

Item on the agenda: **13**
Proposed by: **Shareholders**

Material for the Annual Shareholders Assembly of NLB Banka AD Skopje

Decision for re-appointment of members of the Supervisory Board of NLB Banka AD Skopje

The Shareholders propose to the Shareholder's Assembly to adopt the following

Decision for re-appointment of members of the Supervisory Board of NLB Banka AD Skopje

Attached:

- Proposal-decision for re-appointment of Mrs. Hedvika Usenik as Member of the Supervisory Board of NLB Banka AD Skopje;
- Proposal-decision for re-appointment of Mrs. Kristina Kovačič Bjelajac as Member of the Supervisory Board of NLB Banka AD Skopje;
- Proposal-decision for re-appointment of Mrs. Andreja Stražičar as Member of the Supervisory Board of NLB Banka AD Skopje;

Skopje, May 2025

Annual Shareholders Assembly of NLB Banka AD Skopje

Proposal-decision for re-appointment of members of the Supervisory Board of NLB Banka AD Skopje

Pursuant to Article 39 paragraph 1 from the Statute of NLB Banka AD Skopje, the Assembly of NLB Banka AD Skopje, at its session held on 29.05.2025, made the following

Proposal-decision for re-appointment of a member of the Supervisory Board of NLB Banka AD Skopje

1. Appointed as member of the Supervisory Board of NLB Banka AD Skopje is:
 - Hedvika Usenik, with passport number: PB 1133383, with address at Alešovčeva ulica 007, Ljubljana, Republic of Slovenia, Member of the Management Board of Nova Ljubljanska Banka d.d. Ljubljana and current member of the Supervisory Board
2. The mandate of the member of the Supervisory Board lasts 4 (four) years.
The mandate starts from 31.08.2025.
3. The Law Office Radojchikj from Skopje is authorized to submit the application for registration of the selected member of the Supervisory Board in the trade registry.
4. This Decision shall enter into force upon obtaining consent from the National Bank of the Republic of North Macedonia for appointment of the member of the Supervisory Board.

In Skopje, 29.05.2025

The decision shall be submitted to:
Secretariat
National Bank of the Republic of North Macedonia
Trade registry

Chairman of
the Shareholders Assembly
of NLB Banka AD Skopje

Explanation

The need for reappointing a member of the Supervisory Board of NLB Banka AD Skopje is accomplished due to expiring of the term of mandate of the Member of the Supervisory Board, Mrs. Hedvika Usenik on 30.08.2025.

Also, in accordance with the Policy on the assessment of the suitability of key function holders within the NLB Banka AD Skopje and the Decision on good bank governance rules issued by the National Bank of Republic of North Macedonia, an assessment of adequacy was conducted of Mrs. Hedvika Usenik for appointment on position for member of Supervisory Board (individual and collective assessment.)

Pursuant to the Banking Law and the Statute of NLB Banka AD Skopje, prior consent by the the National Bank of the Republic of North Macedonia is required for appointment of a member of the Supervisory Board. This decision will come into force upon obtaining the consent of the NBRNM for reappointment of Mrs. Hedvika Usenik as Member of the Supervisory Board.

Proposal-decision for re-appointment of members of the Supervisory Board of NLB Banka AD Skopje

Pursuant to Article 39 paragraph 1 from the Statute of NLB Banka AD Skopje, the Assembly of NLB Banka AD Skopje, at its session held on 29.05.2025, made the following

Proposal-decision for re-appointment of a member of the Supervisory Board of NLB Banka AD Skopje

1. Appointed as member of the Supervisory Board of NLB Banka AD Skopje is:
 - Kristina Kovačič Bjelajac, with passport number: PB 1459288, with address at Študljanska cesta 006A, Domžale, Republic of Slovenija, Deputy General Manager in the Risk Division in NLB d.d. Ljubljana and current member of the Supervisory Board of NLB Banka
2. The mandate of the member of the Supervisory Board lasts 4 (four) years.
The mandate starts from 30.08.2025.
3. The Law Office Radojchikj from Skopje is authorized to submit the application for registration of the selected member of the Supervisory Board in the trade registry.
4. This Decision shall enter into force upon obtaining consent from the National Bank of the Republic of North Macedonia for appointment of the member of the Supervisory Board.

