSc (Mgmt. Studies), Adv. Dip. (Business Admin.), PMP, IMIS

ELECTRONIC CHANNELS AND PAYMENTS DIVISION
Senior Manager, Electronic Channels and Payments Division
Brent Cabrera, Dip. (Computer Systems Design), MSc (Strategic Business IT), IMBA, PGrad (Strategic Business IT)

Manager, Process Transformation
Lana Ramroop, BSc (Electrical and Computer Eng.), MIEEE

Manager, Digital Operations
Emerson Dixon, Dip. IMIS

Manager, Digital Solutions
Paula Merritt, BA (Business Admin.)

Manager, Digital Business Automation
Marsha O’Neal, BSc (Sociology and Mgmt. Studies), MBA, Cert. (Project Mgmt.)

FOREIGN EXCHANGE CENTRE (FOREX)/GROUP TREASURY
Senior Manager, Treasury
Tracy-Anne Bartholomew, BSc (Math. and Econ.), PgDip. (Actuarial Mgmt. and Actuarial Science), Dip. (Actuarial Techniques)

Manager, Foreign Exchange and Dealing
Renee Samuel, Cert. (Bkg.), IBAF

Manager, Forex
Charmaine St. Louis, BSc (1st Class Hons.) (Mgmt.)

Manager, Trade Services
Liyana Adams-Crosbie

The Group Subsidiaries 38
Republic Bank Limited
Profile

Manager, Forex
Capil Boodram, ACCA, BA (Business Admin.), MSc (Fin. Mgmt.), CISA, Adv. Dip. (Business Mgmt.)

Manager, Treasury Investments
Suein Law, BSc (Chemistry and Mgmt.), CFA

INFORMATION TECHNOLOGY MANAGEMENT DIVISION
Senior Manager, Technology Advancement
Darryl Headley, BSc (Computing), Assoc. (Computer Science)

Senior Manager, Technology Delivery
Johnason Nath, IMIS, BSc (Computing and Info. Sys.), MBA, P.Grad. (Business Admin.)

Manager, Production Support
Adrian Lee, BSc (Computer Science), Assoc. Applied Science (Info. Tech.)

Manager, Data Centre Services
Kurt Dipnarine, MBA, Dip. (Bkg. and Fin.) CIA

Manager, End User Services
Nigel George, BSc (Computer and Info. Sys.)

Manager, Information Reporting and Data Management
Ron Mollineau, Dip. (Project Mgmt.)

Manager, Technology Deployment
Rehan Mohammed, MSc (Info. Sys. Mgmt.) BSc (Computing and Info Sys.)

Manager, Technology Infrastructure
John Corbin, Dip. (Business Mgmt.)

Manager, Application Support
Haresh Dhanpath, BSc (Computer Science and Mgmt.)

Manager, Overseas IT Operations and Governance
Jaya Ramnanan, BSc (Hons.)/Computing and Info. Sys.), MBA (Dist.), P. Grad Dip. (Info. Sys.)

Manager, Project Execution/IT Governance
Kiran Ramlakhan, BSc (Computer Science and Mgmt.), MSc (Computer Science)

INFORMATION TECHNOLOGY CONSOLIDATION DIVISION
Senior Manager, Technology Consolidation
Neal Motilal, Tech. Dip. (Telecom. Eng.), MBA

Senior Manager, Business Consolidation
Viswannath Dwarika, MBA, BSc (Hons.) (Computing and Info. Sys.)

Manager, Change Management
Urmilla Ramaya-Jacob, Dip. (Business Mgmt.)

Manager, Application Support
Lisa Norville, BSc (Computer Science and Mgmt. Studies)

Manager, Process Operations
Dexter Henry, BSc (2nd Hons.) (Mgmt. Studies and Econ.), Cert. (Electronic Records Mgmt.)

Manager, Quality Assurance
Farah Dixon, BSc (Computing and Info. Sys.)

Manager, Project Execution
Laurel Phillip, BSc (Bkg. and Fin.), MSc (Project Mgmt.), PMP

Manager, Technology Deployment
Isa Mohammed, BSc (Info. Sys. Mgmt.), MBA

Manager, Technology Infrastructure
Regina Radix, BSc (Info. Tech.)

Manager, Business Conversion
Marsha Sanatan-Murray, BSc (Mgmt.), MBA

SHARED SERVICES
Project Manager
Robert Sharpe, Dip. (Business Mgmt.)

Senior Manager
Shedley Branche, BSc (Hons.) (Mgmt.), MBA

Manager
Cleavon Lewis, BSc (Computer and Info Sys.)

Manager
Karen Ann Sturge-Crichlow, BSc (Mgmt.), MSc (Strategic Leadership and Mgmt.), Dip. (Mktg.)

Manager
Jadgesh Ramjit, BSc (Mgmt.) (Econ. and Fin.), MBA, CMA

Manager
Jonelle Salina, BSc (Mgmt. with Psychology), MBA, Dip. (Fin. Mgmt.)
Republic Bank Limited
Profile

Manager, Customer Care and Support Centre
Gabrielle Dindayal, Dip. (Business Mgmt.)

TRUST SERVICES DIVISION
Investment Manager, Trust Services
Jerome Gooptar, BSc (Mgmt.), CFA

Manager, Trust Services, Operations
Anneleise Thomas-Andrews, BSc (Sociology (Major), (Human Res. Mgmt.)(Minor)

Manager, Trust Services (Acting)
Marc Lequay, (2nd Class Hons) Bachelor of Law

Manager, Head Office
Avinash Ramdeen, BSc (Mgmt. Studies and Fin.) MBA (Dist.) (Int’l Fin.)

Assistant Manager, Finance
Selma Webb, FCCA

REPUBLIC WEALTH MANAGEMENT LIMITED
Senior Manager
Carla Kelshall, BSc. (Math. and Econ.), CFA

Manager, Wealth Management
Brad Tom Yew, BSc (Mktg.), MBA

Brokerage Manager, Republic Securities
Lisa Leander Yeates, MBA, ACCA, Dip.(Business Mgmt.), Dip (Acct. Technician)

CORPORATE AND INVESTMENT BANKING
CORPORATE BUSINESS CENTRE – EAST/CENTRAL
Regional Corporate Manager
Vaughn Welsh, ACIB, MBA, Dip. (Bkg.)

Corporate Manager
Ramish Maharaj, Dip. (Business Mgmt.), ACIB, MSc (Fin. and Mgmt.), MBA

Corporate Manager
Roopmin Ramkissoon-Ramdeo, ACIB

Corporate Manager
Claudia Gonzales, BSc (Bkg. and Fin.), MBA

Credit Manager
Jason Williams, BA (Hons.) (Business Studies), MBA, Dip. (Business Mgmt.)

Credit Manager
Grant Dass, Dip. (Business Mgmt.)

Credit Manager
Melissa Ramdass-Shah, BSc (Mgmt.)

CORPORATE BUSINESS CENTRE - NORTH
Regional Corporate Manager
Brian Alleyne, BA (Econ.), CFA, MBA

Credit Manager
Nicole Amow, Dip. (Business Mgmt.)

Corporate Manager
Giselle Busby, BSc (Ind. Mgmt.), MBA

Corporate Manager (Acting)
Sean Reid, MSc (Int’l Fin.), BSc (Econ. and Fin.)

Corporate Manager
Nycrisha Belgraves, BSc (Mgmt. Studies), CEFA, MBA

Corporate Manager
Lisa Maria Morris, BSc (Econ. with Acct.), MBA

Corporate Manager
Robert Chen, IMBA (Fin.), BBA

Corporate Manager
Charmaine Khan, Dip (Bkg.)

Credit Manager
Elliot Lezama, Dip. (Business Mgmt.)

CORPORATE BUSINESS CENTRE – SOUTH
Regional Corporate Manager
Rawlston Singh, Dip. (Bkg.), MBA

Corporate Manager
Ian Leonard, BSc (Hons.) (Mgmt. Studies), Dip. (Bkg.), Dip. (Business Mgmt.)

Corporate Manager
Marsha Lee Wing-Gopaul, Cert. (Bkg.) IBAF, Dip. (Business Mgmt.)

Corporate Manager
Chandradath Sookdeo, BSc (Bkg. and Fin.)
Republic Bank Limited
Profile

Credit Manager
Veena Supersad, ACCA (Fin. Mgmt.)

INVESTMENT BANKING
Head, Investment Banking
Ray Klien, BA (Fin.), MBA

Manager
Michael Mc Quilkin, BSc (Geology), CFA

BRANCH SALES NETWORK

BRANCH SALES MANAGER
Shops of Arima, Arima
Ann Marie Phillips, AAS, IBAF, Dip. (Business Mgmt.)

Centre City, Chaguanas
Petal Ramdass, BSc (Info. Sys. and Mgmt.)

Cipero Street
Fazeeda Salamat, Dip. (Business Mgmt.)

Atlantic Plaza, Couva
Robert Seetaram, Dip. (Bkg.), IBAF

Diego Martin/Glencoe
Simone Anthony, Dip. (Business Mgmt.)

Ellerslie Court
Nadine Riley, BSc (Bkg. and Fin.)

Fyzabad
Lystra Boodram-Nowrang, BSc (2nd Hons. (Mgmt), Dip. (Bus. Mgmt), Cert FA, AAT

Gulf View
Keithan Weston, AIBAF, Dip. (Business Mgmt.)

Harris Promenade
Sonita Hosein, Dip. (Business Mgmt.)

High Street
Davi Samaroo-Singh, BSc (Econ.), MBA

Independence Square
Geeta Harricharan, Dip. (Bkg.), BSc (Bkg. and Fin.), IMIS

Long Circular Mall
Olivia Williams, MSc (Int’l Fin.) BSc (Bkg. and Fin.)

Marabella
Michelle Namsoo, Dip (Business Mgmt.)

Mayaro
Mukesh Harrikissoon, Dip. (Business Mgmt.) Dip. Law, Cert. (Bkg.)

Park Street/Hilton
Charmaine Ramsubhag-Baball, Dip. (Business Mgmt.)

Penal
Nerissa Doodhai-Ramdeen, MBA

Point Fortin
Verlene Browne, ACCA, BSc (Mgmt.), MSc (Strategic Leadership Mgmt.)

Princes Town (Designate)
Damien Richards, Adv. Dip. (Business Admin.), BA (Business Mgmt.)

Promenade Centre
Michelle Persad-Marquez, Dip. (Business Mgmt.)

Rio Claro
Harold Ramdeo, Dip. (Business Mgmt.)

Sangre Grande
Avinash Kalladeen, Dip. (Business Mgmt.)

San Juan Lending Centre, San Juan
Vydanand Singh, Dip. (Business Mgmt.)

Siparia
Sharon Bertrand-Dwarica, BSc (Upper 2nd Class Hons.) (Mgmt. Studies)

South Park
Ralph Ragoonanan, MBA, AS (Business Mgmt.), Dip. (Bkg.)

Tragarete Road
Annmarie Frederick-Phillip, Cert. (HR Mgmt.), Dip. (Business Mgmt.)

Trincity
Dana Mungal, MBA (HR), BA (Business Mgmt.), Dip. (Business Mgmt.), ACCA Dip. (Financial Mgmt.), IMBA (HR Mgmt.), IMIS
Republic Bank Limited
Profile

Tunapuna
Nirmala Seetaram-Harrilal, ACCA Dip. (Financial Mgmt.)

UWI
Travis Sammy-Daniel, BSc (Bkg. and Fin.)

Valpark/Grand Bazaar
Damian Barnes, BSc (Mgmt.)

Westmall
Marcia Mohammed

Woodbrook
Joann Solomon, BA (Business Mgmt.), MBA, Adv. Dip. (ABE)

Tobago
Auchenskeoch/Main Street/Crown Point
Area Manager
Cheryl Harrilal, Dip. (Bkg. Mgmt.), MBA

Operations Manager
Auriol Small, BA (Business Mgmt.)
Republic Bank (Barbados) Limited
Board of Directors

DERWIN M. HOWELL
B.Sc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, MIET, SMIEEE, C.Eng.
Chairman

ROBERT A. CARTER
B. Math, CPA, CA
Business and Financial Consultant

ANTHONY CLERK
Dip. (Business Mgmt.), AIBAF, EMBA
Managing Director and Chief Executive Officer

JAMES S. Y. EDGHILL
MSc (Hons.), (Civil Eng.)
Managing Director, One Warrens Limited

DEBBIE A. P. FRASER
LLB (Hons.)
Attorney-at-Law

ANDREW P. HUTCHINSON
B.Sc (Hons.) (C. Eng.), MICE, P.Eng.
Republic Bank (Barbados) Limited
Board of Directors

G. ANTHONY KING
BSc (Hons.) (Computer Science)
Director, Massy Barbados

JACQUELINE H.C. QUAMINA
LLB, MA, MBA
Consultant

WILLIAM deC. LAYNE
BA, CMA, ACIS, FCA
Consultant
Republic Bank (Barbados) Limited
Board of Directors

DERWIN M. HOWELL
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, SMIEEE, MIET, C.Eng.

Derwin M. Howell was appointed an Executive Director of Republic Bank Limited in 2012. He also serves as Chairman of Republic Bank (Barbados) Limited, Republic Bank (Suriname) N.V., Republic Bank (EC) Limited and Republic Bank (Anguilla) Limited. Mr. Howell holds a Bachelor of Science in Electrical Engineering (First Class Honours) and an Executive Master of Business Administration both from the University of the West Indies (UWI). He holds a Master of Science in Telecommunications Systems from the University of Essex and is a graduate of the Harvard Business School Advanced Management Program (AMP). He is a Senior Member of the Institute of Electrical and Electronics Engineers (SMIEEE), a Member of the Institution of Engineering and Technology (MIET) and a Member of the Engineering Council of the United Kingdom (Chartered Engineer).

External Appointments
Mr. Howell is the Chairman of Habitat for Humanity Trinidad and Tobago and a Chancellor’s Representative on the UWI St. Augustine Campus Council.

ROBERT A. CARTER
B. Math, CPA, CA

Robert Carter was appointed to the Board of Republic Bank (Barbados) Limited in 2010. Mr. Carter has extensive experience in business and finance in the Caribbean, with a career spanning more than 30 years in financial management and the provision of financial and business advisory services. He has served as a Partner within the Eastern Caribbean practice of Coopers and Lybrand. He has also served as the Chief Financial Officer of a number of leading companies in Barbados including Sagicor Life Insurance and CIBC West Indies Holdings Limited, which was responsible for the operations of CIBC in the Caribbean (now known as CIBC FirstCaribbean International Bank). Mr. Carter holds a Bachelor of Mathematics from the University of Waterloo, Canada, is a Chartered Accountant of Ontario, and is a member of the Institutes of Chartered Accountants of Barbados and Ontario.

External Appointments
Mr. Carter is the Principal of Robert A. Carter Associates, a financial consulting firm, and is a member of the Board of Trustees of the Arnott Cato Foundation; a Director of Chancery Reinsurance Limited, and Sun General Insurance, Inc.

ANTHONY CLERK
Dip. (Business Mgmt.), AIBAF, EMBA

Anthony Clerk, Managing Director and Chief Executive Officer, Republic Bank (Barbados) Limited, was appointed to the Board of Republic Bank (Barbados) Limited in 2017. Mr. Clerk is a career banker with a decade of experience at the senior management level and has served as Regional Corporate Manager, Corporate Business Centre – East/ Central, Republic Bank Limited; General Manager, Credit, Republic Bank (Grenada) Limited; Corporate Manager, Corporate Business Centre – North, Republic Bank Limited; and Branch Sales Manager, Ellerslie Court, Republic Bank Limited.

Mr. Clerk holds an Executive Master of Business Administration and a Diploma in Business Management, both from the Arthur Lok Jack Global School of Business (UWI), and a Diploma in Banking from the Institute of Banking and Finance of Trinidad and Tobago. He has served as a Non-Executive Director on the Board of National Enterprises Limited.

JAMES S. Y. EDGHILL
MSc (Hons.), (Civil Eng.)

James S. Y. Edghill was appointed to the Board of Directors of Republic Bank (Barbados) Limited in 2018. Mr. Edghill is a graduate of the University of Bristol – UK and holds a Master’s degree in Civil Engineering. He is the founder and principal of ITB Associates, Vision Development Inc. (VDI) and Airline Services Inc., Barbados. He is also the Managing Director of One Warrens Limited, a subsidiary of Caribbean Consultants Limited, the leading commercial real estate developer in Barbados. He has spearheaded commercial development projects such as One Welches and One Barbados Place and the Hyatt Centric Hotel.

Mr. Edghill is a former Financial Consultant providing services to firms throughout Western Europe and currently sits on the Board of several charitable and private sector organisations.
Republic Bank (Barbados) Limited
Board of Directors

DEBBIE A.P. FRASER
LLB (Hons.), LEC (Merit)

Debbie Fraser was appointed to the Board of Republic Bank (Barbados) Limited in 2017. Ms. Fraser is a Partner at Clarke, Gittens, Farmer, Attorneys-at-Law, a former Chairman of the Copyright Tribunal of Barbados, and has lectured in various aspects of law at the University of the West Indies (Mona Campus, Jamaica) and the Mona Institute of Business. Ms. Fraser is a graduate of the University of the West Indies and the Norman Manley Law School, Jamaica where she received her Legal Education Certificate with Merit.

External Appointments
Ms. Fraser serves on the Board of Directors of the Financial Services Commission of Barbados.

G. ANTHONY KING
BSc (Hons.) (Computer Science)

G. Anthony King was appointed to the Board of Republic Bank (Barbados) Limited in 2004. Prior to his appointment, Mr. King served as Chairman of Neal & Massy’s Eastern Caribbean Division and subsequently as the Chief Executive Officer of the Barbados Shipping and Trading Group (BS&T) until 2012. Following his retirement from BS&T, he served as Chairman of Banks Holdings Ltd. and of Barbados Dairy Industries Limited. Mr. King has, over the years, also been active in the wider community being President of the Barbados Chamber of Commerce & Industry during the period: 1996-1998, and more recently he served for ten years until 2014 as a Director of the Barbados Private Sector Association and as Chairman of the Tourism Development Corporation (TDC). He holds a Bachelor of Science with Honours degree in Computer Science from the University of Essex, England.

External Appointments
Mr. King is currently a Director of the West Indian Biscuit Company (WIBISCO), Massy United Insurance Ltd. and Massy Holdings Ltd., Trinidad.

ANDREW P. HUTCHINSON
BSc (Hons.) (C. Eng.), MICE, P. Eng.

Andrew Hutchinson was appointed to the Board of Republic Bank (Barbados) Limited in November 2012 and is the Senior Principal of Stantec Consulting for the Caribbean. A Barbadian registered Professional Engineer and a Chartered Engineer, Mr. Hutchinson has served as President of the Barbados Association of Professional Engineers, Chairman of the Engineers Registration Board, Barbados, President of the Caribbean Water & Wastewater Association (CWWA), and Commodore of the Barbados Yacht Club (2012-2015). He holds a Bachelor of Science with Honours in Civil Engineering from the University of the West Indies, St. Augustine campus and a Post Graduate Diploma with Distinction in Sanitary Engineering from the International Institute for Hydraulic and Environmental Engineering, Delft, Netherlands

External Appointments
Mr. Hutchinson is a Trustee of the Caribbean Water and Wastewater Association (CWWA) and has been the ‘Honorary Foreign Port Representative’ of the Royal Cruising Club, United Kingdom since 1991.

WILLIAM deC. LAYNE
BA, CPA, CMA, ACIS, FCA

William Layne was appointed to the Board of Republic Bank (Barbados) Limited in 2000. A Chartered Accountant and Financial Consultant with a distinguished public sector record, Mr. Layne has served as Permanent Secretary in the Ministry of Finance and Economic Affairs, Director of Social Security, Financial Controller of Social Security, and Supervisor of Insurance. He is a former Council Member of the Inter-American Center for Tax Administrators (CIAT), and Chairman of the Tax Committee appointed by the Minister of Finance and Economic Affairs to review International Monetary Fund Tax recommendations. Mr. Layne has authored several articles, including ‘Financing of Social Security’, published in the Journal of the International Social Security Association (ISSA) 1990; ‘Reform of Barbados Tax System’, presented at the 2003 National Consultation on the Economy; ‘Investment of Social Security Funds’, presented at joint ISSA Inter-American Centre for Social Security Studies Conference (CISS) 1997 in Montevideo; and ‘Financing Pension Plans in Small Countries’, presented at the 40th Anniversary Conference of the Curacao Social Security Board in 2000.
Republic Bank (Barbados) Limited
Board of Directors

Educated at the University of the West Indies, the University of Connecticut and Harvard University, Mr. Layne holds a Bachelor of Arts in Economics and Sociology, is a Chartered Professional Accountant (Canada), a Fellow of the Association of Chartered Accountants of Barbados, and is an Associate of the Institute of Chartered Secretaries and Administrators of Canada.

External Appointments
Mr. Layne is Chairman of the Barbados Revenue Authority and the Practice Review Committee of the Institute of Chartered Accountants of Barbados, a Director of Cedarbrae Holdings Limited, Mventures Inc. and Cricket Franchise (Barbados) Inc.

JACQUELINE H.C. QUAMINA
LLB, MA, MBA, Member of Gray's Inn, Fellow of the Institute of Banking and Finance Trinidad and Tobago

Jacqueline Quamina was appointed to the Board of Directors of the Republic Group in 2016. She is a former Executive Director, of Republic Bank Limited and former Group General Counsel and Corporate Secretary at Republic Bank Limited and Republic Financial Holdings Limited. Ms. Quamina has extensive experience in governance, corporate law as well as banking, finance and mergers and acquisitions in the Caribbean. Her experience in the Group included responsibility for communications, governance, risk and compliance. An Attorney-at-Law with more than two decades of experience, she holds a Bachelor of Law from the University of the West Indies, St. Augustine and was called to the Bar of England and Wales where she is a member of the Honourable Society of Gray’s Inn. Ms. Quamina holds a Master of Arts degree from the University of London, an Executive Master of Business Administration from the University of the West Indies, and is a graduate of the American Bankers Association Stonier Graduate School of Banking and the Harvard Business School Advanced Management Programme. She has participated in the Corporate Governance, Executive Education Program, Stanford University, and has completed the Institute of Chartered Secretaries of Canada Director Education and Accreditation Programme and the Certificate in Corporate Governance at the Caribbean Corporate Governance Institute. In July 2016, Ms. Quamina was awarded the title of ‘Fellow of the Institute of Banking and Finance of Trinidad and Tobago for Distinguished and Meritorious Service to the Banking and Finance Industry’.

External Appointments
Ms. Quamina is the Chairman of the National Insurance Board of Trinidad and Tobago, she also serves on the Board of Republic Bank (Trinidad) Limited, Republic Finance and Trust (Barbados) Corporation, Republic Funds Incorporated and the National Gas Company of Trinidad and Tobago Limited. She is a member of the International Women’s Forum.
Anthony Clerk, Managing Director and Chief Executive Officer, Republic Bank (Barbados) Limited, was appointed to the Board of Republic Bank (Barbados) Limited in 2017. Mr. Clerk is a career banker with a decade of experience at the senior management level and has served as Regional Corporate Manager, Corporate Business Centre – East/Central, Republic Bank Limited; General Manager, Credit, Republic Bank (Grenada) Limited; Corporate Manager, Corporate Business Centre – North, Republic Bank Limited; and Branch Sales Manager, Ellerslie Court, Republic Bank Limited.

Mr. Clerk holds an Executive Master of Business Administration and a Diploma in Business Management, both from the Arthur Lok Jack Global School of Business (UWI), and a Diploma in Banking from the Institute of Banking and Finance of Trinidad and Tobago. He has served as a Non-Executive Director on the Board of National Enterprises Limited.
Republic Bank (Barbados) Limited
Executive Management

JOHN PETER ELLIS CLARKE
MA (Cantab)
General Manager, Credit and Enterprise Risk

HAMANT LALLA
FCCA, MBA, Cert. IFRS
General Manager, Finance and Administration

SHARON ZEPHIRIN
BSc (Acc.), EMBA
General Manager, Retail and Operations
Republic Bank (Barbados) Limited
Executive Management

JOHN PETER ELLIS CLARKE
MA (Cantab)

JP Clarke, General Manager, Credit and Enterprise Risk, is a banking professional with close to a decade of investment banking and commercial and retail banking experience at the senior management level of Republic Bank Limited.

Prior to his most recent position, Mr. Clarke served as Senior Branch Manager, Commercial and Retail Banking, where, among his substantive duties, he oversaw projects relating to branch operations, including Information Technology and efficiency initiatives. He was responsible for leading the teams in generating retail and commercial sales to achieve significant asset and deposit growth at the Independence Square and Promenade Centre branches in Port of Spain, Trinidad.

Mr. Clarke has served as Head, Investment Banking Division, with strategic oversight of investment opportunities arising from the Bank’s acquisitions and expansion in the Caribbean, Suriname, and Ghana. He has also served as Investment Manager, Corporate and Investment Banking Division, building key client relationships and originating new business prospects across the region’s private and public sectors.

Over the course of his career, he served as an Investment Banking Associate; Merchant Banking Analyst; and a Management Trainee (Middle Office) at ANSA Merchant Bank Limited.

A Trinidad and Tobago National Open Scholarship winner (2005), Mr. Clarke holds a Master of Arts (Cantab) in Land Economy, Management Studies from Cambridge University, Cambridge, UK.

An active member within his community, Mr. Clarke serves as a mentor to teenagers of Marion House, Living Water Community. He is a former Youth Group Coordinator and Parish Priest Nominee at Parish of the Assumption, Maraval.

