



**Anneke Lund**  
Executive, Sustainable Finance



**Q** *What does your current role entail, and tell us about your journey to this position?*

**A** I am part of the Sustainable Finance team, with the responsibility of driving the right behaviour across our client portfolio and within the bank, as it relates to positive environmental and social impact. I was fortunate to form part of the team responsible for concluding the first sustainability linked loan in Africa and my interest in this space was confirmed through this transaction.

I joined Standard Bank on the graduate programme and before joining Sustainable Finance in 2021, I spent time in Finance, Credit and Debt Solutions in Investment Banking.

**Q** *Did you have a mentor at any point in your career? If so, what did you learn from them?*

**A** Yes I have, and I learnt that key was to self-discover and really understand my strengths and weaknesses in more detail and how this could impact my colleagues and my work. It is an art to understand how the differences in us all can be combined to pull the greatest parts together.

**Q** *What is the biggest / most complex transaction you have worked on so far in your career?*

**A** There have been many, but the common theme in these deals has been multiple parties involved in the process and getting all aligned at the same time, whilst always focusing on the best solution for the client. Other challenges include attempting to predict all the possible scenarios in a deal which can really confuse things sometimes. Therefore, keeping things simple is always better.

**Q** *Which deal challenged you the most and why?*

**A** Today, it wouldn't seem like such a big challenge but at that point in my career, I was on an upskilling pathway and learning new things, so everything seemed quite challenging. I had joined a new team and it was time to step up to the plate. Leading on my first deal was exciting and daunting at the same time, but I grabbed the opportunity to absorb the experience.

**Q** *What hurdles (if any), have you had to overcome in an industry that has traditionally been male-dominated?*

**A** I have not found this to be an obvious hurdle. I acknowledge the male dominance in Investment Banking but find that seeing everybody as equal voids this imbalance.

**Q** *What are three words you would use to describe yourself?*

**A** Seeking, energetic and balanced.

**Q** *What are three words your colleagues would use to describe you? Would you agree with them?*

**A** Hard, helpful and competitive. Yes, I can see how these attributes are visible in my way of working. Sometimes the hardness is a function of pressure at work.

**Q** *What qualities would you say are essential for a woman to thrive in the investment banking industry?*

**A** Believing that we are all equal as well as kindness and appreciation of the differences in one another.

**Q** *What would you say to another woman who was thinking of changing fields because the industry is so male-dominated?*

**A** Seek things from different angles, you will find a path that works for you. If you exit because you are too scared or feel too angry, what are you doing to change things? 