In Skopje, 29.05.2025

The decision shall be submitted to:
Secretariat
National Bank of the Republic of North Macedonia
Trade registry

Chairman of
the Shareholders Assembly
of NLB Banka AD Skopje

Explanation

The need for reappointing a member of the Supervisory Board of NLB Banka AD Skopje is accomplished due to expiring of the term of mandate of the Independent Member of the Supervisory Board, Mrs. Kristina Kovačič Bjelajac on 30.08.2025.

Also, in accordance with the Policy on the assessment of the suitability of key function holders within the NLB Banka AD Skopje and the Decision on good bank governance rules issued by the National Bank of Republic of North Macedonia, an assessment of adequacy was conducted of Mrs. Kristina Kovačič Bjelajac for appointment on position for member of Supervisory Board (individual and collective assessment.)

Pursuant to the Banking Law and the Statute of NLB Banka AD Skopje, prior consent by the National Bank of the Republic of North Macedonia is required for appointment of a member of the Supervisory Board. This decision will come into force upon obtaining the consent of the NBRNM for reappointment of Mrs. Kristina Kovačič Bjelajac as Member of the Supervisory Board.

Proposal-decision for re-appointment of members of the Supervisory Board of NLB Banka AD Skopje

Pursuant to Article 39 paragraph 1 from the Statute of NLB Banka AD Skopje, the Assembly of NLB Banka AD Skopje, at its session held on 29.05.2025, made the following

Proposal-decision for re-appointment of a member of the Supervisory Board of NLB Banka AD Skopje

1. Appointed as member of the Supervisory Board of NLB Banka AD Skopje is:

- Mrs. Andreja Stražišar with passport number: PB 1338903, with address at Pot v Dele 006, Rakek, Cerknica, Republic of Slovenia, Director of the Control Division in NLB d.d. Ljubljana and current member of the Supervisory Board of NLB Banka

2. The mandate of the member of the Supervisory Board lasts 4 (four) years.
The mandate starts from 31.08.2025.

3. The Law Office Radojchikj from Skopje is authorized to submit the application for registration of the selected member of the Supervisory Board in the trade registry.

4. This Decision shall enter into force upon obtaining consent from the National Bank of the Republic of North Macedonia for appointment of the member of the Supervisory Board.

In Skopje, 29.05.2025

The decision shall be submitted to:
Secretariat
National Bank of the Republic of North Macedonia
Trade registry

Chairman of
the Shareholders Assembly
of NLB Banka AD Skopje

Explanation

The need for reappointing a member of the Supervisory Board of NLB Banka AD Skopje is accomplished due to expiring of the term of mandate of the Member of the Supervisory Board, Mrs. Andreja Stražišar on 30.08.2025.

Also, in accordance with the Policy on the assessment of the suitability of key function holders within the NLB Banka AD Skopje and the Decision on good bank governance rules issued by the National Bank of Republic of North Macedonia, an assessment of adequacy was conducted of Mrs. Andreja Stražišar for appointment on position for member of Supervisory Board (individual and collective assessment.)

Pursuant to the Banking Law and the Statute of NLB Banka AD Skopje, prior consent by the National Bank of the Republic of North Macedonia is required for appointment of a member of the Supervisory Board. This decision will come into force upon obtaining the consent of the NBRNM for reappointment of Mrs. Andreja Stražišar as Member of the Supervisory Board.



HEDVIKA USENIK

- birth: 29.04.1972, Brežice, Slovenia
- address: Alešovčeva ulica 7, 1000 Ljubljana
- nationality: Slovenian
- national identification number: 2904972505181
- passport, nr. PB 1133383
- business phone number: +386 40 636 892
- email address: hedvika.usenik@nlb.si

Seasoned banker with 28 years of work experience, thereof 23 years within international banking groups and 5 years in economic research. More than 19 years of managerial experience. Membership of supervisory bodies in three banks, one asset management company and one research organization. Married and mother to two daughters aged 20 and 16.

WORK EXPERIENCE

Nova Ljubljanska banka d.d.