HAMANT LALLA
FCCA, MBA, Cert. IFRS

Hamant Lalla, General Manager, Finance and Administration, has significant accounting and finance experience, serving as the Chief Accountant for Republic Bank Limited before adopting his current position. Mr. Lalla is a Fellow of the Association of Chartered Certified Accountants, holds a Master of Business Administration from the Heriot-Watt University, a Degree in Applied Accounting and a Certificate in International Financial Reporting Standards.

SHARON ZEPHIRIN
BSc (Acct.), EMBA

Sharon Zephirin, General Manager, Retail and Operations, has more than two decades of experience in operations and retail banking, taking on progressively senior roles over the past 10 years. Ms. Zephirin is a graduate of the University of the West Indies (UWI), Cave Hill Campus, with a Bachelor of Science with First Class Honours in Accounting. She also holds an Executive Master of Business Administration from the Cave Hill School of Business, UWI, Cave Hill campus.
Republic Bank (Barbados) Limited

**Profile**

**EXECUTIVE MANAGEMENT**
Managing Director and Chief Executive Officer
Anthony Clerk, Dip. (Business Mgmt.), AIBAF, EMBA

General Manager, Credit and Enterprise Risk
John Peter Ellis Clarke, MA (Cantab)

General Manager, Finance and Administration
Hamant Lalla, FCCA, MBA, Cert. FR5

General Manager, Retail and Operations
Sharon Zephirin, BSc (Acct.) EMBA

Corporate Secretary/General Counsel
Sasha Shillingford, LLB, MBA

**MANAGEMENT**
Senior Manager, Retail Risk and Special Credit Unit
Steven Jordan, BSc (Acct.), CGA

Senior Manager, Human Resources
Yvonne Hall, BSc (Econ. and Mgmt.), MBA (Strat. Mgmt. and OB), CCP, CBP, GRP

Senior Manager, Retail Banking
Michelle Pounder, BSc (Hons.) (Acct.), ACCA, Dip. (Bkg.), Cert. (Leadership)

Human Resources Manager, Compensation and Benefits
Pedro Scantlebury, BSc (Hons.), MSc, CCP

Human Resources Manager, Administration
Rachelle White, BA (Hons.) (Econ.), MSc (HR Mgmt. and OB), CIPD

Human Resources Manager, Industrial Relations
Rhonda Walcott-Hackett, BA, Pg Dip. (Employment Law and IR), Cert. ADR, LLM (Int’l Business)

Manager, Customer Care
Brian Charles, BA (Econ.), Dip. (Business Admin.)

Manager, Retail Risk and Collections
Tessa Vaughan, BSc (Math.), Dip. (Mgmt.)

Manager, Centralised Credit
Letisha Worrell, BSc (Hons.) (Acct. and Fin.)

Manager, Marketing and Corporate Communications
Sophia Allsopp Cambridge, MCIPR, BA (Hons.), MA

Manager, Banking Operations
Erline Parris, Exec. Dip. (Mgmt.) (Gen. Mgmt.)

Manager, Business Systems and Process Improvement
Ryan Rogers, BSc (Hons.) (Econ. and Acct.)

Manager, Legal Services
Kyesha Applewhaite, LLB (Hons.), LEC

Manager, Compliance
Michelle Williams-Boyce, BSc (Hons.) (Soc. and Gov’t), Qualified Solicitor in the UK, FIBA-AML/ICA, ICA Int’l Dip. (Merit) (Governance, Risk and Compliance)

Manager, Operational Risk
Juliet Marshall, BSc (Hons.) (Mgmt. Studies), CISA, CDRE

Manager, Card Services
Trudy Howard, Exec. Dip. (Mgmt) (Gen. Mgmt.)

Manager, Information Technology
Anderson Wade, MSc ISM, MCSE, CNA, Adv. Dip. (CS ISM), Dip. (CS)

Manager, Centralised Processing Centre
Amanda Collymore-Brome, BSc (Bio.), MSc (Mgmt.)

Manager, Centralised Securities Unit
Wilcy Bourne, Exec. Dip. (Mgmt.) (Gen. Mgmt.)

Manager, Corporate Credit
Stacey Hem Lee, BSc (Hons.) (Mgmt. Studies), CPA, CMA, CA

Manager, Corporate Credit
Corey Knight, BSc (Econ. and Mgmt.)

Manager, Corporate Credit
Shane Hewitt, BBA (Acct. and Fin.)

Manager, Commercial Credit
Harriet Cadogan, BSc (Hons.) (Econ. and Acct.), MBA (Fin.)

Manager, Corporate Accounting
Cindy Best, BSc (Hons.) (Acct.), ACCA
Republic Bank (Barbados) Limited Profile

Manager, Premium Banking
Joy Anne Christie, Dip. (Mgmt.), MBA (Mktg. and Sales Mgmt.)

Manager, Retail Services, Broad Street and Independence Square Cluster
Sandra Reifer-Wallerson, BA (Hons.) (Hist.), EMBA (Dist.)

Manager, Retail Services, Wildey and Worthing Cluster
Kelin Roberts, BSc (Hons.) (Math. and Econ.)

Manager, Retail Services, Six Roads and Airport Cluster
Solange Bruce, BSc (Hons.) (Mgmt. Studies), MBA (Mktg.)

Manager, Retail Services, Warrens Branch
Carlos Beckles, BSc (Hons.) (Acct.)

Manager, Retail Services, Speightstown and Limegrove
Steven Headley

Customer Service Manager, Limegrove Branch
Renata Goodman

Customer Service Manager, Worthing Branch
Norman Yearwood
Republic Bank (BVI) Limited
Board of Directors

MARION BLYDEN
BBA (Fin. and Investments), MBA (Fin.)
Managing Director

JOHN CARRINGTON
LLB (Hons.), LEC, Dip. (Bkg.), LLM (Dist.), Queen’s Counsel, Notary Public,
Certified Mediator and Arbitrator
Partner, SABALS Law

GERALDEEN JOHNSON
Dip. (Acct. and Business Mgmt.), Dip. (Mgmt.), Executive Dip. (Mgmt.),
MSc (Merit) (Business Mgmt.)
Commercial Banking Manager, Republic Bank (BVI) Limited

ALDRIN RAMGOOLAM
Dip. (Business Mgmt.), BSc (Computer Science), MBA
General Manager, Information Technology Management, Republic Bank Limited

RICHARD S. SAMMY
BSc (Hons.) (Mgmt. Studies) MBA
General Manager, Corporate and Investment Banking, Republic Bank Limited
Republic Bank (BVI) Limited
Board of Directors

MARION BLYDEN
BBA (Fin. and Investments), MBA (Fin.)

Marion Blyden was appointed to the Board of Directors of Republic Bank (BVI) Limited Board in June 2020. Ms. Blyden is the current Managing Director, Republic Bank (BVI) Limited and is a career banker with considerable Finance, Business Continuity Management, Personal Financial Counselling and Lending, Operations Management, Project Management, Risk Management, and Business Development expertise built up over close to two decades.

Prior to her current position, Ms. Blyden served as the Managing Director of Scotiabank (British Virgin Islands) Limited. Before this, she served as the Chief Operations Officer at National Bank of the Virgin Islands Limited. She also served at CIBC FirstCaribbean International Bank Limited (British Virgin Islands) as Head of Retail, Small Business and Operations; Wealth Manager; and International Premier Manager.

Ms. Blyden holds a Bachelor of Business Administration (summa cum laude) with a dual concentration in Finance and Investments from Baruch College, City University of New York, and a Master of Business Administration, Finance Concentration from Wright State University, Ohio, USA. She also holds a Master’s Certificate in Project Management and Monitoring and Measurement: Certification I from Laval University, IDEA International and H. Lavity Stoutt Community College (HLSCC) and is a Certified Continuity Manager from the National Institute for Business Continuity Management, New York, USA.

External Appointments
Ms. Blyden is a member of the Golden Key Honour Society, a Charter member of the Zonta Club of Tortola, and is a member/director of the Rotary Club Sunrise of Road Town.

JOHN CARRINGTON
LLB (Hons.), LEC, Dip. (Bkg.), LLM (Dist.), Queen's Counsel, Notary Public, Certified Mediator and Arbitrator

John Carrington Q.C. was appointed to the Board of Directors of Republic Bank (EC) Limited in May 2020. Currently in private practice as a Barrister-at-Law in the law firm SABALS Law, Mr. Carrington also serves as a consultant on British Virgin Island (BVI) law to Charles Russell Speechlys LLP, a law firm with offices in London and Geneva.

Appointed Queen’s Counsel in 2013, Mr. Carrington is a Certified Mediator, Arbitrator and Notary Public, and a member of the panel of arbitrators of the BVI International Arbitration Centre.

Mr. Carrington has appeared as Counsel before all courts in the Virgin Islands, the Eastern Caribbean, and Turks and Caicos Islands, as well as the Caribbean Court of Justice and the Privy Council. He has significant expertise in corporate law, intellectual property law, company incorporation, mergers and acquisitions, shareholder disputes and agreements, receiverships, freezing and disclosure orders, and voluntary and insolvent liquidation.

Over the course of his 30-plus year career in law, Mr. Carrington has also served as a former State Counsel in the Attorney General’s Chambers in Trinidad and Tobago; Manager of the Legal Department of Central Bank of Trinidad and Tobago. He has held temporary appointments as judge in the commercial division of the High Court of Justice in the British Virgin Islands and on the Eastern Caribbean Court of Appeal; and has provided expert evidence in relation to commercial and regulatory laws for BVI, St. Vincent and Antigua in international criminal and commercial proceedings. During his career, he has also chaired the working committee for drafting the Caribbean Financial Action Task Force agreement and has featured as a speaker at various conferences in the BVI, the Caribbean, and the United States.

Mr. Carrington holds an LLB (Upper Second Class Honours) from The University of the West Indies, Cave Hill, Barbados; LEC from the Hugh Wooding Law School; Diploma in Banking from the Chartered Institute of Bankers; and LLM from Hull University, United Kingdom (with Distinction) in International Business Law. He has authored and co-authored several internationally published articles and academic papers, designed and taught courses for paralegals, and has served as ad hoc member of BVI Law Commission on Draft Arbitration legislation and on drafting of the rules for the Commercial Division of the Eastern Caribbean Supreme Court.

Mr. Carrington was admitted to the Bar in Trinidad and Tobago (1983), the British Virgin Islands (1996), Anguilla (2002), Antigua (2004), St. Kitts/Nevis (2009), Turks and Caicos Islands (2009), Grenada (2011, Dominica (2012), and St Vincent (2012). He is also a Trinidad and Tobago National Scholar, UWI Scholar and British Chevening Scholar and an Honorary Member of Association of Fellows and Legal Scholars of the Centre for International Legal Studies of Salzburg, Austria.
Republic Bank (BVI) Limited
Board of Directors

GERALDEEN JOHNSON
Dip. (Acct. and Business Mgmt.), Dip. (Mgmt.), Executive Dip. (Mgmt.),
MSc (Merit) (Business Mgmt.)

Geraldeen Johnson was appointed to the Board of Directors of Republic Bank (BVI) Limited in (June 2020). Ms. Johnson serves as Commercial Banking Manager of Republic Bank (BVI) Limited and possesses a wealth of expertise, accumulated over the course of almost 3 decades, in several financial areas, including Commercial Banking, Offshore Banking, Operations, and Customer Service.

Prior to her current position, Ms. Johnson served as Client Relationship Manager in a dual role with the primary responsibilities of improving the quality of assigned credit portfolios and building robust relationships and profitable development across commercial credit business lines. At Barclays Bank PLC/CIBC FirstCaribbean, over the course of more than 15 years, she served in a number of roles, including Credit Manager, Relationship Manager, Small Business and Acting Relationship Manager, Assistant Operations Manager, Head of Credit Card Issuing Department, and Customer Service Manager.

Ms. Johnson holds a Diploma in Accounting and Business Management from Duff’s Business Institute, Pittsburgh, USA; a Diploma in Management from the Chartered Management Institute; an Executive Diploma in Management (Designate) from the Chartered Management Institute; a Certificate – Analyzing and Interpreting Financial Statements from the Canadian Securities Institute (CSI); and a Master of Science in Business Management (Merit) from the Manchester Metropolitan University in the UK.

External Appointments
An active member of the community, Ms. Johnson has held several positions as part of her local Rotary Club, including past president, and is a Chartered Member of the Tortola Roastmasters.

ALDRIN RAMGOOLAM
Dip. (Business Mgmt.), BSc (Computer Science), MBA

Aldrin Ramgoolam, General Manager, Information Technology Management, has been a member of the Republic Group for over 30 years. He has over 27 years' experience in the field of Information Technology and has been a member of the Bank’s Management Team for over 20 years. He has a wide range of expertise, having served in key managerial roles in Technical Support, IT Infrastructure and Application Support/Development. He has also served in senior leadership positions in IT Service Delivery, IT Project Management and IT Governance.

Mr. Ramgoolam holds a Master of Business Administration from the Lord Ashcroft Business School, Anglia Ruskin University, a Bachelor of Science in Computer Science from the University of the West Indies (UWI) and a Diploma in Business Administration from the Arthur Lok Jack Global School of Business (UWI).

He also serves as a Director on the Boards of Republic Bank (BVI) Limited and Republic Bank Insurance (BVI) Limited.

RICHARD S. SAMMY
BSc (Hons.) (Mgmt. Studies), MBA

Richard S. Sammy, General Manager, Corporate and Investment Banking is a distinguished banker with significant regional experience in corporate and investment banking, risk management and banking operations.

Prior to his current position, he served as the Managing Director, Republic Bank (Guyana) Limited and as Regional Manager, Corporate Business Centre-South and Regional Manager, Investment Banking Division at Republic Bank Limited.

He also serves as Chairman of Republic Bank (BVI) Limited and a Director of Republic Bank (Barbados) Limited

A past Director of the Caribbean Association of Banks Inc. (CAB) and the American Chamber of Commerce – Guyana (AMCHAM Guyana), Mr. Sammy is also a former Chairman of the Guyana Association of Bankers Inc. (GABI).

Mr. Sammy holds a Master of Business Administration from the Warwick Business School (United Kingdom), a Bachelor of Science with Honours in Management Studies from the University of the West Indies (St. Augustine, Trinidad) and is a graduate of The Wharton School’s Advanced Management Program (United States).
Marion Blyden was appointed to the Board of Directors of Republic Bank (BVI) Limited Board in June 2020. Ms. Blyden is the current Managing Director, Republic Bank (BVI) Limited and is a career banker with considerable Finance, Business Continuity Management, Personal Financial Counselling and Lending, Operations Management, Project Management, Risk Management, and Business Development expertise built up over close to two decades.

Prior to her current position, Ms. Blyden served as the Managing Director of Scotiabank (British Virgin Islands) Limited. Before this, she served as the Chief Operations Officer at National Bank of the Virgin Islands Limited. She also served at CIBC FirstCaribbean International Bank Limited (British Virgin Islands) as Head of Retail, Small Business and Operations; Wealth Manager; and International Premier Manager.

Ms. Blyden holds a Bachelor of Business Administration (summa cum laude) with a dual concentration in Finance and Investments from Baruch College, City University of New York, and a Master of Business Administration, Finance Concentration from Wright State University, Ohio, USA. She also holds a Master’s Certificate in Project Management and Monitoring and Measurement: Certification I from Laval University, IDEA International and H. Lavity Stoutt Community College (HLSCC) and is a Certified Continuity Manager from the National Institute for Business Continuity Management, New York, USA.

External Appointments
Ms. Blyden is a member of the Golden Key Honour Society, a Charter member of the Zonta Club of Tortola, and is a member/director of the Rotary Club Sunrise of Road Town.
Republic Bank (BVI) Limited
Executive Management

GERALDEEN JOHNSON  
Dip. (Acct. and Business Mgmt.), Dip. (Mgmt.), Executive Dip. (Mgmt.),  
MSc (Merit) (Business Mgmt.)  
Commercial Banking Manager

GERALDEEN JOHNSON

Geraldeen Johnson was appointed to the Board of Directors of Republic Bank (BVI) Limited in (June 2020). Ms. Johnson serves as Commercial Banking Manager of Republic Bank (BVI) Limited and possesses a wealth of expertise, accumulated over the course of almost 3 decades, in several financial areas, including Commercial Banking, Offshore Banking, Operations, and Customer Service.

Prior to her current position, Ms. Johnson served as Client Relationship Manager in a dual role with the primary responsibilities of improving the quality of assigned credit portfolios and building robust relationships and profitable development across commercial credit business lines. At Barclays Bank PLC/CIBC FirstCaribbean, over the course of more than 15 years, she served in a number of roles, including Credit Manager, Relationship Manager, Small Business and Acting Relationship Manager, Assistant Operations Manager, Head of Credit Card Issuing Department, and Customer Service Manager.

Ms. Johnson holds a Diploma in Accounting and Business Management from Duff’s Business Institute, Pittsburgh, USA; a Diploma in Management from the Chartered Management Institute; an Executive Diploma in Management (Designate) from the Chartered Management Institute; a Certificate – Analyzing and Interpreting Financial Statements from the Canadian Securities Institute (CSI); and a Master of Science in Business Management (Merit) from the Manchester Metropolitan University in the UK.

External Appointments
An active member of the community, Ms. Johnson has held several positions as part of her local Rotary Club, including past president, and is a Chartered Member of the Tortola Roastmasters.
Republic Bank (EC) Limited
Board of Directors

GERARD BERGASSE
BA (Electrical Engineering), MBA, MA (Ship. and Logistics)
Regional Manager, Tropical Shipping

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA
Group General Counsel/Corporate Secretary

PASQUALE MINICUCCI
B.Comm., FICB, ICD.d
Chief Executive Officer, Minicucci Coaching and Consulting

IAN DE SOUZA
BSc (Econ), Dip. (Mgmt.), EMBA, CPA, CA, CIA, Cert FACC
Financial Advisor

DERWIN M. HOWELL
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, MIEET, SMIEEE, C.Eng.
Executive Director, Republic Bank Limited

KARL NASSIEF
BA (Econ)
Managing Director, Fine Foods Inc. and Auto Trade Ltd.
Republic Bank (EC) Limited
Board of Directors

MICHELLE PALMER-KEIZER
Adv. Dip. (Marketing Mgmt.), Dip. (Mgmt. Studies), MBAE
Managing Director, Republic Bank (EC) Limited
Republic Bank (EC) Limited
Board of Directors

GERARD BERGASSE
BA (Electrical Engineering), MBA, MA (Ship. and Logistics)

Gerard Bergasse was appointed to the Board of Directors Republic Bank (EC) Limited on 2 April 2020. He is the Regional Manager, Tropical Shipping, one of the Caribbean’s leading freight carriers and logistics solution providers, with oversight for the organisation’s operations in Saint Lucia, St. Vincent, and Grenada.

Prior to his current position, he served as Island Manager, Tropical Shipping, where he started his career. Mr. Bergasse continues to be an active proponent in implementing and supporting Tropical Shipping’s Business Continuity Plan, growing the organisation’s inter-island business relationships. He also advocates assiduously for trade facilitation and is a strong exponent for liberalizing intraregional trade.

Mr. Bergasse holds a Bachelor of Arts in Electrical Engineering from Ryerson University, Toronto, Canada, a Master of Business Administration from the University of Toronto, Canada, and a Master’s degree in Shipping and Logistics from Middlesex University, UK.

External Appointments
Mr. Bergasse is an active member, and past president, of the St. Lucia Chamber of Commerce and has also served on the Boards of the St Lucia Air and Sea Ports Authority and the National Insurance Corporation. He is the current chairman of the National Competitiveness and Productivity Council.

IAN DE SOUZA
BSc (Econ), Dip. (Mgmt.), EMBA, CPA, CA, CIRA, Cert FACC

Ian De Souza was appointed to the Board of Directors Republic Bank (EC) Limited in November 2019. Mr. De Souza has more than 35 years of experience within the financial industry. In that time, he has amassed significant expertise in Corporate Banking, having held senior positions in Corporate Credit, Trade Finance and Credit Risk Management.

Prior to his current role as Financial Advisor, Mr. De Souza served as Managing Director and Chief Executive Officer of Republic Bank (Barbados) Limited and as President of Republic Bank (DR) S.A. in the Dominican Republic. He has also served as an Executive Director within the Republic Group.

Mr. De Souza holds a Bachelor of Science in Economics, a Post-Graduate Diploma in Management and an Executive Master of Business Administration from the University of the West Indies. He is a Chartered Professional Accountant and a Certified Insolvency and Restructuring Advisor. He is also certified in Forensic Accounting and Fraud Examination by Southern New Hampshire University and he is a graduate of the Harvard Business School, Advanced Management Program. He is licensed as a Trustee in Insolvency by the Ministry of Finance of the Government of Trinidad and Tobago.

Mr. De Souza is Principal Advisor of the firm Advice Financial Company Limited.

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA, ACAMS

Kimberly Erriah-Ali, Group General Counsel and Corporate Secretary, Republic Bank Limited and Republic Financial Holdings Limited, is an Attorney-at-Law with 22 years of experience; having received her Bachelor of Laws with Honours from the University of the West Indies, and her Legal Education Certificate from the Hugh Wooding Law School, Trinidad. Mrs. Erriah-Ali was admitted to practice as an Attorney-at-Law in the Supreme Court of Trinidad and Tobago in 1998.

She has served as Corporate Secretary to Republic Bank subsidiaries: Republic Bank (Grenada) Limited, Republic Bank (Suriname) Limited, Republic Finance and Merchant Bank Limited and London Street Project Company Limited. She also established the Group’s Compliance Department. She is currently a Director on the Board of Republic Wealth Management Limited formerly Republic Securities Limited, Republic Trustee Services Limited formerly Republic Wealth Management Limited, Republic Bank (EC) Limited, Republic Bank (Anguilla) Limited, other offshore subsidiaries of Republic Bank and also holds an external Directorship on the Board of a Telecommunications provider in Trinidad and Tobago.

Mrs. Erriah-Ali holds a Master of Business Administration from the Heriot-Watt University, with electives in Mergers & Acquisitions and Corporate Governance, is certified under the Association of Certified Anti-Money Laundering Specialists (ACAMS), and is a Certified Practitioner in Anti-Money Laundering from the Florida Institute of Bankers Association via Florida International University. She brings to bear a wide range of expertise in Corporate and Commercial Law, Conveyancing, Trusts, Landlord and Tenant Law, Intellectual Property, Estates, and Litigation.
DERWIN M. HOWELL
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, SMIEEE, MIET, C.Eng.

Derwin M. Howell was appointed an Executive Director of Republic Bank Limited in 2012. He also serves as Chairman of Republic Bank (Barbados) Limited, Republic Bank (Suriname) N.V., Republic Bank (EC) Limited and Republic Bank (Anguilla) Limited. Mr. Howell holds a Bachelor of Science in Electrical Engineering (First Class Honours) and an Executive Master of Business Administration both from the University of the West Indies (UWI). He holds a Master of Science in Telecommunications Systems from the University of Essex and is a graduate of the Harvard Business School Advanced Management Program (AMP). He is a Senior Member of the Institute of Electrical and Electronics Engineers (SMIEEE), a Member of the Institution of Engineering and Technology (MIET) and a Member of the Engineering Council of the United Kingdom (Chartered Engineer).

External Appointments
Mr. Howell is the Chairman of Habitat for Humanity Trinidad and Tobago and a Chancellor’s Representative on the UWI St. Augustine Campus Council.

PASQUALE MINICUCCI
B.Comm., FICB, ICD.d

Pasquale Minicucci was appointed to the Board of Directors of Republic Bank (EC) Limited on November 2019. Mr. Minicucci has more than 3 decades of experience in the financial and banking sectors spanning Canada, the Caribbean, and parts of Central America.

Currently, he leads Minicucci Coaching & Consulting, providing executive coaching and advisory services to senior executives, emerging leaders, and businesses. Prior to his coaching and consulting practice, he has held a variety of senior executive positions with major Canadian Banks including the National Bank of Canada where he served as Senior Vice President and Regional Head for Personal and Commercial Banking for the Central, Western and Atlantic regions.

At Scotiabank, he served as Senior Vice-President, International Banking for the Caribbean and Central America; Senior Vice-President – Greater Toronto Region, Personal and Small and Medium-sized Enterprises Banking; Senior Vice President and Regional Head, Quebec and Eastern Ontario; and Vice President, Toronto East.

Mr. Minicucci holds a Bachelor of Commerce with a major in Marketing from McGill University, Montreal Canada, is a Fellow of the Institute of the Canadian Bankers Association, and is a graduate of the Advanced Management Program (AMP) from Harvard Business School, Harvard University. He is also a certified corporate director obtaining his ICD designation from the Institute of Corporate Directors of Canada.

He was awarded the Queen Elizabeth’s Diamond Jubilee Medal for his service to the communities of Greater Montreal and Greater Toronto over the years.

Mr. Minicucci currently serves on the Board of Republic Bank (Anguilla) Limited.

External Appointments
Mr. Minicucci is currently on the board of Villa Charities in Toronto, Canada and chairs the Strategic Planning Committee and is a member of several other committees of the board. His past board service includes National Bank Securities, Scotiabank Trinidad & Tobago Ltd., Scotiabank Bahamas Ltd, The Bank of Nova Scotia Jamaica Ltd., and Maduro & Curiel’s Bank, NV, Dutch Antilles. He was also a trustee and member of the Executive Committee of Caribbean & Central American Action (CCAA) based in Washington DC.

