

Roger Thomson

AREAS OF EXPERTISE

Risk Management	Global Banking	Leadership
Governance and Compliance	Coaching and Mentoring	Strategy
Financial Reporting	Emerging Markets	Improvement
Capital Markets	Business Process	Transformation

BOARD LEVEL CONTRIBUTIONS

Boy Scouts of America (BSA), Transatlantic Council (EMEA), Independent Member of the Budget and Audit Committees of the Board	2019 – Present
Boy Scouts of America, Troop 301, Surrey, Committee Chairperson and Member	2011 – Present
@PLAN (APLN Nasdaq), Board Member and Audit Committee Member	1998 - 2002

CAREER HIGHLIGHTS

HSBC Bank Plc, Managing Director, Global Head of Capital Markets Business Development	2016 – 2020
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Held a position within the newly organised unit of Global Banking

- Senior member of the Capital Markets division within Global Banking (GB), supporting the implementation of renewed GB business model
- Responsible for the design, transformation and execution of the business model (in partnership with the senior management team), overseeing headcount reviews, identification, redundancy actions, role descriptions and accountabilities
- Responsible for delivering elements of new GB financing product model, including multiple in-depth business reviews to identify efficiencies and restructuring opportunities

HSBC Bank Plc, Global Banking's Brexit Programme, Lead	2017 – 2019
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Led the design, transformation and execution of Global Banking's Brexit programme

- Oversaw the readiness of the GB products in Germany and France as well as other products in 8 other European branch locations, including FTE resource requirements
- Responsible for driving GB readiness, including leading regular Brexit workshops with all relevant parties across the bank, and representing the division at the HSBC Brexit global steering committee
- Responsible for ensuring the successful migration of HSBC GB clients from HSBC UK to other European locations, managed all divisional budgeting

HSBC Bank Plc, Managing Director, Global Chief Operating Officer, Capital Financing	2013 – 2016
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Held responsibility for the newly established business unit within HSBC's Global Banking and Markets with responsibility for all financing and advisory product origination

- Oversaw annual global gross revenue in excess of \$5 billion across 22 countries with approximately 1,000 FTE
- Tasked with leading, directing, transforming and driving the business forward, delivering and effective global execution strategy by partnering with the relevant stakeholders

- Ensured that effective governance structures were in place to ensure full accountability and adherence with regulatory bodies
- Provided strategic input to the capital financing strategy and direction, supporting the CEO of the division

HSBC Bank, Managing Director, Head of EMEA Debt Capital Markets (DCM)

2005 – 2013

Appointed to the role, overseeing the 140-origination staff in 9 countries, including the DCM transaction management and financing solutions teams

- Improved league table and market share rankings
- Responsible for global financial institutions coverage, and the financing solutions team
- Drove a coherent and aligned strategy, achieving business objectives

FURTHER CAREER CHRONOLOGY

HSBC Securities (USA) Inc. NYC, Managing Director, Head of US DCM Origination

2003 – 2005

Credit Suisse-First Boston, NYC, Managing Director, DCM Origination - Financial Institutions

2000 – 2003

Donaldson, Lufkin & Jenrette, NYC, Managing Director, DCM Origination - Financial Institutions

1994 – 2000

Lehman Brothers Inc, NYC, Senior Vice President, Capital Markets Origination

1986 – 1994

Merrill Lynch Money Markets, Inc. NYC, Vice Present, MTN and Money Market Origination

1981 – 1986

EDUCATION & FURTHER INFORMATION

FINRA (US) and FCA (UK), Registered

Northwestern University, Master of Arts in Political Science

1979

Northwestern University, Bachelor of Arts in Political Science

1977