Address: Trg republike 2, 1000 Ljubljana

Registration number: 5860571

Scope of business: Largest universal banking group of Slovenia, 26bn assets, 8000 employees, bank subsidiaries in six markets

Under supervision - respective supervisory authority: ECB / Bank of Slovenia

2022 - ... Management Board member

Main areas of responsibility: Retail Sales network, Product, Segment and Channel development, CRM, Contact Centre and Private banking, Business Line CMO Retail of NLB Group. Responsibility for P&L of Retail segment and managerial responsibility for the team of more than 900 employees. Member of ALCO Committee, Risk Committee, Retail Credit Committee, Sustainability Committee and Sales Committee.

2020 - 2022 Assistant to Management Board for Retail

Main areas of responsibility: Retail Sales network, Product, Segment and Channel development, Contact Centre and Private banking, Business Line Sales of NLB Group. Responsibility for P&L of Retail segment and managerial responsibility for the team of more than 900 employees.

2018-2019 Group Steering: Country Manager

Country Manager for North Macedonia and Kosovo. Member of Supervisory Board of NLB Banka Skopje and President of the Audit Committee. Vice Chariman of Board of Directors of NLB Banka Priština. Stream co-ordinator for business line CMO within NLB Group Steering. Led the divestment of insurance company NLB Vita d.d. which included closing of a new long-term distribution agreement with NLB d.d.

Aserta d.o.o. (family owned company):

Address: Alešovčeva ulica 7, Ljubljana

Registration number: 3864162

Scope of business: Whsl.of pharmaceutical products

2018/03-06 Sales Director

Management of a team of sales representatives for Seni incontinence programme in a family owned company engaged in sales and distribution of incontinence products as well as organization and execution of sales, communication and management trainings.

UniCredit Banka Slovenija d.d.

Address: Ameriška ulica 2, 1000 Ljubljana

Registration number: 5446546

Scope of business: banking

Under supervision - respective supervisory authority: ECB / Bank of Slovenia

2014 – 2018 Head of Retail and Private Banking Division and Management Board Member (license obtained by European Central Bank in Feb 2016), **First Vice President of UniCredit Group**

Responsibility for P&L of Retail segment and managerial responsibility for the team of 200 employees. Main areas of responsibility: strategy and business development for the customer segments private individuals and small business, HR management, sales management, product and segment management, pricing management, CRM, execution of digital strategy: development of digital channels (online banking, mobile banking, public website, contact centre) and digitalization of products and processes. Member of ALCO (Asset Liability Committee), credit committees and ICBC (Internal Control Committee). Reporting to local CEO, Supervisory Board, Audit Committee and CEE Management Structures (matrix organization) within regular Financial Monitoring Cycles.

2013-2014 Retail Division: Regional Head

Management of Retail distribution network, managerial responsibility for the team of 90 employees (14 branches in Ljubljana and Western Slovenia), client segments: mass market, affluent and small business. Responsibility for reaching sales and revenue targets, HR management, ensuring high quality of service and compliance with valid rules and regulations. Execution of in-house management trainings for branch heads.

2009 – 2013 Retail Division: Head of Marketing and Segments

Direct responsibility for strategy and business development for customer segments mass market, affluent and small business, product management and segment management, pricing management, CRM, channel development (online banking, mobile banking, public web site) and marketing communication for all segment including corporate. Direct managerial responsibility for over 20 team members.

2005 – 2009 Bank Austria Creditanstalt d.d., (in 2007 rebranded to UniCredit Banka Slovenija d.d.), Corporate Banking Division: Head of Trade Finance and Cash Management

Trade and Export finance (guarantees, letters of credits, buyer's credits, purchase of receivables, structured trade finance...) and International Cash Management (cash pooling). Responsibility for product management, pricing, training of account managers, direct sales to corporate clients and organization of product related events for clients; strong co-operation with experts within UniCredit Group, especially Bank Austria Creditanstalt Vienna, HVB Milano, HVB München and HVB New York); setting up the department and managerial responsibility over 7 team members.

2002 – 2005 Bank Austria Creditanstalt, Corporate Banking Division: Account Manager for Corporate clients

Advisory and sales to corporate clients, mainly larger and medium sized International companies. Managing a portfolio of corporate clients, direct contacts with financial directors and CEOs and responsibility for the results of the portfolio. Informal deputy head of International Desk Department.