KARL NASSIEF
BA (Econ)

Karl Nassief was appointed to the Board of Directors Republic Bank (EC) Limited on November 2019. Mr. Nassief is an experienced business leader who brings to bear considerable expertise in a wide range of fields, including Automotive, Retail, Distribution, Energy, Logistics, and World Class Operations. He currently operates several business units based in Dominica, Saint Lucia, and St. Maarten.

Mr. Nassief is the Managing Director of Fine Foods Inc., franchise holder for KFC and Save-A-Lot Supermarket. He is also the Managing Director of Auto Trade Limited, a prominent Dominica-based auto dealership offering diverse automotive services to include a car rental agency, and EMS Ltd., a renewable energy company offering a diverse range of sustainable energy saving solutions.

Mr. Nassief also heads the operation of Real Foods Inc., a Saint Lucia-based business specialising in restaurants. In St. Maarten, he operates Car dealerships on both the Dutch and French side.
Republic Bank (EC) Limited
Board of Directors

Mr. Nassief holds a Bachelor of Arts in Economics from the University of Western Ontario. Prior to entering the business field, Mr. Nassief worked as a pilot for LIAT for three and a half years.

MICHELLE PALMER-KEIZER
Adv. Dip. (Marketing Mgmt.), Dip. (Mgmt. Studies), MABE

Michelle Palmer-Keizer was appointed Managing Director, Republic Bank (EC) Limited in 2019. She is a marketing executive with considerable expertise in credit card business, specialising in Research Development and Financial Product Management, and has a wealth of experience in product development, operational management and strategic management.

As a senior member of the Republic Group for more than three decades, Michelle most recently served as the General Manager, Group Marketing and Communications and led the Bank’s digital and data transformation efforts to implement more diverse customer-centric banking services. Most notably, this includes integrating business intelligence, analytics, and various social media platforms as contemporary means of better engaging and serving customers.

She holds an Advanced Diploma in Marketing Management from the Association of Business Executives and a Diploma in Management Studies from the Arthur Lok Jack Global School of Business (UWI).

Ms. Palmer-Keizer is a former Board member of Vision on Mission, a non-governmental organisation that helps rehabilitate and reintegrate ex-prisoners and socially displaced persons. She is a full member of the Association of Business Executives, from which she received the World Prize for Quantitative Methods and is a past president of the Trinidad Hotels, Restaurant and Tourism Association (THRTA). Ms. Palmer-Keizer is also a Director of Republic Bank (Anguilla) Limited.
Michelle Palmer-Keizer was appointed Managing Director, Republic Bank (EC) Limited in 2019. She is a marketing executive with considerable expertise in credit card business, specialising in Research Development and Financial Product Management, and has a wealth of experience in product development, operational management and strategic management.

As a senior member of the Republic Group for more than three decades, Michelle most recently served as the General Manager, Group Marketing and Communications and led the Bank’s digital and data transformation efforts to implement more diverse customer-centric banking services. Most notably, this includes integrating business intelligence, analytics, and various social media platforms as contemporary means of better engaging and serving customers.

She holds an Advanced Diploma in Marketing Management from the Association of Business Executives and a Diploma in Management Studies from the Arthur Lok Jack Global School of Business (UWI).

Ms. Palmer-Keizer is a former Board member of Vision on Mission, a non-governmental organisation that helps rehabilitate and reintegrate ex-prisoners and socially displaced persons. She is a full member of the Association of Business Executives, from which she received the World Prize for Quantitative Methods and is a past president of the Trinidad Hotels, Restaurant and Tourism Association (THRTA). Ms. Palmer-Keizer is also a Director of Republic Bank (Anguilla) Limited.
Republic Bank (EC) Limited
Executive Management

JANELLE BERNARD
LLB (Hons.), MBA, CAMS, IRMCert
General Manager, Legal Services/Corporate Secretary

IDRIS FIDELA HAYNES
CPA, CAMS-Audit, MBA (Fin.), BSc (Acct.)
General Manager, Corporate Services

SHAWN MOSES
MSc (Dist.) (Int’l Fin.), BSc (Econ. and Mgmt.)
General Manager, Retail and Business Banking
Republic Bank (EC) Limited
Executive Management

JANELLE BERNARD
LLB (Hons.), MBA, CAMS, IRMCert

Janelle Bernard, General Manager, Legal Services and Corporate Secretary, Republic Bank (EC) Limited is an experienced Attorney-at-Law and member of the Bar in Trinidad and Tobago (2002) and Barbados (2013).


Prior to her most recent appointment, Ms. Bernard served as Group Chief Compliance Officer/Senior Manager, Republic Bank Limited with responsibility for all aspects of the Group’s Anti-Money Laundering/Countering Terrorist Financing (AML–CTF) Sanctions and Tax Information Exchange programmes and systems. She is currently regarded among the Financial Action Task Force’s primary private sector AML–CTF experts in Trinidad and Tobago, and has represented the Republic Group at various international and regional panels on global trends and standards in AML–CTF

Ms. Bernard has also served as in-house attorney at Republic Bank Limited and as Corporate Secretary to several subsidiaries of Republic Financial Holdings Limited.

She holds an Executive Master of Business Administration from the Arthur Lok Jack Global School of Business (UWI); a Bachelor of Laws (Upper Second Class Honours) from the University of the West Indies, St. Augustine; and a Legal Education Certificate from the Hugh Wooding Law School. Ms. Bernard has international certifications in AML, Enterprise Risk Management, Corporate Governance, and Regulatory Compliance.

IDRIS FIDELA HAYNES
CPA, CAMS-Audit, MBA (Fin.), BSc (Acct.)

Idris Fidela Haynes, General Manager, Corporate Services, brings to bear considerable experience in Anti-Money Laundering (AML) Compliance having served as a Director, Anti-Money Laundering Compliance Program Officer, English-Speaking Caribbean, Bank of Nova Scotia. She has also served as Senior Manager, Monitoring, Advice, Testing and Training, Caribbean South, Bank of Nova Scotia (11 countries) and Senior Manager Compliance and Anti-Money Laundering, Caribbean East (nine countries).

Mrs. Haynes is a former Director/Regulator/Registrar of Companies, Trusts, Limited Partnerships, Foundations and Non-Governmental Organisations as well as Director General, St. Kitts and Nevis and a former Financial Inspector, Financial Services Regulatory Commission, St. Kitts and Nevis. Trained by the Caribbean Financial Action Task Force (CFATF) and the Organisation for Economic Co-operation and Development (OECD) Global Forum as a financial examiner and assessor respectively, Mrs. Haynes has participated in conducting Mutual Evaluation Assessments of English-speaking member territories to assess compliance with the Financial Action Task Force 40 plus 9 (now 40 revised) recommendations. She has served on the CFATF’s Expert Review Group (ERG) and has served as Head of Delegation and prime contact for St. Kitts and Nevis to the CFATF.

Mrs. Haynes has participated in conducting Phase 1 and Phase 2 OECD Peer Reviews of two countries in the Middle East (Bahrain and the United Arab Emirates) to assess their regimes for the exchange of information for tax purposes and has contributed to various AML publications.

SHAWN MOSES
MSc (Dist.) (Int’l Fin.), BSc (Econ. and Mgmt.)

Shawn Moses, General Manager, Retail and Business Banking, has more than a decade of experience in Portfolio Management and Business Development with expertise in negotiation, risk assessment, and transaction closing. Prior to his most recent appointment, he served as Corporate Manager, Corporate Business Centre – North where he developed and maintained clients’ portfolios and consistently exceeded his new business, asset growth, and income targets. Mr. Moses holds a Master of Science in International Finance with Distinction from the Arthur Lok Jack Global School of Business (UWI) and a Bachelor of Science in Economics and Management from the University of the West Indies, St. Augustine.
Republic Bank (EC) Limited
Profile

EXECUTIVE MANAGEMENT
General Manager, Retail and Business Banking
Shawn Moses, BSc (Econ.), MSc (Int’l. Fin.)

General Manager, Corporate Services
Idris Fidela Haynes, CPA, CAMS-Audit, MBA (Fin.), BSc (Acct.)

General Manager, Legal Services / Corporate Secretary
Janelle Bernard, LLB (Hons.), EMBA, IRMCert

HEAD OFFICE DEPARTMENTS
Manager, Human Resources
Indira Leladharsingh, Dip. (Business Mgmt.)

Senior Manager, Business Support
Ralph G. Henry

Manager, Business Support
Kristal Khodra-Auguste

Senior Manager
Gezella Claxton, BSc (Business Mgmt.), ALMI, Cert. (AML)

BRANCH NETWORK
Anguilla
Country Manager
Darrelle Harrigan, MSc Int’l (Merit) (Acct. and Fin.), BA (Fin.)

Manager, Personal Banking
Darren Hamilton

Senior Corporate Lead
Evan Webster

Dominica
Country Manager
Gina Severin, HR Mgmt. (Dist.), Letter of Accomplishment (ICB)

Manager, Personal Banking
Joana Warrington

Senior Corporate Lead
Zharina Royer

St. Lucia
Country Manager
Vernon Gordon Julien, MSc (Fin. Mgmt.), BSc (Econ. and Acct.)

Manager, Personal Banking
Kathleen Solomon-Paul

Branch Manager, Castries
Kelly Roberts

Branch Manager, Rodney Bay
Beverly Gideon

Branch Manager, Vieux Fort
Florence Demacque

Senior Corporate Leads
Bruno Didier

St. Kitts and Nevis
Country Manager
Pamela Herbert Daniel, Grad. (ICSA), FICB

Branch Manager, Charlestown-Nevis
Ebony Harp

Branch Manager, Fort Street, Basseterre
Charlene Acquisto

Branch Manager, Bird Rock
Glenda Duporte-Douglas

Senior Corporate Lead
Carlton Pogson

St. Vincent
Country Manager
Gregory Bardouille

Manager, Personal Banking
Dawnette Calliste

Senior Corporate Lead
Syran Clarke

St. Maarten
General Managing Director
Sterl Lyons, BComm, AICB
Republic Bank (Anguilla) Limited
Board of Directors

DERWIN M. HOWELL
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, MIET, SMIEEE, C.Eng.
Chairman, Republic Bank (Anguilla) Limited
Executive Director, Republic Bank Limited

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA
Group General Counsel/Corporate Secretary

MICHELLE PALMER-KEIZER
Adv. Dip. (Marketing Mgmt.), Dip. (Mgmt. Studies), MABE
Managing Director, Republic Bank (EC) Limited
Republic Bank (Anguilla) Limited
Board of Directors

DERWIN M. HOWELL
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, SMIEEE, MIET, C.Eng.

Derwin M. Howell was appointed an Executive Director of Republic Bank Limited in 2012. He also serves as Chairman of Republic Bank (Barbados) Limited, Republic Bank (Suriname) N.V., Republic Bank (EC) Limited and Republic Bank (Anguilla) Limited. Mr. Howell holds a Bachelor of Science in Electrical Engineering (First Class Honours) and an Executive Master of Business Administration both from the University of the West Indies (UWI). He holds a Master of Science in Telecommunications Systems from the University of Essex and is a graduate of the Harvard Business School Advanced Management Program (AMP). He is a Senior Member of the Institute of Electrical and Electronics Engineers (SMIEEE), a Member of the Institution of Engineering and Technology (MIET) and a Member of the Engineering Council of the United Kingdom (Chartered Engineer).

External Appointments
Mr. Howell is the Chairman of Habitat for Humanity Trinidad and Tobago and a Chancellor’s Representative on the UWI St. Augustine Campus Council.

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA, ACAMS

Kimberly Erriah-Ali, Group General Counsel and Corporate Secretary, Republic Bank Limited and Republic Financial Holdings Limited, is an Attorney-at-Law with 22 years of experience; having received her Bachelor of Laws with Honours from the University of the West Indies, and her Legal Education Certificate from the Hugh Wooding Law School, Trinidad. Mrs. Erriah-Ali was admitted to practice as an Attorney-at-Law in the Supreme Court of Trinidad and Tobago in 1998.

She has served as Corporate Secretary to Republic Bank subsidiaries: Republic Bank (Grenada) Limited, Republic Bank (Suriname) Limited, Republic Finance and Merchant Bank Limited and London Street Project Company Limited. She also established the Group’s Compliance Department. She is currently a Director on the Board of Republic Wealth Management Limited formerly Republic Securities Limited, Republic Trustee Services Limited formerly Republic Wealth Management Limited, Republic Bank (EC) Limited, Republic Bank (Anguilla) Limited, other offshore subsidiaries of Republic Bank and also holds an external Directorship on the Board of a Telecommunications provider in Trinidad and Tobago.

Mrs. Erriah-Ali holds a Master of Business Administration from the Heriot-Watt University, with electives in Mergers & Acquisitions and Corporate Governance, is certified under the Association of Certified Anti-Money Laundering Specialists (ACAMS), and is a Certified Practitioner in Anti-Money Laundering from the Florida Institute of Bankers Association via Florida International University. She brings to bear a wide range of expertise in Corporate and Commercial Law, Conveyancing, Trusts, Landlord and Tenant Law, Intellectual Property, Estates, and Litigation.

MICHICHEL PALMER-KEIZER
Adv. Dip. (Marketing Mgmt.), Dip. (Mgmt. Studies), MABE

Michelle Palmer-Keizer was appointed Managing Director, Republic Bank (EC) Limited in 2019. She is a marketing executive with considerable expertise in credit card business, specialising in Research Development and Financial Product Management, and has a wealth of experience in product development, operational management and strategic management.

As a senior member of the Republic Group for more than three decades, Michelle most recently served as the General Manager, Group Marketing and Communications and led the Bank’s digital and data transformation efforts to implement more diverse customer-centric banking services. Most notably, this includes integrating business intelligence, analytics, and various social media platforms as contemporary means of better engaging and serving customers.

She holds an Advanced Diploma in Marketing Management from the Association of Business Executives and a Diploma in Management Studies from the Arthur Lok Jack Global School of Business (UWI).

Ms. Palmer-Keizer is a former Board member of Vision on Mission, a non-governmental organisation that helps rehabilitate and reintegrate ex-prisoners and socially displaced persons. She is a full member of the Association of Business Executives, from which she received the World Prize for Quantitative Methods and is a past president of the Trinidad Hotels, Restaurant and Tourism Association (THRTA). Ms. Palmer-Keizer is also a Director of Republic Bank (Anguilla) Limited.
Republic Bank (Anguilla) Limited Management

DARRELLE HARRIGAN
MSc inT (Merit) (Acct. and Fin.), BA (Fin.)
Country Manager, Anguilla

Darrelle Harrigan, Country Manager, Anguilla, has more than a decade of banking experience at the managerial level, having most recently served as Branch Manager, Grand Anse, Grenada; Manager Personal Banking, Anguilla; and Assistant Manager, Personal Banking, Grenada.

Ms. Harrigan brings to bear diverse expertise in branch banking and operations, having consistently championed retail sales, branch operational effectiveness, and portfolio growth in Grenada and Anguilla.

She holds a Master of Sciences in International Accounting and Finance with a concentration in Strategic Finance Practice with Merit from the University of Liverpool, London and a Bachelor of Arts in Finance from Nipissing University, Canada.
Republic Bank (St. Maarten) N.V.
Board of Directors

VAUGHN BAHADUR
B.Comm, BC (Bus. Mgmt.)
Managing Director, Modern Homes B.V.

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA
Group General Counsel/Corporate Secretary

PASQUALE MINICUCCI
B.Comm., FICE, ICCd
Chief Executive Officer, Minicucci Coaching and Consulting

MICHELLE PALMER-KEIZER
Adv. Dip. (Marketing Mgmt.), Dip. (Mgmt. Studies), MABE
Managing Director, Republic Bank (EC) Limited

BALDATH RAMKISSOON
MSc (Dist.) (Fin.), MBA, BSc (Hons.) (Mgmt.)
General Manager, Group Treasury

ROB VAN DEN BERGH
BA, BSc (Econ.)
Deputy Chairman, Fair Trade Authority Curaçao
Republic Bank (St. Maarten) N.V.
Board of Directors

KAREN YIP CHUCK
Dip (Business Admin.), ACIB, BSc (Hons.) (Econ.), MBA, CIA
General Manager, Commercial and Retail Banking
Republic Bank (St. Maarten) N.V.
Board of Directors

VAUGHN BAHADUR
B.Comm. BC (Business Mgmt)

Vaughn Bahadur was appointed to the Board of Directors of Republic Bank (St. Maarten) N.V. in 2020. He is the Managing Director/Owner of Modern Homes B.V. and possesses considerable corporate banking and risk management experience built up over the course of 16 years as a member of RBTT/RBC Royal Bank. Prior to his board appointment, Mr. Bahadur served as the Owner of O2 N.V. (a Health and Wellness Company) based in St Maarten.

During his tenure at RBC Royal Bank (St. Maarten), Mr. Bahadur served as Vice President, Sales and Service; Senior Manager, Risk Management; and Manager, Credit Administration. He also served as Country Manager, RBTT Bonaire Branch.

Mr. Bahadur holds a Bachelor of Commerce in Business Management with a major in Accounting and Finance and a minor in Economics from Ryerson University in Toronto Canada.

External Appointments
Mr. Bahadur currently serves as a Director on the Boards of MSO Osborne Limited and Osborne Hotels Limited.

KIMBERLY ERRIAH-ALI
LLB (Hons.), LEC, MBA, ACAMS

Kimberly Erriah-Ali, Group General Counsel and Corporate Secretary, Republic Bank Limited and Republic Financial Holdings Limited, is an Attorney-at-Law with 20 years of experience; having received her Bachelor of Laws with Honours from the University of the West Indies, and her Legal Education Certificate from the Hugh Wooding Law School, Trinidad. Mrs. Erriah-Ali was admitted to practice as an Attorney-at-Law in the Supreme Court of Trinidad and Tobago in 1998. She has served as Corporate Secretary to Republic Bank subsidiaries: Republic Bank (Grenada) Limited, Republic Bank (Suriname) Limited, Republic Finance and Merchant Bank Limited and London Street Project Company Limited. She also established the Group’s Compliance Department. She is currently a Director on the Board of Republic Securities Limited, Republic Wealth Management Limited and other offshore subsidiaries of Republic Bank and also holds an external Directorship on the Board of a Telecommunications provider in Trinidad and Tobago.

Mrs. Erriah-Ali holds an Master of Business Administration from the Heriot-Watt University, with electives in Mergers & Acquisitions and Corporate Governance, is certified under the Association of Certified Anti-Money Laundering Specialists (ACAMS), and is a certified Practitioner in Anti-Money Laundering from the Florida Institute of Bankers Association via Florida International University. She brings to bear a wide range of expertise in Corporate and Commercial Law, Conveyancing, Trusts, Landlord and Tenant Law, Intellectual Property, Estates, and Litigation.

PASQUALE MINICUCCI
B.Comm., FICB, ICD.d

Pasquale Minicucci was appointed to the Board of Directors of Republic Bank (St. Maarten) N.V. in 2020. Mr. Minicucci has more than 3 decades of experience in the financial and banking sectors spanning Canada, the Caribbean, and parts of Central America.

Currently, he leads Minicucci Coaching & Consulting, providing executive coaching and advisory services to senior executives, emerging leaders, and businesses.

Prior to his coaching and consulting practice, he has held a variety of senior executive positions with major Canadian Banks including the National Bank of Canada where he served as Senior Vice President and Regional Head for Personal and Commercial Banking for the Central, Western and Atlantic regions.

At Scotiabank, he served as Senior Vice-President, International Banking for the Caribbean and Central America; Senior Vice-President – Greater Toronto Region, Personal and Small and Medium-sized Enterprises Banking; Senior Vice President and Regional Head, Quebec and Eastern Ontario; and Vice President, Toronto East.

Mr. Minicucci holds a Bachelor of Commerce with a major in Marketing from McGill University, Montreal Canada, is a Fellow of the Institute of the Canadian Bankers Association, and is a graduate of the Advanced Management Program (AMP) from Harvard Business School, Harvard University. He is also a certified corporate director obtaining his ICD designation from the Institute of Corporate Directors of Canada.

He was awarded the Queen Elizabeth’s Diamond Jubilee Medal for his service to the communities of Greater Montreal and Greater Toronto over the years.

Mr. Minicucci currently serves on the Board of Republic Bank (EC) Limited.
Republic Bank (St. Maarten) N.V.
Board of Directors

External Appointments
Mr. Minicucci is currently on the board of Villa Charities in Toronto, Canada and chairs the Strategic Planning Committee and is a member of several other committees of the board. His past board service includes National Bank Securities, Scotiabank Trinidad & Tobago Ltd., Scotiabank Bahamas Ltd, The Bank of Nova Scotia Jamaica Ltd., and Maduro & Curiel’s Bank, NV, Dutch Antilles. He was also a trustee and member of the Executive Committee of Caribbean & Central American Action (CCAA) based in Washington DC.

MICHELLE PALMER-KEIZER
Adv. Dip. (Marketing Mgmt.), Dip. (Mgmt. Studies), MABE

Michelle Palmer-Keizer was appointed Managing Director, Republic Bank (EC) Limited in 2019. She is a marketing executive with considerable expertise in credit card business, specialising in Research Development and Financial Product Management, and has a wealth of experience in product development, operational management and strategic management.

As a senior member of the Republic Group for more than three decades, Michelle most recently served as the General Manager, Group Marketing and Communications and led the Bank's digital and data transformation efforts to implement more diverse customer-centric banking services. Most notably, this includes integrating business intelligence, analytics, and various social media platforms as contemporary means of better engaging and serving customers.

She holds an Advanced Diploma in Marketing Management from the Association of Business Executives and a Diploma in Management Studies from the Arthur Lok Jack Global School of Business (UWI).

Ms. Palmer-Keizer is a former Board member of Vision on Mission, a non-governmental organisation that helps rehabilitate and reintegrate ex-prisoners and socially displaced persons. She is a full member of the Association of Business Executives, from which she received the World Prize for Quantitative Methods and is a past president of the Trinidad Hotels, Restaurant and Tourism Association (THRTA). Ms. Palmer-Keizer is also a Director of Republic Bank (Anguilla) Limited.

BALDATH RAMKISSOON
MSc (Dist.) (Fin.), MBA, BSc (Hons.) (Mgmt.)

Baldath Ramkissoon, General Manager, Treasury, a member of the Republic Group for more than two decades, has significant industry expertise in Treasury Management (liquidity, foreign exchange, interest rate and electronic payment systems), Portfolio Management, Credit and Investment Risk Determination.

Mr. Ramkissoon has served as Manager, Latin American Investments; Manager, Trust and Asset Management Division; Investment Manager, Republic Wealth Management Limited; and Senior Manager, Treasury. He has represented the Bank at the International Monetary Fund (IMF) Caribbean Roundtable Discussions on Correspondent Banking Withdrawal in 2018 and has served as Deputy Chairman and Vice-President of the Mutual Fund Association of Trinidad and Tobago.

Mr. Ramkissoon holds a Master of Science in Finance with Distinction from the Arthur Lok Jack Global School of Business (UWI); a Master of Business Administration from Heriot Watt University; and a Bachelor of Science in Management with Honours from the University of London. He has completed several courses and seminars on credit, risk management and investments, including Euromoney’s Financial Market Products; Pension Management at UBS, Puerto Rico; International Portfolio Management at Allianz, Germany; and McKinsey’s Asset Management CEO Summit in the United Kingdom. In 2015, Mr. Ramkissoon was awarded the Programme Director’s Award (Master of Science in International Finance) by the Arthur Lok Jack Global School of Business (UWI).

Mr. Ramkissoon serves on the boards of Republic Bank (Cayman) Limited, Republic Insurance Company (Cayman) Limited, Republic Securities Limited, Republic Investments Limited, Republic Bank (EC) Limited and Trintrust. He is also the current Chairman of the Bankers’ Association of Trinidad and Tobago (BATT) Foreign Trade and Treasury Committee.
Republic Bank (St. Maarten) N.V.
Board of Directors

ROB VAN DEN BERGH
BA, BS (Econ.)

Rob van den Bergh was appointed to the Board of Directors Republic Bank (EC) Limited on November 2019. Mr. van den Bergh is the Chairman of the Fair Trade Authority Curaçao and is an economist, researcher, and management consultant at Curconsult, an organisation dedicated to stimulating the sustainable economic development of the Dutch Caribbean.

Mr. van den Bergh has considerable expertise in a wide range of fields, including corporate governance, institutional strengthening, public finance, economic and social development, and education. He brings to bear significant experience in the development of smaller islands, including those of the Dutch Caribbean i.e. Aruba, Bonaire, Curaçao, St. Maarten, St. Eustatius, and Saba.

Originally from the Netherlands but living in Curaçao for the last 30 years, Mr. van den Bergh worked as an economist for the central government in the field of urban economics and regional economy before moving to Curaçao in 1985. There, he worked for the central government at the Department of Economic Affairs, later on as an economist and then Deputy Secretary at the Chamber of Commerce before establishing his own company, Curconsult. During his extensive career, he has taken part in more than 500 projects on the islands of the Dutch Caribbean.

Mr. van den Bergh holds a Bachelor of Arts and Bachelor of Science in Economics from the University of Amsterdam in the Netherlands.

External Appointments
Mr. van den Bergh is the founder, former past president, and a current board director of the Association of Dutch Caribbean Economists. He is also a board member of the Fair Trade Authority Curaçao.

