

PROVISIONS OF THE REMUNERATION COMMITTEE

Approved in the CA meeting from 12.07.2018

This regulation based on the provisions of Regulation no. 3/2014 on aspects related to the application of GEO 99/2006 on credit institutions and capital adequacy and EU Regulation no. 575/2013 on the prudential requirements for credit institutions and investment firms and amending EU Regulation no. 648/2012.

Organization

The remuneration committee consists of at least 2 non-executive members of the Board of Directors, appointed based on the Board's decision, so that the majority of the committee are represented by non-executive members of the board.

The remuneration committee must be set up in such a way that is able to issue competent and independent opinions on remuneration policies and practices on the incentives created for risk, capital and liquidity management.

Duties of the Remuneration Committee

The remuneration committee is responsible for preparing decisions on remuneration, including those that have implications for risk and risk management and decisions that must be taken by the company's management.

In preparing decisions, the Committee must take into account the long-term interests of shareholders, investors and other stakeholders in the company, as well as the public interest.

The Committee is responsible for verifying and evaluating the compliance of remuneration policies with the applicable FSA regulations annually;

The Committee monitors the implementation of remuneration policies and collaborates directly with both the company's auditors and the members of the risk committee to ensure that the remuneration policies correspond to the company's long-term objectives and strategies.

The remuneration committee verifies the performance evaluation at the company level, ensuring that the evaluation process is based on long-term performance, annually and in accordance with the company's business objectives.

Final provisions

These Regulations are approved by decision of the Board of Directors of the Company. Any modification of its provisions is subject to the approval of the Board of Directors of the Company.