2001 – 2002 Bank Austria Creditanstalt, Corporate Banking Division: Company Analyst

Analysis of financial statements & other relevant data of Slovene companies and preparing credit proposals for credit committee and other decision making bodies of the bank.

Institute for Economic Research

Address: Kardeljeva ploščad 17, 1000 Ljubljana

Registration number: 5051690

Scope of business: Economic Research

1996 – 2001 Researcher

Research areas: technology policy, buyer-supplier relationships, SME financing. Participation in a number of national and international research projects, mainly within the Framework programmes of the European Commission. Co-operation with research teams from different European countries. Author and co-author of a number of research papers, studies and books.

SUPERVISORY BOARD MEMBERSHIPS

NLB Banka Prishtina

Address: Rr. Ukshin Hoti nr. 124, 10000 Prishtinë, Kosovo

Registration number: 810486250

Scope of business: Retail and Corporate bank with EUR 1.21 bn assets, 468 employees, 33 branches

Under supervision - respective supervisory authority: Central Bank of Kosovo

- **Vice Chairman of Board of Directors 2019-2021**

NLB Banka a.d. Skopje

Address: Vodnjanska 1, 1000 Skopje, North Macedonia

Registration number: 4664531

Scope of business: Retail and Corporate bank with EUR 1.9bn assets, 953 employees, 48 branches

Under supervision - respective supervisory authority: National Bank of Republic of North Macedonia

- **Supervisory board member 2019-2021, President of the Audit Committee**

NLB Banka a.d. Banja Luka

Address: Milana Tepića 4, 78000, Banja Luka, Bosnia and Herzegovina

Registration number: 1905155

Scope of business: Retail and Corporate bank with EUR 1bn assets, 500 employees, 40 branches

Under supervision – respective authority: Banking Agency of Republic of Srpska

- **Supervisory board member 2021-...**

NLB Skladi, upravljanje premoženja, d.o.o.

Address: Tivolska cesta 48, 1000 Ljubljana, Slovenia

Registration number: 1876031000

Scope of business: management of investment funds

Under supervision - respective supervisory authority: The Securities Market Agency

- **President of Supervisory board 2021 - ...**

Institute for Economic Research

Address: Kardeljeva ploščad 17, 1000 Ljubljana

Registration number: 5051690

Scope of business: Economic Research

- **Member of Supervisory Board Avgust 2023- ..**

MEMBERSHIP OF OTHER BODIES AND PROFESSIONAL ASSOCIATIONS

Slovenian Directors' Association

Address: Dunajska cesta 128a, 1000 Ljubljana

Registration number: 1202952

Scope of business: professional, non for profit, and non-governmental organisation that brings together members of Supervisory Boards, Directors, and other stakeholders of corporate governance.

- **Member September 2018-...**

Managers' Association of Slovenia

Address: Dimičeva 13, 1504 Ljubljana, Slovenija

Registration number:

Scope of business: non-governmental organization, connecting Slovenian managers and supporting the development of management in Slovenia

- **Member from 2019**

The British-Slovenian Chamber of Commerce

Address: Kardeljeva ploščad 17, 1000 Ljubljana

Registration number: 3291472

Scope of business: non-governmental bilateral organization that aims to strengthen trade and investment between the United Kingdom and Slovenia

- **Member of the Management Board September 2023-...**

EDUCATION

1996 - 2000 University of Ljubljana, Faculty of Economics: M. Sc. Business and Administration, Major: Finance

1991 - 1996 University of Ljubljana, Faculty of Economics: B. Sc. Economics, Major: Marketing

Received the Bank of Slovenia award for the B.Sc. thesis Public Debt in Slovenia (1996). During student years active participation in AIESEC – International association of students in economics and international experience with two internships: 2 months internship in a family owned company Vetter Krantechnik GmbH in Germany and 4 months internship in advertising agency McCann Erickson in Manila, Philippines. Organization of events for foreign students within the Slovene student organization.