KAREN YIP CHUCK
Dip. (Business Admin.), ACIB, BSc (Hons.) (Econ.), MBA, CIA

Karen Yip Chuck, General Manager, Commercial and Retail Banking, has been a banker for 28 years and has served in a number of senior management positions within the Bank. She currently serves on the Boards of Stonehaven Villas Limited, Republic Bank (Grenada) Limited, Trintrust Limited, London Street Project Company Limited and Trinidad and Tobago Chamber of Industry and Commerce. She is a graduate of the University of the West Indies (UWI), the Heriot Watt University, Edinburgh, is a Certified Internal Auditor, and an Associate of the Chartered Institute of Banking (ACIB).
Republic Bank (St. Maarten) N.V. Management

STERL LYONS
BComm, AICB
General Managing Director

STERL LYONS
Sterl Lyons, is a banking management professional with more than two decades of experience accumulated during successful stints in Grenada, Jamaica, Barbados and St. Lucia. Most recently, Mr. Lyons has served as Branch Manager, Warrens, Barbados and Branch Manager, Grand Anse, Grenada. Over the course of his career, Mr. Lyons has also acquired significant commercial and retail operations, business banking, collections, and accounting expertise. Mr. Lyons holds a Bachelor of Commerce with a Certificate in Financial Services from Nipissing University, Canada and has an Associate Degree from the Institute of Canadian Bankers.
Republic Bank (Cayman) Limited

Ravi Mykoo, Country Manager of Republic Bank (Cayman) Limited, has served the Bank in various leadership roles as both an analyst and manager for more than a decade. He is a Chartered Financial Analyst and a graduate of the University of the West Indies with a Bachelor of Science (First Class Honours) in Economics and Management. Mr Mykoo holds several professional Certificates in Treasury Risk Management, Basel: Understand and Transit, and Corporate Tax Training.
Republic Bank (Ghana) Plc.
Board of Directors

CHARLES W. ZWENNES
LLB, LLM (Corporate and Commercial Law)
Chairman

FARID ANTAR
ACIB, FCIS, Dip. (Business Mgmt.), Cert. (Business Excellence)
Managing Director, Republic Bank (Ghana) Plc.

MICHAEL ADDO
MBA (Fin.), MSAT (Insurance), BA (Econ.)
Non-Executive Director

DAVID ADDO ASHONG
Non-Executive Director

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB
Director, Republic Bank (Ghana) Plc.
Managing Director, Republic Bank Limited

ARIMEYAW IBN SAEED
MBA
Non-Executive Director
Republic Bank (Ghana) Plc.
Board of Directors

PAUL KING ARYENE
BA (Modern History), Dip. (Diplomacy), Dip. (Investment Analysis)
Non-Executive Director

EBENEZER TETTEH TAGOE
BSc (Admin.), ACCA, FCCA
Non-Executive Director
Republic Bank (Ghana) Plc.
Board of Directors

CHARLES W. ZWENNES
LLB, LLM (Corporate and Commercial Law)

Charles William Zwennes was appointed Chairman of the Board of Republic Bank (Ghana) Plc. in April 2017. He is a Barrister-at-Law of England and Wales, a Barrister and Solicitor of the Superior Courts of Ghana, and is currently a partner at Gaise Zwennes Hughes & Co., Private Practitioners.

Mr. Zwennes is a member of the American Society of International Law (ASIL), Institute of Advanced Legal Studies (IALS), Chartered Institute of Arbitrators, Commonwealth Law Bulletin, Honourable Society of Gray’s Inn and the Ghana Bar Association.

Mr. Zwennes holds a Bachelor of Laws from the University of Kent, United Kingdom and a Master of Laws in Corporate and Commercial Law from the University of London, United Kingdom. He also holds a Certificate in Structuring, Negotiating and Documenting Oil and Gas Transactions from the Centre for Energy and Mineral Policy Law (CEMPL), University of Dundee, Scotland.

MICHAEL ADDO
MBA (Fin.), MSAT (Insurance), BA (Econ.)

Michael Addotey Addo was appointed to the Board of Republic Bank (Ghana) Plc. in May 2017 and is currently the Deputy Director-General responsible for Finance and Administration at the Social Security and National Insurance Trust (SSNIT).

He has extensive experience at the senior leadership level and has served on the Boards of several organisations including Starwin Products Limited, Ghana International Bank (London), First Atlantic Bank and Prudential Bank.

Mr. Addo holds a Master of Business Administration in Finance from the Johnson Graduate School of Management, Cornell University; a Master of Science in Accounting and Taxation (Insurance) from the Barney School of Business, University of Hartford, and a Bachelor of Arts in Economics from the Bates College.

FARID ANTAR
ACIB, FCIS, Dip. (Business Mgmt.), Cert. (Business Excellence)

Farid Antar, Managing Director of Republic Bank (Ghana) Plc., is a career banker with more than 39 years’ service to the Bank. He is the current Chairman of Republic Caribbean Investments Limited, Atlantic Financial Limited, and Republic Bank (Suriname) Holdings Limited. Mr. Antar is also a Director of G4S Holdings (Trinidad) Limited, London Street Project Company Limited and is a Trustee of the Caribbean Court of Justice Trust Fund. Mr. Antar is an Associate of the Chartered Institute of Bankers of the UK (ifs School of Finance) and a Fellow of the Institute of Chartered Secretaries and Administrators, UK. He attained a Certificate in Business Excellence from the Columbia Business School and a Diploma from the School of Bank Marketing and Management from the American Bankers’ Association.

DAVID ADDO-ASHONG

David Addo-Ashong was appointed to the Board of Republic Bank (Ghana) Plc. in June 2018. A Senior Partner at Ashong Benjamin & Associates, he is a Member of the Ghana Bar Association and holds a Bachelor of Laws from the University of Ghana, Legon and a Bachelor of Laws from the Ghana Law School.

He has held several key positions at various organisations including the Office of the Ombudsman, First Atlantic Merchant Bank, Merchant Bank (Ghana) Limited (now Universal Merchant Bank (UMB)) and Home Finance Company Limited (now Republic Bank (Ghana) Plc.).

External Appointments
Mr. Addo-Ashong serves as a Director at Afina Asset Management Limited, Econet Ghana Limited, AGM Petroleum Ghana Limited, and Republic Investment Services Limited. He also serves on the Ghana Olympic Committee and is the President of the Ghana Basketball Association.
Republic Bank (Ghana) Plc.
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.) ACIB

Nigel M. Baptiste, President and Chief Executive Officer and Managing Director, Republic Bank Limited since 2016, is a career banker with more than two decades of experience. Prior to his current position, he has served as Deputy Managing Director and Executive Director of Republic Bank Limited, General Manager Human Resources as well as Managing Director of the Group’s subsidiary in Guyana.

Mr. Baptiste currently serves on the Boards of Republic Financial Holdings Limited, Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Ghana) Plc., Cayman National Corporation and other subsidiaries within the Republic Group.

He holds a Bachelor of Science with Honours and a Master of Science in Economics from the University of the West Indies (UWI), is a graduate of the Harvard Business School Advanced Management Programme, holds a Diploma with distinction from the ABA Stonier Graduate School of Banking (USA), and is a member of the Chartered Institute of Bankers (England).

ARIMEYAW IBN SAEED
MBA

Arimeyaw Ibn Saeed is a Principal Accountant to the Council for Scientific and Industrial Research (CSIR). He was seconded to the Zongo Development Fund as the first Director of Finance to establish and put in controls for the Finance Division. Previous to joining CSIR in 2012, he worked with JTDCertax Accounting, UK, an independent accounting firm for 12 years. Mr. Ibn Saeed holds a Master of Business Administration from the Heriot Watt University, Edinburgh. He is a Chartered Accountant, became a member of the ACCA in 2005, a fellow (ACCA) in 2010 and an Associate Member of the Chartered Institute of Marketing in 2014.

Mr. Ibn Saeed was formally appointed to the Board of Republic Bank (Ghana) Plc. in September 2019 as a representative of SSNIT.

PAUL KING ARYENE
BA (Modern History), Dip. (Diplomacy), Dip. (Investment Analysis)

Paul King Aryene was appointed to the Board of Republic Bank (Ghana) Plc. in April 2015. A diplomat of high repute, Mr. Aryene has served in various positions at both the Ministry of Foreign Affairs and Overseas Missions. He has served as the Ambassador to the Federal Republic of Germany with concurrent accreditation to Estonia, Latvia and Lithuania.

Mr. Aryene holds a Bachelor of Arts from the University of Ghana, a Diploma in Diplomacy from the University of Nairobi and a Diploma in Investment Analysis from the Research Institute of Investment Analysts, Malaysia.

EBENEZER TETTEH TAGOE
BSc (Admin.) (Acct.), ACCA, FCCA

Ebenezer Tetteh Tagoe was appointed to the Board of Republic Bank (Ghana) Plc. in April 2015. He has significant experience in accounting and administration, has served in various management positions with the United Nations World Food Programme, Peat Marwick Mitchell (London) and Mobil Oil Ghana Ltd., and was the Board Chairman of the State Enterprises Audit Corporation, a corporation established to audit state organisations.

Mr. Tagoe holds a Bachelor of Science in Administration (Accounting) from the University of Ghana and is a Fellow of the Chartered Association of Certified Accountants (FCCA).

External Appointments
Mr. Tagoe is also a Board Member of Adisadel College and Council Member of Accra Ridge Church.
Farid Antar, Managing Director of Republic Bank (Ghana) Plc., is an experienced banker with over 39 years of both professional and practical exposure in the banking and financial services industry in both Trinidad and Tobago and Barbados. Prior to his appointment to Republic Bank (Ghana) Plc. in May 2019, he served as the General Manager, Group Enterprise Risk Management at Republic Bank Limited and Chief Risk Officer at Republic Financial Holdings Limited. Mr. Antar has also served as: the Chairman of the Board of Directors of Republic Caribbean Investments Limited, Atlantic Financial Limited and Republic Bank (Suriname) Holdings Limited; as Director of G4S Holdings (Trinidad) Limited and the London Street Project Company Limited; and as Trustee for the Caribbean Court of Justice Trust Fund (CCJTF).

Mr. Antar holds a Certificate in International Marketing from the Institute of Business, University of the West Indies; a Certificate from the School of Bank Marketing and Management, American Bankers Association, USA; and a Certificate in Business Excellence from Columbia Business School, USA. He is an Anti-Money Laundering Certified Associate (AMLCA); an Associate of the Chartered Institute of Bankers (ACIB) and a Fellow of the Institute of Chartered Secretaries & Administrators (ICSA), United Kingdom.
Republic Bank (Ghana) Plc. Executive Management

**BEATRIX AMA AMOAH**
LLB, BL, MBA
Company Secretary

**BENJAMIN DZOBOKU**
MBA (Fin. and Mgmt.), MPA, ICA, ACIE, FIFA, MIA, CIT
General Manager, Finance and Strategy

**BERNARD GYEBI**
MBA, PG (Corp. Mgmt. and Fin.), BSc (Planning)
General Manager, Risk Management

**MADELINE NETTEY**
BSc (Math), MPhil (Fin.)
General Manager, Republic Investments Services

**EVELYN OSEI-TUTU**
CIB Intermediate paper, MA (Mktg. and Strategy), BSc (Bkg. and Fin. with French)
Managing Director, Republic Boafo Limited

**ANNETTE WATTIE**
Dip. (Business Mgmt.), Cert. (Project Mgmt.)
General Manager, Retail Banking
Republic Bank (Ghana) Plc.
Executive Management

BEATRIX AMA AMOAH
LLB, BL, MBA

Beatrix Ama Amoah, Company Secretary, has significant legal expertise as the former Head of the Mortgages Department and Legal Department of HFC Bank Ghana Limited, before assuming her current role in 2015. A member of the Ghana Bar Association, Ms. Ama Amoah holds a Bachelor of Laws with Honours from the University of Ghana, a Bachelor of Laws from the Ghana School of Law and a Master of Business Administration from Aston Business School, United Kingdom. She has worked with the Regeneration Team of the Legal Department of the London Borough of Hackney where she served as a member of various economic regeneration project teams providing legal representation and advising on a broad spectrum of issues ranging from property matters to the selection of development partners.

BENJAMIN DZOBOKU
MBA (Fin. and Mgmt.), MPA, ICA, ACFE, FIFA, MIA, CIT

Benjamin Dzoboku, General Manager, Finance and Strategy, has significant financial services experience, serving at various times in his career as a Senior Internal Auditor; Head, Risk Management; Group Head – Internal Audit; Financial Controller; Treasurer; and General Manager, Banking Operations. Mr. Dzoboku holds a Master of Business Administration in Financial Management from St. Clements University, UK, and a Master of Public Administration from the Ghana Institute of Management and Public Administration (GIMPA). He is a Chartered Accountant (ICA, Ghana), a Fellow of the Institute of Financial Accountants (UK) and is a member of the Chartered Institute of Taxation (CIT, Ghana) and Certified Fraud Examiners (CFE, USA).

BERNARD GYEBI
MBA, PG (Corp. Mgmt. and Fin.), BSc (Planning)

Bernard Gyebi, General Manager, Risk Management, is a seasoned banker with more than a decade of experience at the executive and senior management levels. He joined the Bank in 2018, leveraging his considerable Credit Assessment and Risk Management expertise, to lead in the management of the Bank’s overall risk exposure and compliance to policies and regulations.

Prior to joining the Bank, Mr. Gyebi served across a variety of institutions as a Chief Risk and Compliance Officer; Executive Head, Credit Risk Management, Head of Credit; and Head of Corporate Credit. He brings an extensive knowledge of the Sub-Saharan Africa banking terrain, in both the corporate and retail segments, as well as substantial agricultural finance expertise and experience in aligning risk appetite with strategic business objectives.

Mr. Gyebi holds a Master of Business Administration (Specialisation in Investment and Risk) from Imperial College, London; a Diplôme D’Études Supérieures (Post Graduate Degree) in Corporate Management and Finance from the Paris-Sorbonne University; and a Bachelor of Science in Planning with Honors from the University of Science and Technology, Kumasi, Ghana.

MADELINE NETTEY
BSc (Math.), MPhil (Fin.)

Madeline Nettey, is the Chief Executive Officer, Republic Investments (Ghana) Limited. Prior to her appointment she was the Chief Executive Officer of Republic Securities (Ghana) Limited, a subsidiary of Republic Bank (Ghana) Plc. She also served as the Manager for the Financial Advisory Services Department of Republic Investments (Ghana) Limited and Head of Research at Republic Securities (Ghana) Limited respectively.

She joined the Republic Group in 2011. Prior to joining Republic Bank, Madeline managed the Corporate Finance and Research Department at Strategic African Securities Limited, an investment bank in Ghana. Her rich experience in the investment banking industry spans Corporate Finance, Portfolio Analysis and Management, and Brokerage and Investment Research. Mrs. Nettey has played key roles in several rights issues on the Ghana Stock Exchange. She was also very instrumental in raising the Bank’s minimum capital from GHS 50 million to GHS 400 million through rights issues.

Madeline holds a Bachelor of Science in Mathematics with First Class Honors from the Kwame Nkrumah University of Science & Technology (KNUST), Kumasi, Ghana, and a Master of Philosophy in Finance from the University of Cambridge Judge Business School, United Kingdom. She is licensed as a Dealer Representative by the Securities and Exchange Commission (SEC), Ghana.
Republic Bank (Ghana) Plc.  
Executive Management

**EVELYN OSEI-TUTU**  
*CIB Intermediate paper, MA (Mktg. and Strategy),  
BSc (Bkg. and Fin. with French)*

Evelyn Osei-Tutu, Managing Director, Republic Boafo Limited, is a seasoned banker with over 30 years’ experience and technical understanding of Microfinance and the Informal Sector. 

Mrs. Osei-Tutu holds a Bachelor of Science degree in Banking and Finance with French from Regent University College of Science and Technology and a Master’s degree in Marketing Strategy from University of Ghana Business School. 

Prior to her appointment, she was the Deputy Managing Director and Head of Business Development and Administration Department of Republic Boafo Limited. She began her banking career with Merchant Bank Ghana Limited (now UMB) where she worked in various capacities. She is a pioneering member of the Home Finance Company (now Republic Bank (Ghana) Plc.) and also played a pioneering role in the set-up of Republic Boafo Limited. She has been pivotal in the growth and expansion of Republic Boafo Limited from a one branch company to 25 branches dotted across Ghana spanning over a period of 12 years. 

Mrs. Osei-Tutu has been a part of the Executive Membership of the Youth Inclusive Entrepreneurial Development Initiative for Employment (YIEDIE) Team established by Global Communities (USA) and The Master Card Foundation (USA). 

**ANNETTE WATTIE**  
*ACIB, Dip. (Business Mgmt.), EMBA (Dist.)*

Annette Wattie, General Manager, Retail Banking, Republic Bank (Ghana) Plc., is an inveterate banker who brings to bear more than 30 years of retail banking, branch operations, and supervisory and management expertise. 

Prior to her most current role as General Manager, Ms. Wattie served as Regional Sales Manager, Republic Bank Limited – a position with oversight and responsibility for more than 10 branches of varying sizes and staff complements. During her years of service, she has also successfully led teams at small, medium and large branches across Trinidad and Tobago, served as a relief manager in the Business Systems and Process Improvement (BSPI) Department, as an Operations Manager, and as a Senior Audit Official in the Bank’s Internal Audit Department. 

Ms. Wattie has served as a Staff Trustee of the Republic Bank Employee Pension Plan, and currently serves as a member of the Bank’s Board Appointed Job Evaluation Panel. She holds an Executive Master of Business Administration degree with Distinction and a Diploma in Business Management both from the Arthur Lok Jack Global School of Business (UWI), and is an Associate of the Chartered Institute of Bankers (ACIB). 

Ms. Wattie has also completed several short course executive management and training programmes at Dale Carnegie, the Cranfield School of Management, UK, the University of Miami, and the BAI Graduate School of Banking, University of Wisconsin.
Republic Bank (Ghana) Plc.

Profile

EXECUTIVE MANAGEMENT
Managing Director
Farid Antar, ACIB, FCIS, Dip. (Business Mgmt.), Cert. (Business Excellence)

Company Secretary
Beatrix Ama Amoah, LLB, BL, MBA

General Manager, Finance and Strategy
Benjamin Dzoboku, MBA (Fin. and Mgmt.), MP. Adm., ICA, ACFE, FIFA, MIA, CIT

General Manager, Risk Management
Bernard Gyebi, MBA, PG (Corp. Mgmt. and Fin.), BSc (Planning)

General Manager, Republic Investments Services
Madeline Nettey, BSc (Math.), MPhil (Fin.)

Managing Director, Republic Boafo Limited
Evelyn Osei-Tutu, BSc (Admin.) (Bkg. and Fin.), MA (Mktg. Strategy)

HEAD OFFICE DEPARTMENTS
Internal Auditor
Joseph Laryea Ashong, MBA (Fin.), ICAG, ACFE

Senior Manager, Human Resources
Tetteh Mamah, EMBA, BSc (Biological Science), Adv. Cert. (HR Mgmt.), HR Professional (Bkg.), Member IHRMP, Member SHRM

Senior Manager, Compliance
Amiel Codjoe, BA (Law and Linguistics), LLB, BL

Senior Manager, Retail Banking
Dan Adjete Mohenu, MBA (Fin.), MSc (Dev't. Fin.), Advance Diploma (Mgmt.) (Acct.), BSc (Math.)

Senior Manager, Treasury, Institutional Banking and Cash Management
Nana Yaa Korang Faakyie, BSc (Admin.) (Bkg. and Fin.), MBA (Int. Bkg. and Fin.), ACIB

Senior Manager, Corporate Banking
Rodney N. A. Saint Acquaye, BSc (Agr.), EMBA, ACIB

Senior Manager, Legal
Hans Abboud Awude, BA (Political Science and Religion), LLB, BL

Senior Manager, Finance
Ferguson Ofori-Atta, BSc (Admin.) (Acct.), ICAG, ACCA

Ag. Head, Technology and Business System Support
Samuel Dakurah, BSc (Computer Science), MSc (Engineering and Project Mgmt.), PRINCE2, ITIL

Senior Manager, Recoveries and Collections
Festus Tornam Habada, HND (Mktg.), BBA (Mktg.), BSc (Mktg.), EMBA (Fin.)

Manager, Credit Risk
Emmanuel Fobri, BA (Econ.), PGDE, MBA (Fin.), ACCA

Manager, Credit Administration
George Teisika Leigh, BEd (Social Science), EMBA (Mktg.)

Manager, International Trade Services
Joseph Ofei Asamami, MBA (Fin.), BSc (Statistics and Computer Science)

Manager, Operational Risk
Randy Osei Pipim, MSc (Electrical and Electronic Engineering), CISCA, ISACA, CIMA

Chief Risk Officer
Elvis Agyare-Boakye, MA (Econ. Policy Mgmt.), CFA (Level 1), BA (Econ.)

Manager, Administration
Alfred Noonoo, BSc (Building Technology), MBA (Project Mgmt.)

ZONAL MANAGERS (RETAIL BANKING)
Accra Zone
Jessica Benson Dzam, BSc (Business Admin.), MBA (Project Mgmt.)

Tema Zone
Daniel Obeng, BSc (Business Admin.), MBA (Mktg.)

Central Zone
Akwasi Peprah Odoom, MBA (General Mgmt.), BSc (Agri.)

Western Zone and Northern Zone
Kwabena Sarfo Mainu, BSc (Admin.) (Bkg. and Fin.), ACIB

REPUBLIC INVESTMENTS SERVICES LIMITED
Deputy General Manager, Republic Investments
Divine Stanley Agbola, BSc (Admin.) (Acct.), MA (Fin.)

The Group Subsidiaries
Republic Bank (Ghana) Plc.
Profile

Company Secretary, Republic Investments
Patience Enyonam Akoni, BA (French and Spanish), LLB, QCL

Head, Accounts
Martin Asante, BSc (Admin.) (Acct.), MSc (Acct. with Fin.), ACCA

Head, Asset Management
Edwin Gyamfi, BSc (Admin.) (Bkg. and Fin.)

Head, Managed Funds
Lydia Nkrumah, BSc (Admin.) (Fin.), EMBA (Fin.)

REPUBLIC BOAFO LIMITED
Head, Internal Control
Emmanuel Donkor, MBA (Bkg. and Fin.), BA (Admin.), ICA

Company Secretary, Republic Boafo
Jacqueline Berko, LLB, BL
Republic Bank (Grenada) Limited
Board of Directors

GREGORY I. THOMSON
BSc (Math. and Physics), MBA
Chairman

LEON D. CHARLES
BSc (Hons.) (Agri. Mgmt.), MBA, Acc. Dir.
Chief Executive Officer, Charles and Associates Inc.

RICHARD M. LEWIS
HBA
General Manager/Director, Label House Group Limited

KEITH A. JOHNSON
BSc (Acc.), EMBA, AICB
Managing Director

CHRISTOPHER HUSBANDS
BSc (Hons.) (Civil and Env. Eng.), MSc (Proj. Mgmt.), MBA (Fin.), Acc. Dir.
General Manager, National Water and Sewerage Authority

PARASRAM SALICKRAM
FCCA, ACMA, CGMA, CA, CFA
General Manager, Group Risk, Republic Bank Limited
Republic Bank (Grenada) Limited
Board of Directors

LESLIE-ANN SEON
BA (Hons.), LLB (Hons.)
Principal, Seon & Associates

ISABELLE S.V. SLINGER
BSc (Infis. Systems and Computers), CA
Managing Director, Comserv Limited

GRAHAM K. WILLIAMS
BA (Econ.)
Managing Director/Chairman, Westerhall Estate Limited

KAREN YIP CHUCK
Dip. (Business Admin.), ACIB, BSc (Hons.) (Econ.), MBA, CIA
General Manager, Commercial and Retail Banking, Republic Bank Limited
Republic Bank (Grenada) Limited
Board of Directors

GREGORY I. THOMSON
BSc (Math. and Physics), MBA

Gregory I. Thomson was appointed to the Board of Directors of the Republic Group in 2014. He served as the Deputy Managing Director of Republic Bank Limited for seven years before retiring from this position in 2012. He is currently the Chairman of the Board of Republic Bank (Grenada) Limited. Mr. Thomson has more than 35 years of experience in banking and finance and holds a Bachelor of Science in Mathematics and Physics from the University of the West Indies, St. Augustine campus and a Master in Business Administration from the University of Western Ontario, Canada.

External Appointments
Mr. Thomson is currently on the Board of Directors of One Caribbean Media Limited.

KEITH A. JOHNSON
BSc (Acct.), EMBA, AICB

Keith A. Johnson was appointed Managing Director of Republic Bank (Grenada) Limited in 2009. He started his banking career in Guyana in 1976, and has served in various leadership roles in the Bank’s Guyana operations. Mr. Johnson holds an Executive Master’s degree in Business Administration from the University of the West Indies (UWI), Cave Hill campus, a Bachelor of Science in Accountancy from the University of Guyana, and is an Associate of the Institute of Canadian Bankers.

External Appointments
Mr. Johnson is the Vice-President of the Eastern Caribbean Currency Union Bankers’ Association, and is currently the President of the Grenada Bankers’ Association.

LEON D. CHARLES
BSc (Hons.) (Agri. Mgmt), MBA, Acc. Dir.

Leon D. Charles was appointed to the Board of Republic Bank (Grenada) Limited in 1990.

Mr. Charles is the owner and manager of the consulting firm, Charles and Associates (CAA), Inc., with professional training including a Master of Business Administration from the University of Western Ontario, a Bachelor of Science (First Class Honours) in Agriculture Management from the University of the West Indies, and additional training in International Environmental Law, Overcoming Negotiation Deadlocks and Climate Finance Readiness.

