

Governance (G)

| Key Figures | Unit | Fiscal Year | | | | |
|---|--------|-------------|-------|-------|--------|---------------|
| | | 2015 | 2016 | 2017 | 2018 | 2019 |
| Board - Separation of Powers (G1, G2 GRI: 102-23 SDG 10) | | | | | | |
| Total number of board members | no. | 7 | 8 | 8 | 7 | 7 |
| Of which women | - | 4 | 4 | 4 | 3 | 3 |
| Of which men | - | 3 | 4 | 4 | 4 | 4 |
| Gender ratio in the committees chaired by the board% | | | | | | |
| Of which women | - | - | - | - | - | 50% |
| Of which men | - | - | - | - | - | 50% |
| Independent board members | no. | 6 | 7 | 7 | 6 | 7 |
| Board Independence (G2 GRI: 102-23) | | | | | | |
| The CEO is the Chairman of the Board | yes/no | No | No | No | No | No |
| The CEO manages committees on behalf of the Board | - | No | No | No | No | No |
| The CEO is a board member | - | No | No | No | No | No |
| Incentivized Pay (G3 GRI: 102-35.b) | | | | | | |
| Are company executives formally incentivized to act on ESG | yes/no | yes | yes | yes | yes | yes |
| In regards to finance and corporate governance | - | yes | yes | yes | yes | yes |
| Collective Bargaining (G4 UNGC-P3 GRI 102-41 SDG 8) | | | | | | |
| Employees in labour unions | % | - | 99.8% | 99.8% | 99.8% | 99.6% |
| Employees outside labour unions | - | - | 0.2% | 0.2% | 0.2% | 0.4% |
| Percentage of people working in accordance with labour market laws | - | - | - | - | 100.0% | 100.0% |
| Suppliers (G5 UNGC-P3, P4, P5, P6, P7, P8, P9 GRI: 308, GRI: 414 SDG 12) | | | | | | |
| Supplier Code of Conduct | yes/no | - | - | - | - | No |
| Environmental factors when evaluating suppliers | - | - | - | - | - | - In progress |
| Equality factors when evaluating suppliers | - | - | - | - | - | - In progress |
| Labor rights when evaluating suppliers | - | - | - | - | - | - In progress |
| Ethics & Anti-Corruption (G6.1 GRI: 102-16 UNGC-P10 SDG 16) | | | | | | |
| Does the company publish and follow an EC? | yes/no | Yes | Yes | Yes | Yes | Yes |
| That has been approved by the board of directors? | - | Yes | Yes | Yes | Yes | Yes |
| Anti-corruption and bribery policy | - | - | - | - | Yes | Yes |
| Data Privacy (G7 GRI: 418-1) | | | | | | |
| Data privacy policy? | yes/no | - | - | - | Yes | Yes |
| Implementation of the EU Privacy Regulation (GDPR) | - | - | - | - | Yes | Yes |
| Sustainability Report (G8.1) | | | | | | |
| Does the company publish a sustainability report? | yes/no | Yes | Yes | Yes | Yes | Yes |

| Disclosure Practices (G9.1, G9.2) | | | | | | |
|--|--------|---|---|---|-----|-----|
| Sustainability data to sustainability reporting frameworks | yes/no | - | - | - | Yes | Yes |
| Focus on specific UN Sustainable Development Goals (SDGs) | - | - | - | - | Yes | Yes |
| External Validation & Assurance (G10) | | | | | | |
| ESG disclosures assured or validated by a third party | Yes/no | Information on the bank's environmental data is <u>reviewed</u> by the company Klappir Green Solutions. Human resource information is obtained from the Bank's information systems. Governance information is based on the Bank's Corporate Governance Statement. | | | | |