LANGUAGES

Slovene – mother tongue

English – excellent

Croatian - good

Serbian - good

German – good

French – good

Italian – good

Spanish - basic

COURSES AND TRAININGS

- Bancassurance Summit for NLB Group and Sava Group, Montenegro (2024)
- McKinsey, Global Digital Banking Conference 2024 in Barcelona (2024)
- Cyber security for Members of Supervisory board, Banja Luka (2024)
- Law on Prevention of Money Laundering and Financing of Terrorist Activities – amendment of legal regulations, for Members of Supervisory board, Banja Luka (2024)

- Leading High Performing Teams, Hult, International business school, Ashridge (2024)
- Cybersecurity – development of competences for Members of Supervisory bodies, Slovene Directors' association (2024)
- Bancassurance Summit for NLB Group and Sava Group, Belgrade
- Future of Asset Management Europe 2023 , online, 2023
- Learning tour in Spain, Quorus (2023)
- Training for members of Supervisory board, Cyber Security, Risk & ESG topics, Sarajevo (2023)
- Banking conference 2023, Slovene Banking Association (2023)
- Mergers and Acquisitions (M&A) (2023)
- NLB Culture - GreenLine Conversations (2023)
- ESG trends and Digitalization of Retail and SME segment (2023)
- Shaping the Future of Financial Sector in the Industry 4.0 era (2022)
- EFMA Live inspire change 2021 (2021)
- Training for members of Supervisory board , Sustainability&ESG, Sarajevo (2022)
- Cyber Crime and Social Engineering (NLB internal compliance training) (2021)
- Operational Risk (NLB internal compliance training) (2021)
- Training for members of Supervisory Board and Management Board of NLB Banka Skopje on Corporate Governance, Changes in banking regulation, AML, IFRS9 (2020)
- Risk Management in NLB Group (2018), NLB d.d.
- Own the Room Core Training (2018), Own the Room, Adriatic Region
- Agile / Scrum Methodology Workshops (2016/17), Croz
- Slovene Banking Days, ZBS (2017), Ljubljana
- Management by objectives – internal workshop (2017), UniCredit Bank
- Innovation in Action, UniCredit Learning Centre (2016), Torino
- First Vice President Onboarding Programme, UniCredit Training Centre (2015), Vienna
- Several successfully completed online compliance courses within UniCredit online learning platform (AML and Financial Sanctions, Market abuse, Conflict of interest, Data protection, Anticorruption, Antitrust...), 2012 – 2017
- Digital Transformation / Cutting Edge of Digital Mind, Faculty of Economics (2016), Ljubljana
- Corporate Governance in Slovene Banks, ZBS (2015), Ljubljana
- Lean Six Sigma Top Managers training, UniCredit Group (2015), Ljubljana
- Risk Academy for managers in the area of Retail Banking (2014), Ljubljana
- CEE Private Banking inception days, UniCredit Private Banking (2014), Vienna
- CIB Academy: Replication Portfolio and Liquidity Mapping – internal training, UniCredit Bank (2013), Ljubljana
- International Forum on Retail Banking, The P. World (2012), Belgrade
- Presentation skills, UniManagement (2012), Ljubljana
- Leadership for results, UniManagement (2011), Torino
- Translating Strategy into Results, UniManagement (2011), Torino
- Legal Training for Retail Marketing, Legal Office of UniCredit Bank (2010), Ljubljana
- Leadership Academy, Tela Vital (2008 – 2010), Ljubljana
- Selling Corporate Cash Management Products, Marcus Evans (2007), Amsterdam
- Cash, Treasury and Risk Management, Eurofinance (2007), Vienna

HOBBIES

Sports (running, volleyball, skiing), travelling, learning foreign languages

ФОРМУЛАР-FORM

За потребни податоци за кандидат за избор на член на Надзорен одбор/ For the necessary information for a candidate for appointment as a member of the Supervisory Board:

Име и презиме/ Name and Surname	Hedvika Usenik/ Хедвика Усеник
Број на акции што ги поседува во НЛБ Банка АД Скопје/ Number of shares held in NLB Banka AD Skopje	/
Број на акции што ги поседува во други друштва/ Number of shares held in other legal entity	NLB d.d., Trg republike 2, Ljubljana, Banking, 550 shares, (0,002% Share of holding in the capital)
Заеми и други обврски што ги има кон НЛБ Банка АД Скопје/ Loans and other obligations towards NLB Banka AD Skopje	/
Судир на интереси со НЛБ Банка АД Скопје/ Conflict of interest with NLB Banka AD Skopje	/

Под полна материјална и кривична одговорност ги потврдувам податоците запишани во овој формулар/ Under full material and criminal responsibility I confirm the data written in this form.