He is active in a wide range of business and sustainable development fields at the local, regional and international levels. His core activities in business include strategic planning, project development and evaluation, management training, and facilitation; while activities in sustainable development include climate change advisory services, high level national representation at the United Nations climate change negotiations, poverty reduction, and early childhood development programming.

CHRISTOPHER HUSBANDS
BSc (Hons.) (Civil and Env. Eng.), MSc (Proj. Mgmt.), MBA (Fin.), Acc. Dir.

Christopher Husbands was appointed to the Board of Republic Bank (Grenada) Limited in 2015. He has been the General Manager of the National Water and Sewerage Authority since 2008. Mr. Husbands holds a Master of Business Administration in Finance from the University of Toronto, a Master of Science in Project Management from the Florida International University, and a Bachelor of Science with Honours in Civil and Environmental Engineering from the University of the West Indies. He has participated in a wide variety of short-term courses, conferences and workshops, and was awarded the designation of Accredited Director after completing the Eastern Caribbean Securities Exchange Directors Education and Accreditation Programme.

RICHARD M. LEWIS
HBA

Richard M. Lewis was appointed to the Board of Republic Bank (Grenada) Limited in 2015 and is the General Manager/Director of Label House Group Limited; the largest specialist label and packaging printer in the Caribbean. Mr. Lewis holds a Bachelor of Arts with Honours from the University of Western Ontario Richard Ivey School of Business, and is a graduate of the Newcastle Institute of Technology. He is also a Director of Republic Bank (Guyana) Limited and a Director of Republic Securities Limited.

External Appointments
Mr. Lewis is the Chairman of Prestige Business Publications and the Beacon Insurance Company Ltd.
Republic Bank (Grenada) Limited
Board of Directors

PARASRAM SALICKRAM
FCCA, ACMA, CGMA, CA, CFA, FRM

Parasram Salickram, General Manager, Group Risk, Republic Bank Limited, has been with the Republic Group for the past 15 years. Prior to his current position, Mr. Salickram was the General Manager, Planning and Financial Control and worked as an External Auditor in Guyana for seven years. In the past, he also performed the role of Chief Financial Officer in Republic Financial Holdings Limited and the Group’s subsidiaries in the Dominican Republic and Barbados. He is a Fellow of the Association of Chartered Certified Accountants and a member of the Chartered Institute of Management Accountants and the Chartered Global Management Accountants.

Mr. Salickram is a Chartered Financial Analyst (CFA) charterholder and holds the Financial Risk Manager (FRM) designation from the Global Association of Risk Professionals (GARP). He is also a graduate of the Harvard Business School Advanced Management Program (AMP).

LESLIE-ANN SEON
BA (Hons.), LLB (Hons.), LEC

Leslie-Ann Seon was appointed to the Board of Republic Bank (Grenada) Limited in 2015. Admitted to practice at the Bars of Grenada, Barbados, and the British Virgin Islands since 1993, Ms. Seon has extensive experience in the fields of corporate and commercial law, insolvency, real estate, and cross-border transactional advisory work. She holds a Bachelor of Science with Honours and a Bachelor of Laws with Honours from the University of the West Indies, and a Legal Education Certificate from the Hugh Wooding Law School.

External Appointments
Ms. Seon is the Principal of the law firm of Seon & Associates, currently serves as Chairman of the Grenada Investment Development Corporation, and is the Honorary Consul in Grenada for Chile.

ISABELLE S.V. SLINGER
BSc (Info. Systems and Computers), CA

Isabelle S.V. Slinger was appointed to the Board of Republic Bank (Grenada) Limited in 2009. She is the Principal of Comserv Ltd; a company that has been providing Financial and Information Technology advisory services for more than 25 years. She is an Honours graduate of London Metropolitan University and holder of a Bachelor of Science in Computers and Information Systems. Ms. Slinger is a practicing member and secretary of the Institute of Chartered Accountants of the Eastern Caribbean (ICAEC). Ms. Slinger is also the Managing Director of The Tower Estate Grenada Ltd. She has extensive experience in developing accounting and information systems for the private sector.

External Appointments
Ms. Slinger currently serves on several boards including the Grenada Investment Development Corporation, T. A. Marryshow Community College, and David Slinger and Co. Ltd.

GRAHAM K. WILLIAMS
BA (Econ.)

Graham K. Williams was appointed to the Board of Republic Bank (Grenada) Limited in 2012. He is the Managing Director and Chairman of Westerhall Estate Limited and has extensive experience in new product development and business expansion and development. Mr. Williams holds a Bachelor of Arts in Economics from the University of Windsor.

External Appointments
Mr. Williams is the Chairman of Guardian General Insurance (OECS) Limited.

KAREN YIP CHUCK
Dip. (Business Admin.), ACIB, BSc (Hons.) (Econ.), MBA, CIA

Karen Yip Chuck, General Manager, Commercial and Retail Banking, has been a banker for 28 years and has served in a number of senior management positions within the Bank. She currently serves on the Boards of Republic Bank (Grenada) Limited, Republic Bank (St Maarten) N. V., Trintrust Limited, London Street Project Company Limited and Trinidad and Tobago Chamber of Industry and Commerce. She is a graduate of the University of the West Indies (UWI), the Heriot Watt University, Edinburgh, is a Certified Internal Auditor, and an Associate of the Chartered Institute of Banking (ACIB).
Republic Bank (Grenada) Limited

Managing Director

NAOMI E. DE ALLIE

BSc (Fin. Ser. Mgmt.), MSc (Fin. Sect. Mgmt.), ACIB

Naomi De Allie, Managing Director, has 20 years of banking experience, holds a Bachelor of Science and a Master of Science in Financial Services Management both from the University of Manchester, and is an Associate of the Chartered Institute of Bankers, United Kingdom.
Republic Bank (Grenada) Limited
Executive Management

CLIFFORD D. BAILEY
BSc (Computing and Info Systems), MSc (IT and Mgmt.)
General Manager, Operations

CLIFFORD D. BAILEY
Clifford Bailey, General Manager, Operations, has 15 years of banking and information technology experience; serving most recently as Manager, Head Office at Republic Bank (Grenada) Limited and Regional IT Manager, Republic Bank (Barbados) Limited. Mr. Bailey holds a Master of Science in Information Technology and Management from Aspen University and a Bachelor of Science in Computing and Information Systems from the University of London. Additionally, he holds Certificates in Risk and Project Management, Business Management, and various industry certifications in the Information Technology field.

KALAWATEE BICKRAMSINGH
CPA, ICATT, MBA, Dip. (Fin. Mgmt.), Dip. (Business Programmes)
General Manager, Credit

KALAWATEE BICKRAMSINGH
Kalawatee Bickramsingh, General Manager, Risk Management, has more than 35 years of banking experience, 15 of which have been in Corporate Banking. She was a member of the Credit Risk Management team at Republic Bank Trinidad for four years prior to her joining Republic Bank (Ghana) Plc. in 2018. During her tenure at Credit Risk Management, she facilitated several Credit Analysis Techniques programmes across the Group. Ms. Bickramsingh is a member of the Chartered Professional Accountants (CPA) Nova Scotia, Canada and the Institute of Chartered Accountants of Trinidad and Tobago (ICATT). She holds a Master of Business Administration from the Heriot Watt University and a Diploma in Financial Management from the Association of Chartered Certified Accountants. She also holds a Diploma in the Business Program for Bankers with Honours from the Institute of Canadian Bankers.
Republic Bank (Grenada) Limited
Profile

EXECUTIVE MANAGEMENT
Managing Director
Naom E. De Allie, BSc (Fin. Ser. Mgmt.), MSc (Fin. Sect. Mgmt.), ACIB

General Manager, Credit
Kalawatee Bickramsingh, CPA, ICATT, MBA, Dip. (Fin. Mgmt.), Dip. (Business Programs)

General Manager, Operations
Clifford D. Bailey, BSc (Computing and Info. Systems), MSc (IT and Mgmt.), Cert (Corp. Gov.)

HEAD OFFICE
Manager, Commercial Credit
Devon M. Thornhill, BSc (Hons.) (Bkg. and Fin.), MBA

Manager, Head Office
Mavis H. Mc Burnie, CAMS, AMLCA, Exec Dip. (Dist.) (Mgmt. Studies), AICIB, MBA

Manager, Head Office
Kurt Mc Farlane

Manager, Business Support Services
Hermilyn E.M. Charles

Manager, Finance
Elizabeth M. Richards-Daniel, FCCA, MBA (Fin. Services)

Manager, Information Technology
Dorian L. Mc Phail

Manager, Human Resources, Training and Development
Aesia B. Worme, BSc (Hons.) (Social Sciences), EMBA (Dist.), CAMS, Dip. (Proj. Mgmt.)

BRANCH NETWORK
Republic House Branch
Manager, Retail Services
Mc Kie J. Griffith, BSc (Mgmt.)

Carriacou Branch
Officer-in-Charge
Roger J. Patrice

Gouyave Branch
Officer-in-Charge
Hesta Mc Leish-Cox, BSc (Bkg. and Fin.)

St. George’s Branch
Manager, Retail Services
Althea R. Roberts, AICIB

Grenville Branch
Manager, Retail Services
Kathleen Harris-Forrester

Sauteurs Branch
Officer-in-Charge
Tarra A. Francis, BSc (Hons.) (Mgmt. Studies)
Republic Bank (Guyana) Limited
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB
Chairman
President and Chief Executive Officer, Republic Financial Holdings Limited

STEPHEN GRELL
BA (Econ.), MSc (Fin.)
Managing Director

JOHN G. CARPENTER
AA, BSc (Food Sciences)
Chairman, Hand-in-Hand Group of Companies

ROY E. CHEONG
AA, FCI, FEM, CLU
Director, GTM Group of Companies

YOLANDE M. FOO
ACIB
Retired Senior Banking Executive, Republic Bank (Guyana) Limited

SHAMEER HOOSEIN
FCCA
Strategic Advisor and Director, Massy Gas Products (Guyana) Ltd.
Republic Bank (Guyana) Limited
Board of Directors

RICHARD M. LEWIS
HBA
Executive Chairman, Label House Group Limited

RICHARD I. VASCONCELLOS
Chairman, A.N.K. Enterprises Inc.
Managing Partner, Carib Hibiscus Development
Republic Bank (Guyana) Limited
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB

Nigel M. Baptiste, President and Chief Executive Officer and Managing Director, Republic Bank Limited since 2016, is a career banker with more than two decades of experience. Prior to his current position, he has served as Deputy Managing Director and Executive Director of Republic Bank Limited, General Manager Human Resources as well as Managing Director of the Group’s subsidiary in Guyana.

Mr. Baptiste currently serves on the Boards of Republic Financial Holdings Limited, Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Ghana) Plc., Cayman National Corporation and other subsidiaries within the Republic Group.

He holds a Bachelor of Science with Honours and a Master of Science in Economics from the University of the West Indies (UWI), is a graduate of the Harvard Business School Advanced Management Programme, holds a Diploma with distinction from the ABA Stonier Graduate School of Banking (USA), and is a member of the Chartered Institute of Bankers (England).

STEPHEN GRELL
BA (Econ.), MSc (Fin.)

Stephen Grell, Managing Director Designate, Republic Bank (Guyana) Limited, is a career banking professional. He has a proven record of developing and executing strategies across the financial services landscape, while fostering senior level relationships at private and public sector organisations in the Caribbean, North and South America, and the United Kingdom.

Over the course of his career, he has amassed, and brings to bear, considerable expertise in capital markets, corporate finance, investment analysis, accounting, and risk management.

Prior to his most recent appointment, Mr. Grell served as Vice President – Banking, Capital Markets and Advisory at Citibank (Trinidad and Tobago) Limited where he managed key relationships in the Public Sector and Financial Institutions Group in Trinidad and Tobago, Aruba, Curacao and Guyana.

Mr. Grell’s previous titles include Manager, Investment Banking Division, Republic Bank Limited; Managing Partner/Portfolio Manager, Gracchi Capital Partners LLP; Senior Investment Manager, Hartmann Capital Limited; Investment Manager, Republic Bank (Cayman) Limited; Investment Advisor, Republic Securities Limited; and Senior Investment Analyst, Republic Bank Trust and Asset Management Division.

Mr. Grell holds a Bachelor of Arts in Economics from Florida International University and an Master of Science in Finance from the Florida International University – Chapman School of Business.

JOHN G. CARPENTER
AA, BSc (Food Sciences)

John G. Carpenter has extensive leadership experience and knowledge of the local and regional commercial industry having been involved in the management and directorship of several successful businesses over the years. He holds a Bachelor of Science Degree in Food Sciences, Cornell University and has a keen interest in the sustainable development of business in Guyana. Mr. Carpenter is a recipient of the Golden Arrow of Achievement.

External Appointments
Mr. Carpenter is the Chairman of Hand-in-Hand Fire and Life Insurance Group of Companies and a Director of Republic Bank (Suriname) N.V., Wieting and Richter Limited, Industrial Safety Equipment Inc., and Cellsmart Inc.

ROY E. CHEONG
AA, FCI, FLMI, CLU

Roy E. Cheong is a Chartered Insurer with vast management and financial matters expertise. Mr. Cheong has worked for many years in the insurance industry, serving as President of the Insurance Association of the Caribbean and the Insurance Association of Guyana before retiring as Managing Director of the GTM Group of Companies in Guyana. He is a Fellow of the Life Management Institute, a Chartered Life Underwriter, and a recipient of the Golden Arrow of Achievement.

External Appointments
Mr. Cheong serves as a Director of Banks DIH Limited and Banks Automotive Service Inc.
Republic Bank (Guyana) Limited
Board of Directors

YOLANDE FOO
ACB

Yolande Foo is a retired career banker and has 45 years’ experience in the fields of banking, human resource management, training, and governance. She is a former Director of the St. Joseph Mercy Hospital, a past president of the Rotary Club of Demerara, former member of the National Tripartite Committee’s sub-committee on HIV/AIDS – Workplace Education Programme, and a former Trustee of the Guyana Girl Guides Association. Mrs. Foo continues to be actively involved in a number of humanitarian efforts and charitable ventures.

SHAMEER HOOSEIN
FCCA

Shameer Hoosein was appointed to the Board of Republic Bank (Guyana) Limited in 2015 and is an accomplished business leader with more than 20 years’ experience in management. During his distinguished professional career, Mr. Hoosein served as the Strategic Advisor to the Chairman of Massy (Guyana) Ltd., having previously served as the Chief Executive Officer of Massy Gas Products (Guyana) Ltd. (formerly Demerara Oxygen Company Limited) and as the Finance Director of Associated Industries Limited. He is a graduate of the Ivey School of Business, completing the Executive Development Program in 2005, and is a Fellow of the Association of Chartered Certified Accountants.

RICHARD M. LEWIS
HBA

Richard M. Lewis was appointed to the Board of Republic Bank (Guyana) Limited in 2014 and is the Executive Chairman of Label House Group Limited; the largest specialist label and packaging printer in the Caribbean. Mr. Lewis holds a Bachelor of Arts with Honours from the University of Western Ontario Richard Ivey School of Business and is a graduate of the Newcastle Institute of Technology. He is also a Director of Republic Bank (Grenada) Limited and a Director of Republic Securities Limited.

External Appointments
Mr. Lewis is the Chairman of the Beacon Insurance Company and Director of Par 3 Ltd. a holding company for GISCAD Trinidad Ltd.

RICHARD I. VASCONCELLOS

Richard Vasconcellos has significant expertise in banking, having been involved in international banking for more than 15 years; during which period he held many senior management positions including that of Senior Vice President of Commerce Bank National Association.

External Appointments
Mr. Vasconcellos is the Chairman of A.N.K. Enterprises Inc., incorporated in Miami, Florida, and is a shareholder and Managing Partner of Carib Hibiscus Development, USA. Locally, he serves on the Board of Cellsmart Inc. and Santa Fe (Guyana) Limited.
Stephen Grell, Managing Director Designate, Republic Bank (Guyana) Limited, is a career banking professional. He has a proven record of developing and executing strategies across the financial services landscape, while fostering senior level relationships at private and public sector organisations in the Caribbean, North and South America, and the United Kingdom.

Over the course of his career, he has amassed, and brings to bear, considerable expertise in capital markets, corporate finance, investment analysis, accounting, and risk management.

Prior to his most recent appointment, Mr. Grell served as Vice President – Banking, Capital Markets and Advisory at Citibank (Trinidad and Tobago) Limited where he managed key relationships in the Public Sector and Financial Institutions Group in Trinidad and Tobago, Aruba, Curacao and Guyana.

Mr. Grell’s previous titles include Manager, Investment Banking Division, Republic Bank Limited; Managing Partner/Portfolio Manager, Gracchi Capital Partners LLP; Senior Investment Manager, Hartmann Capital Limited; Investment Manager, Republic Bank (Cayman) Limited; Investment Advisor, Republic Securities Limited; and Senior Investment Analyst, Republic Bank Trust and Asset Management Division.

Mr. Grell holds a Bachelor of Arts in Economics from Florida International University and an Master of Science in Finance from the Florida International University – Chapman School of Business.
Denise Hobbs, General Manager, Operations, is a career banker with extensive Branch Operations and Internal Audit experience, and has served the Republic Group for more than 40 years. Well-qualified in Business Management and Administration, Ms. Hobbs was appointed to her current position in 2010 and holds an International Diploma in Business Management/Administration with High Merit from Cambridge International College and a certificate in Leadership in the 21st Century from Wharton Online, University of Pennsylvania.

Venus Frith was appointed General Manager, Credit, on February 3, 2021. He has been a member of the Republic Bank team in Trinidad for the past 20 years having joined as a Youth Link Apprentice, 19 of those years being in the credit stream. Mr. Frith is well known for his high standards of integrity, his focus and determination. He holds a Bachelor of Science degree in Banking and Finance and a Master of Science in International Finance with Distinction, both from the University of the West Indies.
Republic Bank (Guyana) Limited
Profile

SENIOR MANAGEMENT
Managing Director
Stephen Grell, BA (Econ.), MSc (Fin.)

General Manager, Credit
Venus Frith, MSc (Dist. Int'l. Fin.), BSc (Bkg. and Fin.)

General Manager, Operations
Denise Hobbs, Dip. (Business Mgmt.), Cert. (Leadership)

HEAD OFFICE
Regional Corporate Manager, Corporate Business Centre
Sasenarain Jagannanan, AICB, Dip. (Bkg. and Fin.)

Regional Manager, Commercial and Retail Banking
Jadoonauth Persaud, Dip. (Bkg. and Fin.), MBA

Assistant Manager, Commercial and Retail Banking
Gail Harding, AICB

Corporate Manager, Corporate Business Centre
Carla Roberts, BSc (Acct.)

Credit Manager, Corporate Business Centre
Diane Yhun

Manager, Planning and Financial Control
Vanessa Thompson, BScSc (Mgmt.), FCFA, MBA

Manager, Human Resources
Shrimanie Mendonca, BSc (Biology), PgDip. (Education), MEd

Assistant Manager, Human Resources
Joann Williams, BA (English)

Manager, Administration and Premises
Denys Benjamin, AICB

Manager, Legal Services / Corporate Secretary
Christine McGowan, LLM (Merit), LLB (Dist.), LEC (Hons.), AMLCA, CPAML

Manager/Assistant Corporate Secretary, Head Office
Ndidi Jones, Dip. (Sociology), LLB, LEC, LLM (Merit), CPAML

Manager, Marketing and Communications
Michelle Johnson, MCIPR, MACC (Dist.), PgDip. CIPR, BSocSc (Credit) (Mgmt.)

Manager, Branch Support Services
Erica Jeffrey, ICB - Letter of Accomplishment

Manager, Information Technology and E Support
Yonnette Greaves, Dip. (Mgmt. Info. Systems) LIMS

Manager, End User Services
Yugisther Mohabir, MCSA

Manager, Internal Audit
Oral Rose, Dip. (Mktg.), BSocSc (Dist.) (Mgmt.), AMLCA

Manager, Enterprise Risk Management
Michael Ram, AICB

Manager, Centralised Collections Unit
Karen Assanah, AAT, AICB, BSocSc (Dist.) (Mgmt.), MSc (Fin. Mgmt.), Certified Credit Professional

BRANCH NETWORK
ANNA REGINA BRANCH
Branch Sales Manager
Guitree Ramsamooj, CAT, Certified Credit Professional

CAMP STREET BRANCH
Branch Sales Manager
Harry Dass Ghaness, ICB - Letter of Accomplishment, Certified Credit Professional

CORRIVERTON BRANCH
Customer Sales/Service Manager
Sasenarine Bindranath, Dip. (Business Law) (ICM), AICB

D’EDWARD BRANCH
Branch Sales Manager
Joel Singh, AICB

DIAMOND BRANCH
Branch Sales Manager
Allison Mc Lean-King, AICB, Certified Credit Professional

LETHEM BRANCH
Customer Sales/Service Manager
Nadia Khedaroo, AICB, Dip. (Public Mgmt.), BSocSc (Public Mgmt.)
Republic Bank (Guyana) Limited Profile

LINDEN BRANCH
Branch Sales Manager
Jannis London, AICB, Dip. (Bkg.), BSocSc (Mgmt.), MBA

NEW AMSTERDAM BRANCH
Branch Sales Manager
Imran Sacoor, Dip. (Mktg.), MBA

ROSE HALL BRANCH
Branch Sales Manager
Satie Cox, BSocSc (Mgmt.), MA (Business Mgmt.), Certified Credit Professional, Trained Teacher's Cert.

TRIUMPH BRANCH
Customer Sales/Service Manager
Shaliza Seepersaud, MBA (Mgmt.), MBA (Oil and Gas), AICB, Certified Credit Professional

VREED-EN-HOOP BRANCH
Branch Sales Manager
Eon Grant, BComm., AICB

WATER STREET BRANCH
Branch Sales Manager
Randolph Sears, Cert. (ICM), Dip. (Mktg.), Certified Credit Professional, MCIM, MBA
Republic Bank (Suriname) N.V. 
Supervisory Board of Directors

DERWIN M. HOWELL  
BSc (Hons.) (Elec. Eng.); MSc (Telw. Systems), EMBA, MIET, SMIEEE, C.Eng.  
Chairman, Republic Bank (Suriname) N.V. 
Executive Director, Republic Bank Limited

JOHN G. CARPENTER  
BSc (Food Sciences)  
Chairman, Hand-in-Hand Group of Companies

HANS RUDOLF LIM A PO  
LLM  
Director FHR Lim A Po Institute for Social Studies

RAJENDRA PAHLADSINGH  
BA (Registered Acct.)  
Financial and Management Consultant, LN Pahladsingh Consultancy

MARLON PERSAD  
BSc (Computer Studies), MSc (Computer Science), EMBA (Dist.), CSEIT, AMLCA  
General Manager, IT Consolidation, Republic Bank Limited
Republic Bank (Suriname) N.V.
Supervisory Board of Directors

**DERWIN M. HOWELL**
BSc (Hons.) (Elec. Eng.), MSc (Tele. Systems), EMBA, SMIEEE, MIET, C.Eng.

Derwin M. Howell was appointed an Executive Director of Republic Bank Limited in 2012. He also serves as Chairman of Republic Bank (Barbados) Limited, Republic Bank (Suriname) N.V., Republic Bank (EC) Limited and Republic Bank (Anguilla) Limited. Mr. Howell holds a Bachelor of Science in Electrical Engineering (First Class Honours) and an Executive Master of Business Administration both from the University of the West Indies (UWI). He holds a Master of Science in Telecommunications Systems from the University of Essex and is a graduate of the Harvard Business School Advanced Management Program (AMP). He is a Senior Member of the Institute of Electrical and Electronics Engineers (SMIEEE), a Member of the Institution of Engineering and Technology (MIET) and a Member of the Engineering Council of the United Kingdom (Chartered Engineer).

**External Appointments**
Mr. Howell is the Chairman of Habitat for Humanity Trinidad and Tobago and a Chancellor’s Representative on the UWI St. Augustine Campus Council.

**JOHN G. CARPENTER**
AA, BSc (Food Sciences)

John G. Carpenter has extensive leadership experience and knowledge of the local and regional commercial industry having been involved in the management and directorship of several successful businesses over the years. He holds a Bachelor of Science Degree in Food Sciences, Cornell University and has a keen interest in the sustainable development of business in Guyana. Mr. Carpenter is a recipient of the Golden Arrow of Achievement.

Mr. Carpenter is the Chairman of Hand in Hand Fire and Life Insurance Group of Companies and is also a Director of Republic Bank (Suriname) N.V., Wieting and Richter Limited, Industrial Safety Equipment Inc., and Cellsmart Inc.

**External Appointments**
Mr. Carpenter is the Chairman of Hand in Hand Fire and Life Insurance Group of Companies and a Director of Republic Bank (Suriname) N.V., Wieting and Richter Limited, Industrial Safety Equipment Inc., and Cellsmart Inc.

**HANS RUDOLF LIM A PO**
LLM

Hans Rudolf Lim A Po was appointed to the Board of Republic Bank (Suriname) N.V in 2015. He studied law at the University of Leiden in the Netherlands from 1958 to 1963, and has practiced law privately in Suriname from 1963 to 1981. During that period, he held various public and private positions, including Member of the Bar Association, President of the National Labour Mediation Board; Member of the First (1975) and President of the Second Constitutional Committee (1980); Member (1965) and President of the National Boundary Dispute Settlement Committee (1970-1980), as well as Member and President of a number of non-executive corporate boards. From 2004 to 2007, Mr. Lim A Po served as co-agent for the Republic of Suriname in the maritime boundary arbitration between Suriname and Guyana. Mr. Lim A Po represented Suriname in various matters before the Inter-American Human Rights Commission and Court from 2006 to 2011 and served as Chairman of the Social Economic Council of Suriname from 2009 to 2011.

