

SUMMARY OF THE POLICY ON THE SELECTION / SUITABILITY OF CANDIDATES FOR THE MANAGEMENT BODY

1. Purpose of the Policy

The Policy establishes the framework, principles, and criteria applicable to the process of selection, assessment of suitability, and nomination of candidates for positions within the Bank's Management Body (Board of Directors and Executive Committee). The Policy aims to ensure a transparent, professional, and non-discriminatory process, in accordance with the applicable legislation, corporate governance standards, and the Bank's risk profile.

2. General Principles

The selection of candidates is based on the following principles:

- **Proportionality** – the criteria are adapted to the specific role and the Bank's risk profile.
- **Transparency and professional rigor** – the process is documented, monitored, and approved according to internal responsibilities.
- **Non-discrimination** – the selection is performed without discrimination based on gender, age, ethnicity, religious orientation, disability, or any other criterion prohibited by law.
- **Competitiveness and merit** – the most suitable candidates are selected, possessing the necessary skills, experience, and behaviour.

3. General Criteria for Candidate Selection

3.1 Reputation, integrity, and honesty

Candidates must demonstrate:

- impeccable professional and personal reputation;
- behaviour aligned with prudent and sound practices in professional activities;
- absence of relevant criminal convictions, investigations for corruption, fraud, financial crimes, forgery, etc.;
- absence of significant administrative sanctions;
- transparency and cooperation with authorities.

3.2 Absence of Conflicts of Interest

Candidates must not be in actual or potential conflict of interest situations with the Bank. Any identified conflicts must be declared, documented, and managed in accordance with internal policies.

3.3 Knowledge, Skills, and Professional Experience

Candidates must possess:

- relevant and sufficient professional experience for the targeted position;
- understanding of banking activities, the regulatory framework, and associated risks;
- decision-making, analytical, leadership, and communication abilities;
- the integrity required to perform high-level responsibilities.

Minimum Requirements for Members of the Management Body

- 7 years of experience in the financial-banking sector within the last 12 years.
 - For the Chief Executive Officer: at least 6 years in managerial positions.
 - For Deputy Chief Executive Officers and non-executive Board members: at least 5 years in managerial positions.

Relevant experience may also be considered in areas such as IT, legal, audit, accounting, taxation, and strategic management.

3.4 Independent Thinking and Impartiality

Candidates must demonstrate:

- the ability to formulate their own critical opinions;
- independence in the decision-making process;
- absence of external influences that may affect objectivity.

3.5 Allocation of Time Required for the Role

The ability to allocate adequate time to the role is assessed, considering:

- the number of mandates held;
- the nature of existing professional activities;
- the frequency of meetings and the level of involvement required;
- any additional political, social, or professional activities.

3.6 Limitation of Mandates

A member may hold:

- **1 executive mandate + 2 non-executive mandates,**
- or
- **a maximum of 4 non-executive mandates.**

Mandates held within the same group may be considered as a single mandate.

3.7 Collective Competence and Balance

The Management Body must collectively possess:

- knowledge and experience appropriate to the Bank's activities;
- the ability to discuss and make strategic decisions;
- balance in the structure of professional competencies.

3.8 Diversity

The selection process promotes:

- diversity of gender, age, professional, and geographical background;
- complementarity of competencies;
- representation of the under-represented gender.

3.9 Special Requirements for Independent Directors

They must meet the legal requirements regarding independence.

4. Selection Process

4.1 Responsibilities

- The Nomination Committee coordinates the entire selection process.
- The Board of Directors approves the decisions regarding the nomination of candidates.