(потпис на кандидатот/signature of the candidate)

Curriculum vitae

KRISTINA KOVAČIČ BJELAJAC

Študijska 6a, 1230 Domžale

Gsm: +386 41 699 720

E-mail: kristina.kovacic@nlb.si

24 years of work experience in risk management area in NLB Group, covering credit risk, market and liquidity risk, operational risk and underwriting. 20 years of managerial experience leading teams (up to 30 people) and different projects.

President of Audit Committee (since January 2022), Member of Supervisory Board, Member of Nomination Committee and Member of Remuneration Committee in NLB Banka Skopje since November 2020.

Member of Supervisory Board and Member of Audit Committee in NLB Banka Skopje since July 2019.

Member of Audit Committee in NLB Banka Banja Luka for more than 7 years.

Deputy member of Risk Committee at Slovenian banking association (ZBS).

Lecturer at Slovenian banking association (ZBS) and Faculty of Economics University of Ljubljana.

Married and mother of daughter aged 13 years.

WORK EXPERIENCE

2015/09 - NLB d.d., Global Risk: Deputy General Manager

Involved in preparing different strategic risk management orientations (Risk Appetite, Risk Strategy, ICAAP, Recovery plan, Budgeting and Capital planning process, New Product and Strategic Investment Assessment, Risk Management Function Charter; Different risk management disclosures (Annual report, Pillar 3 disclosures, Sustainability report, rating agencies)
Cooperation with internal and external auditor and regulator (JST/ECB/BoS)
Monitoring, reporting and managing credit risk, market risk, liquidity risk, operational risk and business contingency plan
ESG Risk management framework
Member of Capital Management Group
Deputizing General Manager (Head of risk control function with direct access to the Supervisory Board)
Function with three years mandate (Individual contract – control function)

2015/03-09 NLB d.d., Global Risk: temporary authorized General Manager

2012 – 2015 NLB d.d., Global Risk: Deputy Division Manager

2012 - 2005 NLB d.d., Deputy General Manager of Risk Management Department and Head of Market and Liquidity Risk

2005– 2004 NLB d.d., Head of Market and Liquidity Risk

2004– 2001 NLB d.d., Market Risk analyst

EDUCATION

2000 - 2001 University of Ljubljana, Faculty of Economics, Ljubljana: Master of Science in Business Administration (MScBA), Banking and Finance

1995 - 1999 University of Ljubljana, Faculty of Economics: B. Sc. Economics, Finance

Received Bank of Slovenia award for the B.Sc. thesis.

Advanced study course practice in USA during MScBA (MBA Radovljica).

LANGUAGES

Slovene – mother tongue

English – very good

Croatian / Serbian – very good

German – good

Italian – good

Spanish - basic

COURSES AND TRAININGS

- 2025 EBA EU-wide and ECB SSM Stress tests workshop, January 2025
- Emerging Cyber Security Threats and Challenges for 2030 and Digital Transformation Strategy of NLB Banka Skopje, December 2024
- CRR3 – New capital requirements, November 2024
- NLB Group Data & AI, June 2024
- Directive on due diligence in companies regarding sustainability and business impact, April 2024
- Good ESG Strategies and how to recognize them, April 2024
- Deloitte Banking Risk & Regulatory Academy, December 2023
- NLB Culture – GreenLine Conversations, December 2023
- Phishing and other abuses
- PWC Net zero Strategy, April – November 2023
- ESG Taxonomy, Deloitte, June 2023
- ECB Industry Outreach on Climate-related and Environmental Risk, February 2023
- ECB EU-wide stress test 2023, February 2023
- EBA workshop on climate risk stress testing, February 2023
- Basel III monitoring exercise, EBA, January 2023
- Banking Risk & Regulatory Academy (Deloitte) - Managing ESG around the emerging regulatory environment, December 2022
- PWC - ESG Credit risks & Heatmaps, December 2022
- PWC - ESG Liquidity & market risks, November 2022
- PWC – C&E risk management framework, Net zero strategy, April – June 2022
- Risk Management conference, ZBS, November 2022
- NLB Skopje Training course for SB members - "Cyber Security in Corporate Environment", December 2022
- NLB Skopje Training course for SB members on the topic of ESG (ESG sustainability issues, ESG / Climate finance, July 2022
- Internal crime, NLB EC 2022
- Corporate security, NLB EC 2022
- BCP e-education, NLB 2022
- Operational risk management e-education, NLB 2022
- Ethics, Integrity and Code of Conduct e-education, NLB 2022
- Prevention of money laundering and terrorist financing, e-education, NLB 2022
- Handling with internal information e-education, NLB 2022
- SB Training course - Corporate Governance, Changes in banking regulation, Anti-money laundering and counter terrorist financing, PWC in cooperation with NLB Banka Skopje, January 2020