**External Appointments**
Mr. Lim A Po is a member of the CARICOM Competition Commission and also serves as Chairman or Member on a number of Executive Corporate Boards. In 2000, he established the FHR Lim A Po Institute for Social Studies, of which he is a Director, as a not-for-profit private institution that serves the community as an academic and professional training ground and platform for debate on societal issues.

**RAJENDRA PAHLADSINGH**
RA (Registered Act.)

Rajendra Pahladsingh was appointed to the Board of Republic Bank (Suriname) N.V. in 2015. Mr. Pahladsingh is a career accountant with more than 35 years of experience in the field of Accountancy and Business Economics and is currently a Management Consultant at L.N.P. Consultancy in Paramaribo. He has been a qualified member of the Dutch Institute of Registered Accountants since 1982, and has been a member of the Dutch Professional Organisation of Accountants (NRA) since 2012. Mr. Pahladsingh is a graduate of the State University of Groningen, in the Netherlands, with a Bachelor of Science in Business Economics.
Republic Bank (Suriname) N.V.  
Supervisory Board of Directors  

MARLON PERSAD  
BSc (Computer Studies), MSc (Computer Science), EMBA (Dist.), CGEIT, AMLCA  

Marlon Persad, General Manager, Information Technology (IT) Consolidation, Republic Bank Limited, is an accomplished professional with more than 24 years of combined experience in Information Technology Management, IT Governance, Business Process Re-engineering, Project Management, Change Management, Conversion of Banking Applications, Operational Risk, IT Security, Corporate Security, Business Continuity Management and AML Compliance in the Banking, Insurance, and Consulting industries. Mr. Persad has successfully served in a range of senior leadership positions including Senior Manager, Technology Advancement; Senior Manager, Corporate Operations and Process Improvement; Manager, Project Execution and IT Governance; and Manager, Project Execution. He has chaired various sub-committees under the Bankers Association of Trinidad and Tobago, is an Anti-Money Laundering Certified Associate (AMLCA) from Florida International Bankers’ Association (FIBA) in partnership with Florida International University, and is certified in the Governance of Enterprise IT (CGEIT) from the Information Systems Audit and Control Association (ISACA).  

Mr. Persad holds an Executive Master of Business Administration with Distinction in Business from the Arthur Lok Jack Global School of Business (UWI), a Master of Science in Computer Science and a Bachelor in Science in Computer Studies both from the University of the West Indies, St. Augustine.
Keith A. Johnson was appointed Managing Director of Republic Bank (Grenada) Limited in 2009. He started his banking career in Guyana in 1976, and has served in various leadership roles in the Bank’s Guyana operations. Mr. Johnson holds an Executive Master’s degree in Business Administration from the University of the West Indies (UWI), Cave Hill campus, a Bachelor of Science in Accountancy from the University of Guyana, and is an Associate of the Institute of Canadian Bankers.

**External Appointments**

Mr. Johnson is the Vice-President of the Eastern Caribbean Currency Union Bankers’ Association, and is currently the President of the Grenada Bankers’ Association.
MONTAGUE MC LEOD
Director, Corporate Banking

SHANTIE RAMOUTAR
MBA, ACIB
Director, Retail Banking

The Group Subsidiaries

Republic Bank (Suriname) N.V.
Executive Management

Montague McLeod, Director, Corporate Banking, is a career banker with significant expertise in the retail, wholesale, medical, transportation, and mining sectors. Mr. McLeod has lived and worked in the USA and Venezuela. He is also a member of the Board of Banking Network Suriname N.V. (BNETS).

Shantie Ramoutar, Director, Retail Banking, is a career banking professional with more than two decades of Retail Banking and Branch Management experience accumulated during her tenure at Republic Bank.

Prior to her most recent appointment as Director, Ms. Ramoutar served as Senior Manager Change Management, Republic Bank (Suriname) N.V. She brings to bear considerable operational management expertise having served as a Branch Sales Manager in various postings in Park Street, Woodbrook, UWI Branch, and Long Circular Mall Branch.

She has also served as a Manager at Park Street Branch as a founding member of the Creditor Protection Support Unit (CPSU), as Banking Manager, Cayman Islands, and as Operations Manager, Trust Services.

Ms. Ramoutar holds a Master of Business Administration from the Heriot Watt University, Scotland and is an Associate of the Chartered Institute of Bankers UK (ACIB).
Republic Bank (Suriname) N.V.
Profile

EXECUTIVE MANAGEMENT
Director, Corporate Banking
Montague Mc Leod

Director, Retail Banking
Lilian Leeflang, LLM

Director, Retail Banking
Shantie Ramoutar, MBA

SERIAL MANAGEMENT
Senior Relationship Manager
Tanya Kartokromo, MSc (Econ.)

Manager, Service Delivery and IT
Faziel Ilahibaks

Manager, Financial Accounting
Soerinder Bharosa

Manager, Compliance
Kafi Grey

Manager, Branch Operations, Retail Banking
Suresh Bahadoersingh, MSc (Econ.)

Manager, Forex Trader
Clint Fazal-Alikan, BBA

Manager, Treasury (Ag.)
Nisha George

Manager, Regulatory Compliance and Legal Services
Linda Linger, LLM

Manager, Internal Audit (On Assignment)
Stanton Grant, BSc (Econ.), AICB

Manager, Relief
Winiska Sewnarain

BRANCH MANAGER
Branch Manager, Kernkampweg
Julia Libretto

Branch Manager, Van’t Hogerhuysstraat
Fares Ragunath, MSc (Econ.), CAT 2

Branch Manager, Nickeriestraat
Harold Wong Fat

Branch Manager, Jozef Israelstraat
Lila Kalloe

Branch Manager, Nickerie
Soenieldath Adhin, MSc (Econ.)

Branch Manager, Kerkplein, Head Office (Assistant)
Paul Zuidveen, BSc (Econ.)

BUSINESS BANKING
Relationship Manager, SME Business Banking
Randall Wip

Relationship Manager, Business Banking
Shakita Kali

Relationship Manager, Business Banking
Vyaija Mohan, B.Ec.

RETAIL BANKING
Manager, ECPD, Retail Banking
Seema Mahasingh

Manager, Marketing, Retail Banking
Manisha Durga, MBA

Manager, Customer Service, Retail Banking
Sandjai Manurat

OTHER
Manager, Premises and Operational Risk
Romeo Tjong A Hung

Manager, IT Infrastructure
Aniel Ramdoel

Manager, IT Technical System Analyst
Marlon Karijoredjo
Republic Bank (Suriname) N.V.
Profile

Manager, Relief
Astrid Sheikariem

Manager, Special Loans
Ethel Dunker

Manager, Disbursement and Collateral, Business Banking
Arnie Martodikromo-Saridin

Acting Manager, Human Resources
Carmen Tjon A Joe
Cayman National Corporation
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB
President and Chief Executive Officer, Republic Financial Holdings Limited
Managing Director, Republic Bank Limited
Chairman, Cayman National Corporation

STUART DACK
ACIB, MBA
President and Chief Executive Officer, Cayman National Corporation

SHERRI BODDEN-COWAN
BE, LLB (Hons.)
Director, Bodden Corporate Services

CLARENCE FLOWERS JR.
Managing Director, Orchid Development Ltd.
Director, Flowers Group and Cayman Water Company

NIGEL GAUTREY
MA, Chartered MCSI, Dip. IoD, FLIBF
Managing Director, Cayman National Bank (Isle of Man) Limited

BRYAN A. HUNTER
BSc (Hons.), LLB (Hons.)
Managing Partner and Head, Corporate and Commercial Practice, Appleby
Cayman National Corporation
Board of Directors

ROOPNARINE OUMADE SINGH
BSc (Econ.), MSc (Econ.), MBA
Executive Director, Republic Bank Limited

NIGEL WARDLE
BA, CA
Vice President, WRB Enterprises Inc.
Director, Turks and Caicos Utilities, Grenada Electricity Services
Dominica Electricity Services Ltd.
Chairman, Marpin 2K4 Ltd.
Cayman National Corporation
Board of Directors

NIGEL M. BAPTISTE
BSc (Hons.) (Econ.), MSc (Econ.), ACIB

Nigel M. Baptiste, President and Chief Executive Officer and Managing Director, Republic Bank Limited since 2016, is a career banker with more than two decades of experience. Prior to his current position, he has served as Deputy Managing Director and Executive Director of Republic Bank Limited, General Manager Human Resources as well as Managing Director of the Group’s subsidiary in Guyana.

Mr. Baptiste currently serves on the Boards of Republic Financial Holdings Limited, Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Ghana) Plc., Cayman National Corporation and other subsidiaries within the Republic Group.

He holds a Bachelor of Science with Honours and a Master of Science in Economics from the University of the West Indies (UWI), is a graduate of the Harvard Business School Advanced Management Programme,holds a Diploma with distinction from the ABA Stonier Graduate School of Banking (USA), and is a member of the Chartered Institute of Bankers (England).

STUART DACK
ACIB, MBA

Stuart Dack entered banking in 1971, and obtained the ACIB qualification with Distinction. Mr. Dack worked for the Midland Bank group in the UK for 22 years where he held a number of managerial roles at branch, area, and regional levels. He joined Cayman National as Internal Auditor in 1992 and in 1998 was promoted to Executive Vice President of Cayman National Corporation. In 2001, he was awarded a Master of Business Administration with Merit from Southampton University. In April 2004, he was appointed President and Chief Executive of Cayman National Corporation.

SHERRI BODDEN BODDEN-COWAN
BE, LLB (Hons)

Sherri Bodden-Cowan was educated in the Cayman Islands and the United Kingdom, and gained a Bachelor of Laws with Honours from Bristol University, England. She was subsequently called to the Bar of England & Wales in 1986 and the Cayman Islands in 1987. Mrs. Bodden-Cowan has worked for the Cayman Islands government, the law firm Hunter & Hunter, and was an associate and partner in the firm of Boxalls. Mrs. Bodden–Cowan owns her own law firm, Bodden & Bodden, and is a director of Bodden Corporate Services.

Mrs. Bodden–Cowan has served in numerous capacities as Chairman or director of various Cayman Islands statutory Boards and authorities.

CLARENCE FLOWERS JR.

Clarence Flowers Jr. is the Managing Director of Orchid Development Limited, and a Director of the Flowers Group and Cayman Water Company. He is a well–respected member of Cayman’s business community and has spearheaded several projects in the Cayman Islands, including the construction and management of Cricket Square Development on Elgin Avenue.

NIGEL GAUTREY
MA, Chartered MCSI, Dip. IoD, FLIBF

Nigel Gautrey joined Cayman National Corporation in July 2017 and is the Managing Director to Cayman National Corporation in Isle of Man. He has over 35 years’ experience working in the regulated banking, fiduciary and investment management sectors in the United Kingdom and the Isle of Man. Mr. Gautrey is a Fellow of the London Institute of Banking and Finance, a Chartered Member of the Securities and Investment Institute, the holder of the Institute of Directors Diploma in Company Direction and was President of the Isle of Man branch of The Chartered Institute of Bankers between 2007 and 2009 and served as a Council Member of the Isle of Man Bankers Association until 2015. He was formerly a private banker with Duncan Lawrie Private Banking in the Isle of Man, where he served as Managing Director until 2015. He was also Managing Director of Hillberry Trust Company Limited, which provides fiduciary services for both private and corporate clients, and was previously executive director of Avarae Global Coins plc, a company investing in historic gold coins from around the world.
BRYAN A. HUNTER
BSc (Hons.), LLB (Hons.)

Bryan Hunter is the Managing Partner and the Head of the Corporate and Commercial Practice in the Cayman office of the law firm Appleby. He has extensive experience in the structuring and formation of hedge funds, funds of funds and private equity funds and regularly advises on various operational and regulatory issues in relation to these funds. His practice also includes general corporate matters, project finance, corporate finance and merger and acquisition transactions.

Mr. Hunter was admitted as an attorney in the Cayman Islands in 1997. He is a notary public in the Cayman Islands, has served as a Board member of the Civil Aviation Authority, the Caymanian Bar Association (of which he is a past President) and the Cayman Islands Chamber of Commerce and has served as a member of the Financial Services Council.

ROOPNARINE OUMADE SINGH
BSc (Econ.), MSc (Econ.), MBA

Roopnarine Oumade Singh was appointed Executive Director of Republic Bank Limited in 2016. He currently serves on the Boards of Republic Bank (Cayman) Limited, Republic Insurance Company (Cayman) Limited, Cayman National Corporation, Republic Bank Trinidad and Tobago (Barbados) Limited, Republic Wealth Management Limited, Republic Trustee Services Limited and London Street Project Company Limited.

Mr. Oumade Singh is a former director of Republic Finance and Merchant Bank Limited and has served as the Trinidad and Tobago User Group Chairperson for the Society of Worldwide Interbank Financial Telecommunications (SWIFT).

He holds a Bachelor in Science and a Master of Science in Economics from the University of the West Indies, St. Augustine, as well as a Master of Business Administration, specialising in Finance and Operations Research, from Simon Fraser University, Canada.

NIGEL WARDLE
BA, CA

Mr. Wardle is Vice President of WRB Enterprises Inc., the ultimate parent company of Turks and Caicos Utilities Limited, Grenada Electricity Services Limited and Dominica Electricity Services Limited. He serves on the Boards of Directors of each of those entities and is Chairman of Marpin 2K4 Ltd., a leading telecommunications company in Dominica. He has also held several positions in the Caribbean, including Managing Director of Turks and Caicos Utilities Limited and General Manager of Grenada Electricity Services Limited shortly after the privatisation of that entity. He served as Chairman of the Caribbean Electricity Utility Services Corporation (CARILEC) from 1999 to 2001 and was a director of CARILEC from 1990 through 2003.

He is a former Chairman of the Society of International Business Fellows, which selects, educates, and connects business leaders around the world. Mr. Wardle earned his Chartered Accountant designation in 1980.
Cayman National Corporation

President and Chief Executive Officer

STUART DACK
ACIB, MBA

Stuart Dack entered banking in 1971, and obtained the Associate of the Chartered Institute of Bankers qualification with Distinction. Mr. Dack worked for the Midland Bank group in the United Kingdom for 22 years where he held a number of managerial roles at branch, area, and regional levels. He joined Cayman National Corporation as Internal Auditor in 1992 and in 1998 was promoted to Executive Vice President of Cayman National Corporation. In 2001, he was awarded a Master of Business Administration with Merit from Southampton University. In April 2004, he was appointed President and Chief Executive of Cayman National Corporation.
Cayman National Corporation Profile

CAYMAN NATIONAL CORPORATION LTD.
SENIOR OFFICERS AND MANAGEMENT
President and Chief Executive
Stuart J. Dack, ACIB, MBA

Senior Vice President, Chief Regulatory Risk and Compliance Officer
Ryan Bahadur, BSc (Hons.), CAMS, FRM, CIPM

Senior Vice President, Group Internal Auditor
Tina Ducharme, CPA, CA

Senior Vice President, Human Resources
Phil Jackson, PHR, SHRBP, MSc

Notary Public, Group Legal Counsel
Ian C. Whan Tong, AB, MPA, JD, CAMS, CIPP/E, CIPM

CAYMAN NATIONAL BANK LTD.
SENIOR OFFICERS AND MANAGEMENT
Bank President
Janet Hislop, BSc, ACIB, TEP, CAMS

Executive Vice President
Brian Esau, BA, Dip. (Fin. Mgmt.), CSC, AICB

Senior Vice President, Finance
Karen Baptiste, CPA, BA (Hons.), MBA,

Senior Vice President, Service Delivery
Susan Bonham, CAMS

Senior Vice President, Card Services
Michele Ebanks, BSc, PCIPS

Senior Vice President, Personal and Business Banking and Credit Risk Management
Avolyn Howell, BSc, MBA, Notary Public

Senior Vice President, International Premier Banking
Regina Oliver, BSc, TEP, CAMS

Chief Information Officer
Kevin McLean

Cayman National Corporation Profile

Vice President, Data Management Centre
Jewel Hydes, CPA, BSc, MBA

Vice President, Customer Service and Sales
Lisa Franklin, BSc, CAMS

Vice President, Premier Banking
Charmaine McGowan, ACIB, CAMS

Vice President, Compliance and AMLCO/MLRO (Desg.)
Sue Santedolicola

Cayman National Corporation Profile

Vice President, Electronic Delivery Channels
Franklin Thompson

Manager, Project and Change
Jillian Burley, BSc (Hons.), MBA, FMP, PCIP

Manager, Property Management and Procurement
Nigel Parchment

Manager, Bank Marketing and Communications
Shari Welcome, BA, MA

CAYMAN NATIONAL FUND SERVICES LTD.
SENIOR OFFICERS AND MANAGEMENT
President
Susan Levy–Elliott, BBA, MAcc, CPA

Head of Investor Services
Jill Anderson

Compliance Manager
Maxine Bravo, MLRO, AMLCO

CAYMAN NATIONAL SECURITIES LTD.
SENIOR OFFICERS AND MANAGEMENT
Senior Vice President, Senior Investment Advisor
Erol Babayigit, MBO (Mktg. and Comm.), Canadian Securities Course, CFA Level II candidate

Compliance Manager
Maxine Bravo, MLRO, AMLCO

Vice President, Operations
Annie Ramos, TEP
Cayman National Corporation Profile

CAYMAN NATIONAL BANK (ISLE OF MAN) LIMITED
DIRECTORS
Managing Director
Nigel C. Gautrey, MA, Chartered MCSI, Dip. IoD, FLIBF

Banking Director
Barry J. Williams, ALIBF, FICA

Banking Manager
Colin M. Peters, ALIBF, Dip. BB, S

Head of Risk and Compliance
Audrey C. Butterworth, FICA, CeMAP, IRM Cert. PC.d.p

Financial Controller
Gary M. Kermode, BSc, FCCA

Head, IT and Operations
Kurt H. Roosen, BSc (Hons.), FBCS

Cayman National (Dubai) Ltd.
Senior Executive Officer
Peter Robinson, BA, ALIBF

Financial Controller
Gary M. Kermode, BSc, FCCA

Cayman National (Dubai) Ltd.
Senior Officers and Management

Senior Executive Officer
Peter Robinson, BA, ALIBF

CAYMAN NATIONAL TRUST COMPANY (ISLE OF MAN) LIMITED
SENIOR OFFICERS AND MANAGEMENT
Managing Director
Nigel C. Gautrey, MA, Chartered MCSI, Dip. IoD, FLIBF

Fiduciary Director
Rosaline M. Melia, Dip. (ITM), TEP

Banking Director
Jim Woodall, ALIBF Cert.CIB

Head, Risk and Compliance
Audrey C. Butterworth, FICA, CeMAP, IRM Cert. PC.d.p

Financial Controller
Gary M. Kermode, BSc, FCCA

Head, IT and Operations
Kurt H. Roosen, BSc (Hons.), FBCS

The Group Subsidiaries
116

Republic Bank (Suriname) Limited

04
Policies
Statement of Corporate Governance Practices

INTRODUCTION
Republic Financial Holdings Limited is the financial holding company and Parent of all the banks in the Group i.e. Republic Bank Limited, Republic Bank (Guyana) Limited, Republic Bank (Barbados) Limited, Republic Bank (Grenada) Limited, Republic Bank (Ghana) Plc., Republic Bank (Suriname) N.V., Republic Bank (Cayman) Limited, Cayman National Corporation Limited, Republic Bank (EC) Limited, and Republic Bank (BVI) Limited. Republic Financial Holdings Limited is also the Parent of the other Companies shown in the Chart below on page 2.

The Board of Directors of Republic Financial Holdings Limited (‘the Board’) continues to be committed to maintaining the highest standards of corporate governance. To this end, we continuously monitor and update as necessary our internal systems in order to ensure standards reflect best international practice tailored to the specific needs of the members of the Group. In this regard, Republic Financial Holdings Limited has adopted the Trinidad and Tobago Corporate Governance Code on the ‘apply or explain’ basis.

OBJECTIVES
The role of the Board is to provide leadership, enterprise, integrity and good judgement in guiding the Group to achieve growth and deliver long term sustainable shareholder value. The Board sets the strategic objectives for the Group and provides oversight and control. Implementation of the strategy is delegated to management under the leadership of the President of Republic Financial Holdings Limited.

Entrepreneurial leadership is encouraged within a framework of prudent and effective controls that enables risk to be assessed and managed. Short term objectives are balanced carefully against the necessity of achieving long term growth.

The Board acts in the best interests of the Group and its stakeholders, guided by a philosophy that is based on good governance, transparency, accountability and responsibility. The Group’s Core Values of Customer Focus, Integrity, Respect for the Individual, Professionalism, and Results Orientation are set by the Board to ensure that the Group’s obligations to its shareholders, employees, customers and the societies it serves, are met. Integrity and trust are the cornerstones of the business of banking and finance and the Board manages the Group and makes decisions that uphold these ideals at all times.

The Board recognises that it is the quality of its staff that differentiates it from its competitors, and creates value for its customers and investors. The Board is responsible for ensuring that its management and staff do things in the right way by setting the required tone from the top, by living the Republic culture and upholding the Core Values in everything that it does and ensuring they are reflected in the decisions the Board makes. The Board holds the Group Executive Management to account for and uphold these Core Values thereby creating a culture in which doing the right thing is integral to the way Republic Financial Holdings Limited operates, globally. The Group’s Ethics and Operating Principles confirm the commitment of the Board to strive for the highest standards of conduct within the Group.

RESPONSIBILITIES
The Group has 10 principles of corporate governance that summarise the objectives of the Board and provide a framework for the manner in which it functions and discharges its responsibilities:-

Principles
1. Lay solid foundation for management and oversight
2. Structure the Board to add value
3. Promote ethical and responsible decision making
4. Safeguard integrity in financial reporting
5. Make timely and balanced disclosure
6. Respect the rights of shareholders
7. Recognise and manage risk
8. Encourage enhanced performance
9. Remunerate fairly and responsibly
10. Recognise the legitimate interests of stakeholders

Within the scope of these Principles, the responsibility of the Board of Directors is further refined to include the following duties:-

• Setting the strategic aims and reviewing and approving corporate strategy
• Selecting, compensating and monitoring, and where necessary, replacing key executives and overseeing succession planning
• Ensuring the Group has the appropriate organisational structure in place to achieve its objectives
• Approval of an overall risk appetite framework for the Group reviewing and approving systems of risk management and internal compliance and control and legal compliance
• Monitoring the effectiveness of corporate governance practices and updating organisational rules and policies in step with industry changes
• Approving and monitoring the progress of major capital expenditure, capital management and acquisitions and divestitures
• Ensuring the integrity of accounting, financial and nonfinancial reporting
• Establishing Values for the Group and approving of Codes of Conduct and Ethics
Statement of Corporate Governance Practices

The Board is committed to engagement with all its stakeholders including its employees, customers, shareholders, and societies in which we serve. The following guide the Board’s approach to stakeholder engagement:

1 **Inclusivity** – We have regard not just to our shareholders but to all groups of stakeholders. This inclusivity takes into account the interdependencies between these groups and all the factors that affect our ability to create value over time. Our organisation is recognised as an integral part of society and therefore, a corporate citizen.

2 **Transparency** – We are committed to sharing information with all our stakeholders as permitted by law and our regulators.

3 **Principles of Responsible Banking** – We are committed to the Principles of Responsible Banking as initiated by the United Nations Environment Program Finance Initiative. This serves to promote responsible banking by encouraging banks to align their operations at the strategic, portfolio and transactional levels with prevailing social and environmental commitments as expressed in the Paris Climate Agreement and UN Sustainable Development Goals (SDG).

4 **Engagement** – We are committed to increased engagement with some or all of these parties on varying scales. Currently we engage with our employees via direct and frequent open communication, our shareholders and investors via annual meetings and the annual report, and our regulators through open discussions and forums.

Provision is made for shareholders to have the opportunity to engage with the Group and participate effectively in Annual and Special Meetings through the provision of proxies.

External Auditors and members of Senior Management and the Board are available at meetings with shareholders to respond to shareholder questions. The Group’s strategies, policies, agreed management performance criteria and business plans are defined and measurable in a manner which is precise and tangible both to the Board and Management. In turn, these performance expectations and business plans are disseminated to each subsidiary. The Group’s affairs are subject to comprehensive assessment against accurate and relevant information, both financial and non-financial as appropriate, obtainable not only from the Group’s internal reporting systems but from external sources as well, so that informed assessment can be made of issues facing the Board.

The Board of Directors complies with the Model Code for Securities Transaction by Insiders of Listed Companies issued by the Trinidad and Tobago Stock Exchange Limited. Strict guidelines are provided by the Group for the occasions when it may be perceived that Directors and Officers have special knowledge, and dealing in the entity’s shares during these occasions is prohibited. The purchase or sale of shares by an insider requires the prior consent of the Corporate Secretary, and transactions are tabled for the information of the Board of Directors. All Directors are routinely reminded of their obligations under the Code for Dealing in the Republic Financial Holdings Limited Group securities.

The Board also has a disclosure policy designed to provide for accurate, timely and balanced disclosure of all material matters concerning the Group.

On September 21, 2020, Republic Financial Holdings Limited became a signatory to the United Nations Environment Programme Finance Initiative’s (UNEPFI) Principles of Responsible Banking. These principles signify the Group’s commitment to the United Nations Sustainable Development Goals and further deepen the Group’s role in serving the societies in which the Group operates.

