

Living Our Principles

OWN IT

August 2024

Ben Pott, International Head of Public Policy and Government Affairs: Thank you very much for inviting me along.

Ryan Clark, Senior Vice President, Sourcing: Do I do I seem do I seem awkward?

Sudish Panicker, Global Head of Accounting, Operations: We'll try to remember what we said and exactly say the same thing.

Morgan Bass Roper, Director of Belonging & Inclusion: Own It is probably my favorite principle because that is something that's so important to me as an individual.

Ryan Clark: I think it's, you know, foundational in terms of what we do here at the bank.

Tiffany Eng, Deputy Treasurer, Corporate Treasury: It's an important personal mindset.

Ben Pott: It's easy to sit back and let someone else take the lead, but owning it really is something where you need to lean in, where you really need to become proactive.

Sehaj Budhiraja, Senior Associate, Corporate Treasury: It kinds of gives you an empowering feeling within you where you actually want to just not do the task at hand. You want to understand the in and out of that task.

Alejandro Perez, Chief Administrative Officer: It's not just the successes and the wins, but also ownerships of the problems in the mistakes, right? Owning them is important because it's what help us understand what went wrong, what can we learn, and then most importantly, how can we do better in the future.

Sudish Panicker: If you are in front of a customer, you are the face of the bank to the customer. The customer may not care about who does what within the bank, but you are the one who can influence them and meet their needs.

Pawan Panjwani, Head of Engineering, India: If we own this right, then we we kind of own the fruitful consequences of it.

Alejandro Perez: I treat our workspace like if it was almost my house and I want to make sure that it's in excellent shape for my guests, for my family, for my friends. And to me, that's part of that ownership. I don't leave it up to others.

Tiffany Eng: We don't stop. You're owning it to the end and you're seeing something to completion, and that can mean that it's a roller coaster along the way, but you're making sure that you get to that end point That's me.

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