- Coaching skills for managers, Glotta Nova in cooperation with NLB EC, October 2019-January 2020
- Conflicts of interest mitigation - Meeting of members of the Supervisory Bodies of NLB Group, IEDC Bled School of Management, November 2019
- Leadership school, NLB EC, March – April 2019

HOBBIES

sports (skiing, cycling, pilates, roller skating, highking)

travelling and exploring new places

reading different literature

ФОРМУЛАР-FORM

За потребни податоци за кандидат за избор на член на Надзорен одбор/ For the necessary information for a candidate for appointment as a member of the Supervisory Board:

Име и презиме/ Name and Surname	Kristina Kovačič Bjelajac
Број на акции што ги поседува во НЛБ Банка АД Скопје/ Number of shares held in NLB Banka AD Skopje	/
Број на акции што ги поседува во други друштва/ Number of shares held in other legal entity	/
Заеми и други обврски што ги има кон НЛБ Банка АД Скопје/ Loans and other obligations towards NLB Banka AD Skopje	/
Судир на интереси со НЛБ Банка АД Скопје/ Conflict of interest with NLB Banka AD Skopje	/

Под полна материјална и кривична одговорност ги потврдувам податоците запишани во овој формулар/ Under full material and criminal responsibility I confirm the data written in this form.


(потпис на кандидатот/signature of the candidate)

CURRICULUM VITAE

PERSONAL INFORMATION

Name and surname	ANDREJA STRAŽIŠAR
Date of birth	19 September 1972
Current address	Pot v Dele 6, 1381 Rakek; Slovenia
Contact details	phone: +386 41 575 504 e-mail: andreja.strazisar@nlb.si

CURRENT PROFESSIONAL ENGAGEMENT

Dates (from - to)	February 2018 - current
Name and address of employer	NLB d.d. Ljubljana, Slovenia
Type of business or sector	Banking institution
Occupation or position held	Head of Controlling
Entitled for segment of	<ul style="list-style-type: none">• financial reporting for NLB d.d. and the NLB Group• planning process in the bank and the group - preparation of NLB financial plan d.d. and NLB Group (top down and bottom up)• forecasting• preparation of the planning guidelines, planning goals for individual organizational units and subsidiaries• capital management and dividend policy• preparation and implementation of the profitability methodology• business segment profitability analysis• cost based pricing methodology implementation and integration into loan approval process• presentation of results, KPIs, achievement of the plan of individual organizational units, group members and group as a whole• cost analysis• implementation of minimum standards at the group level, guidelines and procedural instructions regarding financial reporting and planning in the group• due diligence• advanced ad hoc analyses and simulations
Current functions	Co-lead of Capital Management Group of NLB Group Responsible for Controlling Competence line NLB Group (Controlling Group operating model) Member of ALM Committee Member of Sales Committee Member of AC and SB in NLB Banka Skopje Member of the Committee for new and current products in NLB d.d.
Other projects	Acquisition and integration of KB - stream leader of Controlling and Capital function stream (2020-21) Stream leader of Controlling and Capital function in the process of N banka integration (2022-2023) Profitability project (2019-2022) ECB Stress tests - team member (on yearly basis) Privatization of NLB d.d. - stream leader for Controlling and Capital function (2016-2018) Strategy preparation - team member (2016, 2018) Non FTE cost reduction project - team member (2017-2018)