**COMPOSITION**

The Board shall comprise a maximum of 15 Directors, of which no more than two shall be Executive Directors. The Chairman shall be a Non-Executive Director. There shall be a Senior Non-Executive Director to be known as the Senior Independent Director.

The majority of the Directors shall be independent. It shall be for the Board to review the criteria to be considered in determining whether a Director is independent, both in character and judgement. The Board may take into account any direct or indirect relationship that a Director has within the Group that may be likely to interfere with the exercise of independent, unbiased judgement.

This balance between independent Non-Executive Directors and Executive Directors throughout the Group ensures that the Board as well as other subsidiary boards are able to exercise independent judgement with sufficient management information to enable proper and objective assessment of issues facing the Group.

The Board considers certain core characteristics important in any nominee for Director. They must: (i) be individuals of the highest character and integrity, (ii) demonstrate a breadth and depth of management and/or leadership experience, preferably in a senior leadership role in a large or recognised organisation or governmental entity; (iii) possess financial literacy or other professional or business experience relevant to an understanding of the Group and its business; and (iv) have a demonstrated ability to think and act strategically and independently as well as be able to work constructively in a collegial environment. In identifying nominees for the position of Director, the
Governance and Nomination Committee shall determine whether an individual meets the characteristics approved by the Board, assess any gaps identified in a skills matrix and also consider the current composition of the Board in light of the diverse communities and geographies served by the Group.

In composing the Board, the aim is to include highly qualified and experienced individuals from diverse backgrounds, including, but not limited to, elements of diverse geographic backgrounds, race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical abilities, and religious beliefs.

The Board considers that the quality, skills and experience of its Directors enhance the Board’s effectiveness, and the core set of skills and experience identified effectively provide the Group with appropriate leadership and guidance, necessary to address the risks and opportunities facing the Group.

The Non-Executive Directors on this Board as well as on the subsidiary boards reflect a diverse cross-section of the professional and business community and are highly respected, independent individuals with significant experience in their respective fields. It is also critical that all Directors have sufficient time available to devote to the performance of their board duties.

Non-Executive Directors, including the Chairman, shall not participate in performance-based incentive plans; their remuneration consists solely of cash. Committee Chairmen and Members are paid an additional fee for each Committee on which they serve. Executive Directors are not paid fees in respect of their Board or Committee membership.

The Board of Directors meets at least quarterly, while Special Board Meetings shall be called as the need arises.

INDEPENDENT ADVICE
The Board shall have access to the best possible banking, management and financial advice during its deliberations and, in that regard, the Board has access to the advice of the Group General Counsel/Corporate Secretary, as well as External Counsel. In addition, the Board of Directors may appoint or retain any other professional advisors it considers appropriate.

DELEGATED AUTHORITY
The Board is the principal decision making forum for decisions that impact the Group. The Board of Directors has delegated the responsibility for the operational and day-to-day activities in relation to the Group’s business to the President of Republic Financial Holdings Limited. Explicit authorities and responsibilities of the President are documented and approved by the Board of Directors. Further, formal structures of delegated authority exist for all the operating subsidiary Boards and their Managing Directors. Matters not specifically delegated are reserved to the Board.

The Board of Directors has also delegated authority to the following Board Committees:
- Audit Committee
- Enterprise Risk Committee
- Governance and Nomination Committee

DIRECTOR TENURE
A Non-Executive Director shall retire from the Board after serving for a maximum of 15 years or on becoming 70 years of age whichever first occurs. However, the Board may in its discretion consider the exigencies of a particular situation. An Executive Director shall retire in accordance with the Bank’s usual retirement policy.

AUDIT COMMITTEE
This Committee meets quarterly to review the Group’s financial statements, the system of internal control throughout the Group, management of financial risks, the Group audit process, the Group’s process for monitoring compliance with laws and regulations and its own code of business.

ENTERPRISE RISK COMMITTEE
This Committee is responsible for providing oversight and advice to the Board on risk management in Republic Financial Holdings Limited and its subsidiaries and affiliates. This sub-committee considers and recommends for approval by the Board the Group’s enterprise risk management policy, risk appetite statement, tolerance, limits and mandates taking into account the Group’s capital adequacy and the external risk environment. It has oversight of strategic or material transactions including acquisitions or disposals, focussing on risk and implications for the risk appetite and tolerance of the Group. Four meetings were held this fiscal.

GOVERNANCE AND NOMINATION COMMITTEE
This Committee is responsible for establishing formal and transparent procedures for the selection of Executive and Non-Executive Directors, reviewing the Group’s Management Succession Plan, developing and implementing processes to assess and improve Board and Committee effectiveness, and addressing issues which from time to time may emerge, having implications for the good governance within the Group and meets as the need arises. This Committee is also responsible for reviewing the remuneration, performance and incentive rewards of
Statement of Corporate Governance Practices

Senior Executives to ensure that the remuneration framework is relevant and balanced. Eight meetings were held for the fiscal year.

At this Annual Meeting, Alison Lewis, Gregory I. Thomson and Terrence Farrell retire from the Board by rotation and being eligible, offer themselves for re-election for a term expiring at the close of the third annual meeting following this appointment. For Dr. Farrell, his term will expire at the close of the second Annual Meeting following this appointment.

Mr. Vincent Pereira was appointed a Director and Chairman of Republic Financial Holdings Limited on July 6, 2020, to fill the vacancy created by the retirement of Mr. Ronald F. deC. Harford on December 31, 2019. In accordance with Bylaw No. 1, 4.4.5, Mr. Pereira, having been appointed since the last meeting, retires from the Board and, being eligible, offers himself for re-election for a term expiring at the close of the third Annual Meeting following this appointment.

Mr. Peter Inglefield was appointed a Director on September 20, 2020 to fill the casual vacancy created by the retirement of Mr. William Lucie-Smith on September 19, 2020. In accordance with By-law No. 1, 4.4.5, Mr. Inglefield, having been appointed since the last meeting, retires from the Board and, being eligible, offers himself for re-election for a term expiring at the close of the third Annual Meeting following this appointment.

The Board recommends that all the nominees be re-elected.

DIRECTOR TRAINING AND EVALUATION

The international environment and legislative and regulatory demands remain increasingly complex and challenging causing us to constantly review our systems and make use of technology to ensure that compliance is robust with minimal negative impact on our legitimate customers. In this context, the Group recognises its responsibility to continue to source training programmes for Directors that will enhance Directors’ knowledge and improve effectiveness.

Each new Director participates in an orientation of the Group. This orientation includes presentations by Senior Management on the Group’s strategic plans, its significant financial, accounting and risk management policies and issues, its compliance programs, and other matters of importance to the Group.

Evaluations of the Board continue at a three-year interval. In this fiscal year, the Board received its annual Anti-Money Laundering (AML) training, entitled AML, Anti-corruption Sanctions and FACTA Compliance, conducted by the Florida International Bankers Association (FIBA). The Board also benefitted from insights from regional leaders in Energy, Caribbean Economies and Tourism amidst COVID-19. As customary, the Directors were also exposed to the annual Health and Safety Training in-house.

ENTERPRISE RISK MANAGEMENT

Republic Financial Holdings Limited is committed to maintaining a robust enterprise risk management framework to ensure that it understands and monitors its risk environment and takes proactive measures to manage risk within acceptable levels consistent with its risk appetite.

To this end, Republic Financial Holdings Limited has defined its risk management goals and objectives and supporting principles to effectively embed risk management throughout the Group into its strategic decisions and day-to-day business activities.

The Board has overall accountability for the Group’s enterprise risk profile. They approve and enforce the risk management framework, inclusive of the overall risk appetite and the Group’s philosophy on risk taking.

The Group Chief Risk Officer (CRO) has been appointed with responsibility for ensuring consistent application of the risk management framework across the group and monitoring how effectively risk is being managed. The CRO reports to the Enterprise Risk Committee of the Board.

INTERNAL AUDIT

The Chief Internal Auditor provides an independent review of the Group’s operations and validates that controls are working effectively. Under the leadership of the Chief Internal Auditor, a professional cadre of Internal Auditors conducts periodic audits of all aspects of the Group’s operations. External Auditors have full and free access to the Chairman of the Audit Committee, and meet periodically with the Audit Committee to discuss the audit and findings as to the integrity of the Group’s accounting and financial reporting. Internal Audit provides the Board/Audit Committee with independent assurance on the adequacy of the system of internal controls within the Group.

FINANCIAL REPORTING REQUIREMENTS

The Board of Directors of Republic Financial Holdings Limited is responsible for the preparation and fair presentation of the financial statements and other financial information contained in this Annual Report. The accompanying financial statements have been prepared in conformity with International Financial Reporting Standards and present a true and fair view of the financial affairs of Republic Financial Holdings Limited and the subsidiaries within the Group.
Credit Risk Management Strategy

on a consolidated and individual basis. Where amounts are based on estimates and judgements, these represent the best estimate and judgement of the Directors.

Responsibilities include:-

• establishing and maintaining effective internal controls and procedures for financial reporting;
• safeguarding of assets; and
• prevention and detection of fraud and other irregularities.

The financial information appearing throughout this Annual Report is consistent with that in the financial statements. Directors have a responsibility for ensuring that the Group keeps accounting records which disclose with reasonable accuracy the financial position of the Group.

The Directors have always recognised the importance of the Group maintaining and reinforcing the highest possible standards of conduct in all of its actions, including the preparation and dissemination of statements presenting fairly the financial condition of the Group. In this regard, the Directors have developed and maintained a system of accounting and reporting which provides the necessary internal controls to ensure that transactions are properly authorised and recorded, assets are safeguarded against unauthorised use or disposition and liabilities are recognised. The system is augmented by written policies and procedures, the careful selection and training of qualified staff, the establishment of an organisational structure that provides an appropriate and well-defined division of responsibility, and the communication of policies and guidelines of business conduct throughout the Group.

Signed on behalf of the Board

Vincent Pereira
Chairman

September 30, 2020
Human Resource Development

As an Equal Opportunity Employer, Republic Financial Holdings Limited (RFHL) strives to be the employer of choice in all its markets by offering competitive reward packages, fair and attractive conditions of employment and opportunities for personal and professional development. As at September 30, 2020, the Group employs over 6,216 members of staff across the Caribbean Community (CARICOM) Region, Ghana, Cayman Islands, St. Maarten, Anguilla and British Virgin Islands. This staff complement is supported by a fully-integrated Human Resource Department, comprising the areas of Manpower Planning, Compensation and Benefits, Human Resource Projects, Learning and Talent Development, Human Resource Information Systems and Employee and Industrial Relations.

CULTURAL INTEGRATION
The melting pot of the Caribbean Community (CARICOM) region and Ghana is mirrored in the Group's philosophy of celebrating cultural diversity and leveraging it to create a positive work environment. The following five core values are the pillars of that environment:

- Respect for the Individual
- Professionalism
- Integrity
- Customer Focus
- Results Orientation

As RFHL continues to expand, it provides opportunities for talented employees to move across borders as a means of honing their skills to assume greater responsibilities within the Republic Group.
Corporate Social Responsibility

Republic Bank (Ghana) Limited
STANDING WITH COMMUNITIES WE SERVE
From its inception, the Power to Make A Difference programme has grown steadily as the driving force of how the Republic Group successfully partners with diverse communities in the Caribbean, South America and Ghana. The objectives of the programme are the creation of sustainable development, greater social inclusion and acceptance and the fostering of the inspiration to succeed in present and future generations.

As the Group’s regional footprint continued to grow, so too has our approach to corporate social responsibility. With new markets and communities in the Caribbean welcomed into the Republic family in 2020, it became increasingly apparent how their heartfelt and diverse stories of challenge and triumph would add to and define the Power to Make A Difference programme.

These stories have become part and parcel of a social investment initiative that has continued to serve nations for over a decade. They are further testimonies of the brave spirit within us all, that compels people from different walks of life to continuously work together as the best way of building successful communities.

Emboldened by the opportunities to achieve, and inspired by the work of our partners, the Republic Group stands by the communities it serves. They are the foundation of what the Power to Make A Difference has always been, and will always be based upon.

THE POWER TO UNITE
COVID-19 COMMUNITY CARE INITIATIVES
When the Republic Group launched the latest phase of the Power to Make A Difference for 2019/2020, little did anyone know then of the challenges that awaited in the form of the COVID-19 global pandemic. Affected but undaunted, the Republic Group stayed the course, rallying with governments, communities, and individuals, and returning to the rudiments of the Power to Make A Difference programme namely our primary concern for the wellbeing of others, especially those in the greatest need.

In the face of this New Normal, the Power to Make A Difference programme remained resolute in the focus on supporting partners that promote youth empowerment through education, literacy, the arts and culture, and sport; advocate the rights of the differently able and socially marginalised; assist the vulnerable and at-risk; preserve and protect social, cultural, and physical environments, and augment the sense of urgency in the way of our teams volunteer in the service of others.
The Power to Make A Difference

Guided by the pillars the Power to Care, the Power to Help, the Power to Learn, and the Power to Succeed, the Group further explored new ways of building its social responsibility capacity in an especially trying time. While the pandemic significantly impacted all of the programmes and partners that we have pledged our support to, it did not diminish that ongoing commitment and the decades-old promise to work together to achieve and to persevere.

This is the Power to Unite. With it, the Republic Group joined the fight with various stakeholders to better safeguard the health and wellness of millions.

REGIONAL IMPACT

In Trinidad and Tobago, the Bank made several contributions in support of the COVID-19 relief efforts of organisations like the Living Water Community, the Foundation for the Enhancement and Enrichment of Life (FEEL), the Trinidad and Tobago Medical Association, the Eternal Light Community, the Children’s Authority of Trinidad and Tobago, the Caribbean Respect Campaign and Regionally Community Development Programme (CRCRCDP), and United Way of Trinidad and Tobago.

Going a step further, through close collaboration with Republic Brand Ambassadors, Chennise Charles, Andrew Lewis, Nailah Blackman, Jereem Richards and Khalifa St. Fort, the Bank reached out directly to hundreds of young achievers and their families affected by the pandemic to give that peace of mind that comes from knowing that there are those ready, willing, and able to assist in times of need.

In Trinidad and Tobago, Grenada, Suriname and Guyana, the Bank partnered with respective Health Ministries to provide much needed medical supplies, ventilators, personal protective equipment and testing kits; supplementing nationwide efforts to help treat patients and promote wellbeing.

In the Cayman Islands, meals were provided for senior citizens across the islands as well as for the Sunrise Training Centre for persons with disabilities. Partnership with Literacy is For Everyone (LIFE) created opportunities, through the purchase of more than 1,200 laptops, for schoolchildren in need to expand their online education and learning capacities. The Bank also sponsored a ‘COVID-19 Cayman National Mask Task Competition’ as a fun and creative way to encourage the wider community to create reusable, environmentally-friendly masks and promote safer practices.

In June 2020, the Bank’s partnership with the Organisation of Eastern Caribbean States (OECs) Commission on their ‘OECs Link’ had a positive impact on the lives of thousands in the region as they adjust to the New Normal. The programme featured public discussions on health and wellbeing, education, food security, and social safety nets.

During this time, the Bank partnered with a number of institutions on relief projects that included the donation of a ventilator to the St. Maarten Medical Center Foundation, an institution that serves patients in St. Maarten, Saba, St. Eustatius and other surrounding islands. Additionally, donations were made to the Respiratory Clinic at Gros Islet Polyclinic, the Holy Family Children’s Home, the Villa St. Joseph Home for the Elderly, Vieux Fort Children’s Home and the Comfort Bay Senior Citizens Home in Saint Lucia.

A similar approach was adopted with Our Lady of Guadeloupe Home for Girls, located in Cane End, St. Vincent and the Grenadines, who had suffered substantial loss following a fire and had to relocate. The Republic Bank EC team, in addition to replacing critical household items, also provided laptops so that the girls could continue online learning.

In Anguilla, the Bank partnered with the Red Cross to help supplement a nationwide effort to provide COVID-19 relief, while in St. Kitts and Nevis and Dominica, donations were made through similar relief and charitable organisations to assist hundreds of families.

In Barbados, contributions facilitated the purchase of much needed medical equipment and pharmaceuticals as well as helped support doctors and nurses from Cuba, brought in to assist local medical teams. The Bank also facilitated the provision of banking facilities for the Cuban medical workers.

In Ghana, the Bank undertook a number of community driven and humanitarian projects, including donations to the Ghana COVID-19 Private Sector Fund, the Kumasi South General Hospital, the Ghana Association of Bankers, and the purchase of ventilator machines for the Greater Accra Regional Hospital (Ridge).

Similarly, staff across the entire Ghana branch network made significant donations to health facilities including the Ga East Municipal Hospital, Cape Coast General Hospital, Effia Nkwanta Hospital, Holy Family Hospital, Swedru General Hospital and the Tamale Teaching Hospital. Donations were also made to Tema Polyclinic, Ashaiman Polyclinic and Sefwi Wiaawso Municipal Hospital.

THE POWER TO CARE

The Princess Elizabeth Home for Handicapped Children, a longtime supporter and advocate for the rights of physically and mentally challenged children, has, over the course of six decades, become the
The Power to Make A Difference

standard in differently able care in Trinidad and Tobago. Through partnership with the Bank, the Home will reconfigure an existing building to accommodate a much-needed orthopaedic wing.

In Guyana, long time partnerships with the Step By Step School for Autistic Children and the adolescent mothers of Women Across Differences, continued to strengthen as the Bank maintained support of their respective youth educational and empowerment programmes.

In Grenada, the Bank provided financial support to the Grenada School for the Deaf, ‘Spice Signs’ initiative, which assisted with the production and delivery of 60 online sign language education sessions for hearing impaired students.

Staff at the Melville Branch helped build much-needed bedside feeding tables and large dining tables for the residents of the Richmond Home which provides care for homeless persons.

Similarly, the Bank assisted long-time ally, the Dorothy Hopkin Centre for the Disabled, with a much needed plumbing infrastructure upgrade that included the installation of new surface pipes, faucets and shower mixers. The upgrade also facilitated the proper disposal of water that tended to accumulate around the building during rainfall.

In observance of World Cleanup Day on September 19, 2020, staff across the branch network volunteered to assist the Home with a general cleanup of the premises. This drive included tiling of two staircases leading to the lower level of the Home, making it safer for the physically challenged residents to navigate, sewing of window drapes, cutting overgrown trees and hanging branches, removing debris and broken furniture, cleaning of storage facilities, repacking furniture and equipment, and power washing windows, walls, and eaves.

United by #RockYourSocks, in observance of World Down Syndrome Awareness Day, staff in Grenada purchased and wore t-shirts and the symbolic colourful, mismatched socks to once again raise awareness and support for those with Down Syndrome and their families.

The Bank also maintained its annual commitment to 13 community-based organisations across the nation by providing financial donations to supplement their efforts to help the elderly, sick, at-risk youth, and the socially marginalised.

In Ghana, the Bank made significant contributions to the Ghana Medical Association 60th Anniversary Celebrations, the Ghana Blind Union, the Catholic Organisation for Social and Religious Advancement (COSRA), and the Ghana Heart Foundation.
The Power to Make A Difference

Partnership with the Intercom Programming and Manufacturing Company (IPMC) to deliver food supplies to communities during the partial lockdown provided further agency to the Bank’s efforts to reach out to and provide those in need with the basic requirements to which they might not have access otherwise.

In the Cayman Islands, sponsorship of the Alex Panton Foundation Support Group, a not-for-profit organisation dedicated to raising awareness of mental illnesses affecting children and young adults with a particular focus on anxiety and depression, created avenues for the Bank to support many in need.

THE POWER TO HELP

As the Bank continued to explore ways of empowering young achievers, collaboration with Zebapique Productions, a junior Carnival band that provides opportunities for at-risk youth in Port of Spain, Trinidad, created unique opportunities to promote friendship and goodwill in the community. Their Carnival 2020 presentation, ‘Side by Side We Stand’, was a group project that gave the children and their parents the chance to work together at the Mas camp to make the costumes. With a similar focus on community development, sponsorship of the ‘We Say Y.E.S.’ (Youth Entrepreneurship for Self-Empowerment) Organisation’s programme to improve the outcomes of at-risk youth from Laventille and East Port of Spain empowered young achievers, ages 5 to 16 years old, through holistic development and entrepreneurial training.

Located on Pointe-a-Pierre Road, San Fernando, the Hope Centre, a home for disadvantaged children, is as much an iconic facility as it is a bastion of hope for the community. Working together with the Hope Centre to help preserve the building, through sponsorship of a refurbishment project, helped ensure that the Centre continues to stand out in the community in faithful service to those in need.

Barbados pursued partnerships with Transplant Links, Sick Kids Foundation, Jabez House and the Diabetes Association of Barbados, adding another successful chapter to the team’s ongoing efforts to provide both means and opportunity for those seeking to improve their lives and livelihoods.

In Grenada, united under the title ‘40 Acts of Kindness’, various teams across the branch network volunteered their time, resources, and special skills to support relief programmes across the nation. The Bank also made significant contributions to the Queen Elizabeth Home in aid of their efforts to provide a home school programme, and to the Missionaries of Charity on their ongoing programme to provide food hampers and refuge to the vulnerable and socially marginalised in the nation.

In Ghana, continued sponsorship of the National Partnership for Children’s Trust Awards provided the opportunity to build strong communities and encourage brilliant children in need to aspire through awarded scholarships.

THE POWER TO LEARN

Using the Power to Learn, in Trinidad and Tobago, the Bank maintained its support of the Heroes Foundation’s flagship event, Heroes Convention 7, a groundbreaking youth empowerment initiative designed to encourage young achievers to choose positive life alternatives, through education and holistic learning, as the foundations for their growth and development. Similarly, partnership with the Zum Zum Children’s Museum created another avenue through which young achievers could be empowered to learn more about their culture and consistently enliven their imaginations through creativity.

Partnership with the Caribbean Industrial Research Institute (CARIRI) and the Microsoft Innovation Centre (MIC) created the means to provide many young achievers from secondary schools around the country first-hand education on Coding, Information and Communications Technology (ICT) and Science, Technology, Engineering and Mathematics (STEM) fundamentals.

The Bank also collaborated with PENNAOOL.COM on their Values, Character and Citizenship Education (VCCE) programme to further instil strong ethics in students as caring, responsible citizens in an ever changing, and increasingly interdependent world. In addition to supporting existing ongoing school community projects, such as classroom painting and library refurbishment, the Bank also contributed to the development, digitisation, and promotion of VCCE content in primary schools.

In the Cayman Islands, partnership with the Central Caribbean Marine Institute for the Young Environmental Leadership Course provided students invaluable experience in the dive tourism and environmental/conservation fields, as well as the encouragement to pursue such career paths. Additionally, ongoing contributions to the International College of Cayman Islands (ICCI) helped develop and expand the College’s online classes platform. In further support of youth empowerment through education, the Bank sponsored three local public high school graduations of which 31 students received awards and cash prizes.

In Ghana, the Bank collaborated with the Berase AME Zion School, located within the KEEA District of Cape Coast in the Central Region, to construct a six-classroom block fully furnished with dual desks, refurbished Headmaster’s office, teacher’s common room, toilet facilities, sports changing room and a fully stocked library.
THE POWER TO SUCEED

In Trinidad and Tobago, continued collaboration with Republic Bank Ambassador Andrew Lewis on the Republic Bank Andrew Lewis Sailing Camp provided the opportunity for at least 50 young achievers to benefit from the training this year.

In 2020, Republic Brand Ambassador Andrew Lewis succeeded in his mission to fly the Trinidad and Tobago flag high at the Tokyo Olympics following his sterling performance at the Hempel World Cup Series in January, effectively qualifying him for a spot in the Games. While the Games were later postponed until 2021 because of the COVID-19 pandemic, there is every confidence, as Andrew and his team keep their hopes high and keep training, that he will perform with distinction, making the nation proud at next year’s Olympics Games.

In Grenada, the Bank continued its support of the RightStart Cup Youth Football Tournament, which has, in its run of 16 consecutive years, maintained its status as the premier youth football tournament in the country. Similarly, the Bank continued to promote water safety awareness by staging its 6th Annual National Learn to Swim Week programme, where hundreds of local volunteer swim coaches, at 11 locations throughout Grenada, provided a week of basic water safety tips to close to 1,000 participants from six years old and up.

Through title sponsorship of the Barbados Adventure Race (BAR) Corporate Challenge, a local obstacle course race series set on the country’s east coast, the Bank seized a golden opportunity to build staff morale and camaraderie through fun and engaging physical activities, working alongside partners to encourage fitness and healthier living within corporate Barbados. Restoration work at the St. Ambrose Primary School in Bridgetown gave the School’s play area a new look and the students a little something extra to look forward to when they go back to class.

In the Eastern Caribbean, the Bank broke ground on a new initiative through collaboration with the Organisation of Eastern Caribbean States (OECS) on the Sustainable Development Movement Conference and Business Model Competition. The programme strengthened the business capacity of 30 high-growth potential entrepreneurs, connecting them with investors throughout the region, as they delivered a winning pitch in the ‘Pitch Room’ chaired by ABC’s Shark Tank founder and celebrity, Daymond John.

In a spirit of cultural and community preservation, the Bank stayed the course in its sponsorship of the 12th Annual Republic Bank Mashramani Panorama Steel Band Competition in Guyana, providing musical
The Power to Make A Difference

inspiration and avenues for the empowerment of young achievers. The Bank also maintained sponsorship of the Promenade Gardens for an unprecedented 16 consecutive years.

