

Results of Individual and Collective Suitability Assessment

In accordance with the European Banking Authority and European Securities and Markets Authority Guidelines on the assessment of the suitability of members of the management body and persons performing key functions (EBA/GL/2021/06), if the members of the Supervisory Council are appointed through a general shareholders' meeting, and if an assessment of the individual and collective suitability of the members has been carried out in advance of the general meeting, the Bank should disclose the results of this assessment to the shareholders before the general meeting

The Bank's Nomination Committee meeting held on 21 June 2022 assessed the individual and collective suitability of the members of the current Supervisory Council (the "**Supervisory Council**") as well as the suitability of the nominees to the Supervisory Council (M. Raila and T. Okmanas), including potential collective suitability.

Results of the individual and collective suitability assessment of the current Supervisory Council:

The individual and collective suitability of the Supervisory Council members has been assessed positively. The members of the Supervisory Council collectively have sufficient knowledge, skills and experience to understand the Bank's business, including the principal risks faced by the Bank (including money laundering/terrorist financing risks, climate and environmental risks), and collectively have the knowledge and know-how in all areas necessary for the Bank's business activities, decision making and effective debate. The diversity of the members of the Supervisory Council is sufficient and the composition of this body is in line with the gender under-representation target set in the Diversity Policy.

Although the Supervisory Council's collective suitability has been assessed positively, the assessment of the Supervisory Council's individual and collective suitability has identified the following areas where, despite the positive assessment, competences could be strengthened by the election of new Supervisory Council members:

- IT, cybersecurity, digitisation;
- Business development, regional and/or global expansion;
- Leadership in changes, formation of organizational culture.

The Nomination Committee also recommends increasing the diversity of the Supervisory Council's members by broadening the age range of Council members, the range of education and qualifications in specific fields, and the range of work experience in other business sectors and internationally

Results of the assessment of the suitability of candidates to the Supervisory Council:

The suitability of the candidates (T.Okmanas and M.Raila) for the position of Supervisory Council members was assessed in terms of the candidates' reputation, qualifications and experience, potential conflicts of interest and autonomy, independence when standing for election as an independent member of the Supervisory Council, ability to devote sufficient time for the work in the Bank, and suitability for collective work.

The Nomination Committee has assessed the candidates as suitable for the positions of Member of the Council of the Bank (Mindaugas Raila) and Independent Member of the Council of the Bank (Tomas Okmanas) and recommends them to the General Meeting of Shareholders of the Bank for election for the current term of office 2020-2024. The candidates' education, professional experience, specific knowledge will contribute to strengthening the collective suitability of the Supervisory Council with regard to the recommended areas for strengthening and ensuring diversity.