Another mainstay of the Bank’s investment in providing opportunities to succeed, the Republic Bank University of Guyana Scholarship programme afforded Ms. Kenita Shabiki Roberts, the 2019/2020 recipient, the means to pursue her undergraduate studies in Environmental Sciences at the University of Guyana, Turkeyen Campus.

In the Cayman Islands, the Bank sponsored the Parade of Lights, an annual Christmas event that brought the community together to enjoy the parade of festively lit boats on the Camana Bay Waterfront. In an effort to further stimulate economic activity, the Bank sponsored the ‘Support Local, Shop Local’ campaign which incentivised residents to purchase from local small businesses.

In Ghana, the Bank supported the Komla Dumor Foundation in celebration of Komla Dumor, the late journalist who worked for the BBC World News and was the main presenter of its programme ‘Focus on Africa’. The Komla Dumor Foundation and its endowment fund, aim to sustain Mr. Dumor’s legacy in international broadcasting and encourage others to follow suit.

WORKING TOWARD A BRIGHTER TOMORROW

Despite the challenges presented by the pandemic, across all the markets we serve, at every level, that True Blue spirit continued to define the Power to Make A Difference. Even as the Group partnered with various organisations to help those in need, at the branch level, many teams rallied together to help even more members within their communities. Their efforts helped consolidate a wider push to work together to get as many back on their feet as completely and quickly as possible.

Looking at an unsure future, the Republic Group is assured of one thing. Whether we engage the community through new products and services, expand the value that we bring to stakeholders, or redefine the roles we play in building stronger communities, we will continue to work with our partners and stakeholders to safeguard lives and wellbeing and promote sustainable development. The Power to Make A Difference is our commitment to stand up for the people we serve and stand beside them in creating a brighter tomorrow – now more than ever.
## Consolidated Statement of Financial Position

As at September 30, 2020. Expressed in thousands of United States dollars (US$’000)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash on hand</td>
<td>335,642</td>
<td>260,106</td>
</tr>
<tr>
<td>Statutory deposits with Central Banks</td>
<td>1,314,938</td>
<td>1,074,629</td>
</tr>
<tr>
<td>Due from banks</td>
<td>1,791,757</td>
<td>1,306,147</td>
</tr>
<tr>
<td>Treasury Bills</td>
<td>583,462</td>
<td>490,188</td>
</tr>
<tr>
<td>Advances</td>
<td>7,954,895</td>
<td>6,660,912</td>
</tr>
<tr>
<td>Investment securities</td>
<td>2,617,149</td>
<td>2,473,928</td>
</tr>
<tr>
<td>Investment interest receivable</td>
<td>27,697</td>
<td>28,988</td>
</tr>
<tr>
<td>Investment in associated companies</td>
<td>8,503</td>
<td>7,850</td>
</tr>
<tr>
<td>Premises and equipment</td>
<td>463,703</td>
<td>429,021</td>
</tr>
<tr>
<td>Right of use asset</td>
<td>89,975</td>
<td>-</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>182,591</td>
<td>130,280</td>
</tr>
<tr>
<td>Pension assets</td>
<td>67,844</td>
<td>94,074</td>
</tr>
<tr>
<td>Deferred tax assets</td>
<td>37,898</td>
<td>26,923</td>
</tr>
<tr>
<td>Taxation recoverable</td>
<td>8,489</td>
<td>8,659</td>
</tr>
<tr>
<td>Other assets</td>
<td>78,435</td>
<td>65,006</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>15,562,978</td>
<td>13,056,711</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Due to banks</td>
<td>120,471</td>
<td>208,374</td>
</tr>
<tr>
<td>Customers' current, savings and deposit accounts</td>
<td>12,215,448</td>
<td>9,704,506</td>
</tr>
<tr>
<td>Other fund raising instruments</td>
<td>820,718</td>
<td>826,245</td>
</tr>
<tr>
<td>Debt securities in issue</td>
<td>302,134</td>
<td>316,743</td>
</tr>
<tr>
<td>Lease liability</td>
<td>88,566</td>
<td>-</td>
</tr>
<tr>
<td>Pension liability</td>
<td>6,365</td>
<td>8,487</td>
</tr>
<tr>
<td>Provision for post-retirement medical benefits</td>
<td>9,929</td>
<td>10,260</td>
</tr>
<tr>
<td>Taxation payable</td>
<td>14,205</td>
<td>28,361</td>
</tr>
<tr>
<td>Deferred tax liabilities</td>
<td>31,217</td>
<td>38,528</td>
</tr>
<tr>
<td>Accrued interest payable</td>
<td>16,257</td>
<td>17,458</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>244,837</td>
<td>221,442</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>13,870,147</td>
<td>11,380,404</td>
</tr>
</tbody>
</table>
## Consolidated Statement of Financial Position

As at September 30, 2020. Expressed in thousands of United States dollars (USS’000)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stated capital</td>
<td>128,668</td>
<td>119,855</td>
</tr>
<tr>
<td>Statutory reserves</td>
<td>230,566</td>
<td>201,015</td>
</tr>
<tr>
<td>Other reserves</td>
<td>(37,359)</td>
<td>2,258</td>
</tr>
<tr>
<td>Retained earnings</td>
<td>1,217,351</td>
<td>1,209,452</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>1,692,831</td>
<td>1,676,307</td>
</tr>
<tr>
<td>Attributable to equity holders of the parent</td>
<td>1,539,226</td>
<td>1,532,580</td>
</tr>
<tr>
<td>Non-controlling interest</td>
<td>153,605</td>
<td>143,727</td>
</tr>
<tr>
<td><strong>Total Liabilities and Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>15,562,978</td>
<td>13,056,711</td>
</tr>
</tbody>
</table>

These consolidated financial statements were approved by the Board of Directors on November 6, 2020 and signed on its behalf by:

**VINCENT PEREIRA**  
Chairman

**NIGEL M. BAPTISTE**  
President

**PETER INGLEFIELD**  
Director

**KIMBERLY ERIAH-ALI**  
Corporate Secretary
## Consolidated Statement of Income

For the year ended September 30, 2020. Expressed in thousands of United States dollars (US$’000) except where otherwise stated

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest income</td>
<td>719,490</td>
<td>661,033</td>
</tr>
<tr>
<td>Interest expense</td>
<td>(123,253)</td>
<td>(91,750)</td>
</tr>
<tr>
<td><strong>Net interest income</strong></td>
<td>596,237</td>
<td>569,283</td>
</tr>
<tr>
<td>Other income</td>
<td>254,504</td>
<td>301,156</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>850,741</td>
<td>870,439</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>(540,781)</td>
<td>(439,056)</td>
</tr>
<tr>
<td>Share of profits of associated companies</td>
<td>733</td>
<td>893</td>
</tr>
<tr>
<td><strong>Operating profit</strong></td>
<td>310,693</td>
<td>432,276</td>
</tr>
<tr>
<td>Credit loss expense on financial assets</td>
<td>(92,708)</td>
<td>(33,757)</td>
</tr>
<tr>
<td><strong>Net profit before taxation</strong></td>
<td>217,985</td>
<td>398,519</td>
</tr>
<tr>
<td>Taxation expense</td>
<td>(68,283)</td>
<td>(142,463)</td>
</tr>
<tr>
<td><strong>Net profit after taxation</strong></td>
<td>149,702</td>
<td>256,056</td>
</tr>
</tbody>
</table>

**Attributable to:**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity holders of the parent</td>
<td>134,928</td>
<td>235,978</td>
</tr>
<tr>
<td>Non-controlling interest</td>
<td>14,776</td>
<td>20,078</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>149,704</td>
<td>256,056</td>
</tr>
</tbody>
</table>

**Earnings per share ($)**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic</td>
<td>0.83</td>
<td>1.46</td>
</tr>
<tr>
<td>Diluted</td>
<td>0.83</td>
<td>1.45</td>
</tr>
</tbody>
</table>

**Weighted average number of shares (’000)**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic</td>
<td>162,443</td>
<td>162,156</td>
</tr>
<tr>
<td>Diluted</td>
<td>163,107</td>
<td>162,430</td>
</tr>
</tbody>
</table>
## Consolidated Statement of Comprehensive Income

For the year ended September 30, 2020. Expressed in thousands of United States dollars (US$'000)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net profit after taxation</strong></td>
<td>149,704</td>
<td>256,056</td>
</tr>
<tr>
<td><strong>Other comprehensive income:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other comprehensive loss (net of tax) that will be reclassified to the income statement in subsequent periods:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Translation adjustments</td>
<td>(31,586)</td>
<td>(8,161)</td>
</tr>
<tr>
<td><strong>Total items that will be reclassified to the consolidated statement of income in subsequent periods</strong></td>
<td>(31,586)</td>
<td>(8,160)</td>
</tr>
<tr>
<td>Other comprehensive loss (net of tax) that will not be reclassified to the income statement in subsequent periods:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Re-measurement losses on defined benefit plans</td>
<td>(14,783)</td>
<td>(12,072)</td>
</tr>
<tr>
<td>Income tax related to above</td>
<td>5,091</td>
<td>(875)</td>
</tr>
<tr>
<td><strong>Total items that will not be reclassified to the consolidated statement of income in subsequent periods</strong></td>
<td>(9,692)</td>
<td>(12,947)</td>
</tr>
<tr>
<td><strong>Other comprehensive loss for the year, net of tax</strong></td>
<td>(41,278)</td>
<td>(21,107)</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year, net of tax</strong></td>
<td>108,426</td>
<td>234,949</td>
</tr>
</tbody>
</table>

**Attributable to:**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity holders of the parent</td>
<td>96,550</td>
<td>216,580</td>
</tr>
<tr>
<td>Non-controlling interests</td>
<td>11,876</td>
<td>18,369</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year, net of tax</strong></td>
<td>108,426</td>
<td>235,949</td>
</tr>
</tbody>
</table>
# Consolidated Statement of Changes in Equity

For the year ended September 30, 2020. Expressed in thousands of United States dollars (US$'000)

<table>
<thead>
<tr>
<th></th>
<th>Stated capital</th>
<th>Statutory reserves</th>
<th>Other reserves (Note 17)</th>
<th>Retained earnings</th>
<th>Total equity attributable to equity holders of the parent</th>
<th>Non-controlling interest</th>
<th>Total equity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at September 30, 2018</strong></td>
<td>117,920</td>
<td>190,644</td>
<td>(6,806)</td>
<td>1,114,327</td>
<td>1,416,086</td>
<td>90,979</td>
<td>1,507,064</td>
</tr>
<tr>
<td><strong>Total comprehensive</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income for the year</td>
<td>–</td>
<td>–</td>
<td>(6,451)</td>
<td>223,031</td>
<td>216,580</td>
<td>18,369</td>
<td>234,949</td>
</tr>
<tr>
<td>Issue of shares</td>
<td>1,557</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>1,557</td>
<td>–</td>
<td>1,557</td>
</tr>
<tr>
<td>Share-based payment</td>
<td>378</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>378</td>
<td>–</td>
<td>378</td>
</tr>
<tr>
<td>Shares purchased for</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>profit sharing scheme</td>
<td>–</td>
<td>–</td>
<td>(6,959)</td>
<td>–</td>
<td>(6,959)</td>
<td>–</td>
<td>(6,959)</td>
</tr>
<tr>
<td>Allocation of shares</td>
<td>–</td>
<td>–</td>
<td>8,828</td>
<td>–</td>
<td>8,828</td>
<td>–</td>
<td>8,828</td>
</tr>
<tr>
<td>Transfer to other reserves</td>
<td>–</td>
<td>–</td>
<td>13,646</td>
<td>(13,646)</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Transfer to statutory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>reserves</td>
<td>–</td>
<td>10,371</td>
<td>–</td>
<td>(10,371)</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Share of changes in equity</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>99</td>
<td>99</td>
</tr>
<tr>
<td>Acquisition of non-controlling interests</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>38,508</td>
<td>38,508</td>
</tr>
<tr>
<td>Dividends</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(106,751)</td>
<td>(106,751)</td>
<td>–</td>
<td>(106,751)</td>
</tr>
<tr>
<td>Dividends paid to non-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>controlling interests</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(4,228)</td>
<td>(4,228)</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>2,862</td>
<td>2,862</td>
<td>–</td>
<td>2,862</td>
</tr>
<tr>
<td><strong>Balance at September 30, 2019</strong></td>
<td>119,855</td>
<td>201,015</td>
<td>2,258</td>
<td>1,209,452</td>
<td>1,532,580</td>
<td>143,727</td>
<td>1,676,307</td>
</tr>
</tbody>
</table>
Consolidated Statement of Changes in Equity
For the year ended September 30, 2020. Expressed in thousands of United States dollars (US$'000)

<table>
<thead>
<tr>
<th></th>
<th>Stated capital</th>
<th>Statutory reserves</th>
<th>Other reserves (Note 17)</th>
<th>Retained earnings</th>
<th>Total equity attributable to equity holders of the parent</th>
<th>Non-controlling interest</th>
<th>Total equity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at September 30, 2019</strong></td>
<td>119,855</td>
<td>201,015</td>
<td>2,258</td>
<td>1,209,452</td>
<td>1,532,580</td>
<td>143,727</td>
<td>1,676,307</td>
</tr>
<tr>
<td>Total comprehensive income for the year</td>
<td>–</td>
<td>–</td>
<td>(28,688)</td>
<td>125,238</td>
<td>96,550</td>
<td>11,876</td>
<td>108,425</td>
</tr>
<tr>
<td>Issue of shares</td>
<td>7,538</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>7,539</td>
<td>–</td>
<td>7,539</td>
</tr>
<tr>
<td>Share-based payment</td>
<td>1,275</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>1,275</td>
<td>–</td>
<td>1,275</td>
</tr>
<tr>
<td>Shares purchased for profit sharing scheme</td>
<td>–</td>
<td>–</td>
<td>(13,742)</td>
<td>–</td>
<td>(13,742)</td>
<td>–</td>
<td>(13,742)</td>
</tr>
<tr>
<td>Allocation of shares</td>
<td>–</td>
<td>–</td>
<td>8,039</td>
<td>–</td>
<td>8,038</td>
<td>–</td>
<td>8,038</td>
</tr>
<tr>
<td>Transfer from general contingency reserve</td>
<td>–</td>
<td>–</td>
<td>(5,226)</td>
<td>5,226</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Transfer to statutory reserves</td>
<td>–</td>
<td>29,551</td>
<td>–</td>
<td>(29,551)</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Non-controlling interests’ share of rights issue</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>2,911</td>
<td>–</td>
<td>2,911</td>
</tr>
<tr>
<td>Share of changes in equity</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(95)</td>
<td>(95)</td>
</tr>
<tr>
<td>Dividends</td>
<td>–</td>
<td>–</td>
<td>(93,486)</td>
<td>(93,486)</td>
<td>–</td>
<td>(93,486)</td>
<td>–</td>
</tr>
<tr>
<td>Dividends paid to non-controlling interests</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(4,814)</td>
<td>(4,814)</td>
<td>–</td>
</tr>
<tr>
<td>Other</td>
<td>–</td>
<td>–</td>
<td>472</td>
<td>472</td>
<td>–</td>
<td>–</td>
<td>472</td>
</tr>
<tr>
<td><strong>Balance at September 30, 2020</strong></td>
<td>128,668</td>
<td>230,566</td>
<td>(37,359)</td>
<td>1,217,351</td>
<td>1,539,226</td>
<td>153,605</td>
<td>1,692,831</td>
</tr>
</tbody>
</table>
## Consolidated Statement of Cash Flows

For the year ended September 30, 2020. Expressed in thousands of United States dollars (US$’000)

<table>
<thead>
<tr>
<th>Operating activities</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net profit before taxation</td>
<td>217,987</td>
<td>398,519</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>49,726</td>
<td>31,988</td>
</tr>
<tr>
<td>Credit loss expense on financial assets</td>
<td>92,707</td>
<td>33,756</td>
</tr>
<tr>
<td>Investment securities impairment expense</td>
<td>21,397</td>
<td>–</td>
</tr>
<tr>
<td>Goodwill Impairment Expense</td>
<td>87</td>
<td>480</td>
</tr>
<tr>
<td>Amortisation of intangibles</td>
<td>5,490</td>
<td>1,836</td>
</tr>
<tr>
<td>Translation difference</td>
<td>44,635</td>
<td>14,010</td>
</tr>
<tr>
<td>Loss/(Gain) on sale of premises and equipment</td>
<td>595</td>
<td>716</td>
</tr>
<tr>
<td>Realised gain on investment securities</td>
<td>42</td>
<td>(2,266)</td>
</tr>
<tr>
<td>Share of net profit of associated companies</td>
<td>(733)</td>
<td>(893)</td>
</tr>
<tr>
<td>Stock option expense</td>
<td>1,275</td>
<td>378</td>
</tr>
<tr>
<td>(Decrease)/increase in employee benefits</td>
<td>9,039</td>
<td>(53,894)</td>
</tr>
<tr>
<td>Increase in advances</td>
<td>(149,191)</td>
<td>(333,112)</td>
</tr>
<tr>
<td>Increase in customers' deposits and other fund raising instruments</td>
<td>670,937</td>
<td>485,833</td>
</tr>
<tr>
<td>Increase in statutory deposits with Central Banks</td>
<td>(103,826)</td>
<td>(76,382)</td>
</tr>
<tr>
<td>Decrease/(increase) in other assets and investment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest receivable</td>
<td>23,888</td>
<td>(535)</td>
</tr>
<tr>
<td>(Decrease)/increase in other liabilities and accrued interest payable</td>
<td>(8,781)</td>
<td>10,189</td>
</tr>
<tr>
<td>Taxes paid, net of refund</td>
<td>(91,108)</td>
<td>(92,719)</td>
</tr>
</tbody>
</table>

### Cash provided by operating activities

| 784,166 | 417,904 |

### Investing activities

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of investment securities</td>
<td>(2,495,637)</td>
</tr>
<tr>
<td>Redemption of investment securities</td>
<td>2,334,732</td>
</tr>
<tr>
<td>Acquisition of a subsidiary, net of cash acquired</td>
<td>633,388</td>
</tr>
<tr>
<td>Non-controlling interests' share of rights issue</td>
<td>2,911</td>
</tr>
<tr>
<td>Dividends from associated companies</td>
<td>–</td>
</tr>
<tr>
<td>Additions to premises and equipment</td>
<td>(63,437)</td>
</tr>
<tr>
<td>Proceeds from sale of premises and equipment</td>
<td>1,238</td>
</tr>
</tbody>
</table>

### Cash used in investing activities

| 413,195   | (29,769) |

---

Financial Statements
Consolidated Statement of Cash Flows
For the year ended September 30, 2020. Expressed in thousands of United States dollars (US$'000)

<table>
<thead>
<tr>
<th>Financing activities</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Decrease)/increase in balances due to other banks</td>
<td>(348,693)</td>
<td>181,388</td>
</tr>
<tr>
<td>(Repayment)/issuance of debt securities</td>
<td>(14,609)</td>
<td>272,881</td>
</tr>
<tr>
<td>Repayment of principal portion of lease liabilities</td>
<td>(10,021)</td>
<td>–</td>
</tr>
<tr>
<td>Proceeds from share issue</td>
<td>7,538</td>
<td>1,557</td>
</tr>
<tr>
<td>Shares purchased for profit sharing scheme</td>
<td>(13,742)</td>
<td>(6,959)</td>
</tr>
<tr>
<td>Allocation of shares to profit sharing plan</td>
<td>8,039</td>
<td>8,828</td>
</tr>
<tr>
<td>Dividends paid to shareholders of the parent</td>
<td>(93,486)</td>
<td>(106,751)</td>
</tr>
<tr>
<td>Dividends paid to non-controlling shareholders of the subsidiaries</td>
<td>(4,813)</td>
<td>(4,228)</td>
</tr>
<tr>
<td></td>
<td><strong>Cash used in financing activities</strong></td>
<td>(469,787)</td>
</tr>
<tr>
<td>Net decrease in cash and cash equivalents</td>
<td>727,574</td>
<td>734,851</td>
</tr>
<tr>
<td>Net foreign exchange difference</td>
<td>(65,662)</td>
<td>(3,252)</td>
</tr>
<tr>
<td>Cash and cash equivalents at beginning of year</td>
<td>1,900,054</td>
<td>1,168,455</td>
</tr>
<tr>
<td></td>
<td><strong>Cash and cash equivalents at end of year</strong></td>
<td>2,561,966</td>
</tr>
<tr>
<td>Cash and cash equivalents at end of year are represented by:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash on hand</td>
<td>335,642</td>
<td>260,106</td>
</tr>
<tr>
<td>Due from banks</td>
<td>1,791,757</td>
<td>1,306,147</td>
</tr>
<tr>
<td>Treasury bills – original maturities of three months or less</td>
<td>389,167</td>
<td>283,707</td>
</tr>
<tr>
<td>Bankers’ acceptances – original maturities of three months or less</td>
<td>45,400</td>
<td>50,094</td>
</tr>
<tr>
<td></td>
<td><strong>Supplemental information</strong></td>
<td></td>
</tr>
<tr>
<td>Interest received during the year</td>
<td>679,473</td>
<td>653,341</td>
</tr>
<tr>
<td>Interest paid during the year</td>
<td>(124,454)</td>
<td>(87,279)</td>
</tr>
<tr>
<td>Dividends received</td>
<td>112</td>
<td>108</td>
</tr>
</tbody>
</table>
## Consolidated Financial Summary

All figures are in millions of United States dollars (US$ Millions) except where otherwise stated.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total assets</td>
<td>7,425</td>
<td>8,179</td>
<td>9,128</td>
<td>9,431</td>
<td>9,935</td>
<td>10,008</td>
<td>10,291</td>
<td>10,548</td>
<td>13,095</td>
<td>15,563</td>
</tr>
<tr>
<td>Deposits</td>
<td>5,208</td>
<td>5,876</td>
<td>6,670</td>
<td>6,953</td>
<td>7,483</td>
<td>7,429</td>
<td>7,545</td>
<td>7,882</td>
<td>9,733</td>
<td>12,215</td>
</tr>
<tr>
<td>Advances</td>
<td>3,444</td>
<td>3,694</td>
<td>3,998</td>
<td>4,304</td>
<td>4,969</td>
<td>5,133</td>
<td>5,287</td>
<td>5,472</td>
<td>6,681</td>
<td>7,955</td>
</tr>
<tr>
<td>Equity</td>
<td>1,213</td>
<td>1,348</td>
<td>1,349</td>
<td>1,389</td>
<td>1,417</td>
<td>1,428</td>
<td>1,519</td>
<td>1,51</td>
<td>1,681</td>
<td>1,693</td>
</tr>
<tr>
<td>Profit after taxation</td>
<td>177</td>
<td>184</td>
<td>187</td>
<td>195</td>
<td>186</td>
<td>141</td>
<td>197</td>
<td>209</td>
<td>257</td>
<td>150</td>
</tr>
<tr>
<td>Dividends based on results</td>
<td>101</td>
<td>108</td>
<td>108</td>
<td>109</td>
<td>106</td>
<td>106</td>
<td>107</td>
<td>107</td>
<td>110</td>
<td>66</td>
</tr>
<tr>
<td>Earnings per share (TT$)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Basic</td>
<td>7.06</td>
<td>7.27</td>
<td>7.18</td>
<td>7.42</td>
<td>7.59</td>
<td>5.87</td>
<td>7.75</td>
<td>8.17</td>
<td>9.75</td>
<td>5.57</td>
</tr>
<tr>
<td>Efficiency (%)</td>
<td>46.7</td>
<td>49.7</td>
<td>53.7</td>
<td>55.0</td>
<td>54.5</td>
<td>58.4</td>
<td>58.4</td>
<td>55.2</td>
<td>54.3</td>
<td>63.5</td>
</tr>
<tr>
<td>Return on assets (%)</td>
<td>2.52</td>
<td>2.48</td>
<td>2.16</td>
<td>2.10</td>
<td>1.97</td>
<td>1.42</td>
<td>1.94</td>
<td>2.00</td>
<td>2.17</td>
<td>1.05</td>
</tr>
<tr>
<td>Capital adequacy ratio (%)</td>
<td>30.63</td>
<td>30.69</td>
<td>27.60</td>
<td>25.77</td>
<td>21.72</td>
<td>21.18</td>
<td>20.13</td>
<td>18.06</td>
<td>21.45</td>
<td>12.69</td>
</tr>
</tbody>
</table>
Graphs

Assets (US$Million)

Return on Assets (%)

Financial Statements
### Graphs

#### Profit After Tax (US$Million)

- **2020**: 160
- **2019**: 257
- **2018**: 209
- **2017**: 197
- **2016**: 141
- **2015**: 186
- **2014**: 195
- **2013**: 181
- **2012**: 184
- **2011**: 177

#### Earnings Per Share (TT$)

- **2020**: 5.57
- **2019**: 9.75
- **2018**: 8.17
- **2017**: 7.75
- **2016**: 5.87
- **2015**: 7.59
- **2014**: 7.42
- **2013**: 7.18
- **2012**: 7.27
- **2011**: 7.06
Graphs

**Efficiency Ratio (%)**

- 2020: 63.50%
- 2019: 54.33%
- 2018: 55.24%
- 2017: 58.35%
- 2016: 58.45%
- 2015: 54.52%
- 2014: 55.02%
- 2013: 55.73%
- 2012: 48.70%
- 2011: 46.65%

**Return on Equity (%)**

- 2020: 8.78%
- 2019: 13.80%
- 2018: 13.31%
- 2017: 10.49%
- 2016: 14.09%
- 2015: 14.33%
- 2014: 14.33%
- 2013: 15.48%
- 2012: 16.17%
- 2011: 16.17%