WORKING EXPERIENCE

Dates (from - to)	November 2008 - January 2018
Name and address of employer	NLB d.d. Ljubljana, Slovenia
Type of business or sector	Banking institution
Occupation or position held	Deputy General Manager in Controlling
Dates (from - to)	January 2005 - October 2008
Name and address of employer	NLB d.d. Ljubljana, Slovenia
Type of business or sector	Banking institution
Occupation or position held	Senior Analyst
Dates (from - to)	July 2001 - December 2004
Name and address of employer	NLB d.d. Ljubljana, Slovenia
Type of business or sector	Banking institution
Occupation or position held	Senior Analyst in Sales Controlling
Dates (from - to)	September 1996 - June 2001
Name and address of employer	Dolenjska banka d.d. Novo mesto
Type of business or sector	Banking institution
Occupation or position held	Analyst in Controlling

THEORETICAL AND PRACTICAL EXPERIENCE BY INDICATED AREA

Financial data	Understanding of financial data of the Bank, identification of key issues and on the basis of this information, implementation of appropriate controls and measures
Strategic planning	Strategic planning, understanding and implementation of business strategy/plan of the Bank and its connection with the strategies and policies of risk appetite and risk management
Risk	Risk management (identification, assessment, stress testing, management, monitoring, controlling of the Bank's significant risks)
Banking law	Banking laws, regulations and requirements regarding Capital
Organizational structure	Organisational structure of the Bank, conflict of interest, independence of the internal control functions
Internal controls	Internal control mechanisms (internal controls and the role of the internal control functions)

EDUCATION

Dates (from - to)	1991-1996 University of Ljubljana, Faculty of Economics; Bachelor of Economics
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LANGUAGE AND PROFICIENCY

Slovenian	Native
English	Fluent
Serbian	Advanced
French	Basic
German	Basic

PC LITERACY

Word, Excel, Power Point	Proficient user
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DRIVING LICENCE

Category	B
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ФОРМУЛАР-FORM

За потребни податоци за кандидат за избор на член на Надзорен одбор/ For the necessary information for a candidate for appointment as a member of the Supervisory Board:

Име и презиме/ Name and Surname	Andreja Stražišar
Број на акции што ги поседува во НЛБ Банка АД Скопје/ Number of shares held in NLB Banka AD Skopje	0
Број на акции што ги поседува во други друштва/ Number of shares held in other legal entity	NLB d.d. 270 shares
Заеми и други обврски што ги има кон НЛБ Банка АД Скопје/ Loans and other obligations towards NLB Banka AD Skopje	0
Судир на интереси со НЛБ Банка АД Скопје/ Conflict of interest with NLB Banka AD Skopje	NO

Под полна материјална и кривична одговорност ги потврдувам податоците запишани во овој формулар/ Under full material and criminal responsibility I confirm the data written in this form.

Digitalno podpisal
ANDREJA
STRAŽIŠAR
10. 04. 2025 07:48.19

(потпис на кандидатот/signature of the candidate)

0203-152; 20.03.2025

Material for the 145th Session of the
Supervisory Board of NLB Banka AD Skopje

Point No.: 2025 – 145 VS T7.2.

Date of the Session: 20.03.2025

Proposer: Nomination Committee

Proposal - Decision for positive annual assessment of the suitability of the Members of the Supervisory Board of NLB Banka AD Skopje for 2024

According to Decision on good bank governance rules issued by the National Bank of Republic of North Macedonia, dated February 6, 2018, the Supervisory board of NLB Banka AD Skopje on date 20.03.2025 adopted

Decision for positive annual assessment of the suitability of the Members of the Supervisory Board of NLB Banka AD Skopje for 2024

1. It is approved positive annual assessment of the suitability of the Members of the Supervisory Board of NLB Banka AD Skopje for 2024, with the following composition:
 - Blaž Brodnjak, President of the Supervisory Board
 - Boštjan Kovač, Deputy President of the Supervisory Board
 - Zoran Jovanovski, Second Deputy President of the Supervisory Board and Independent member of the Supervisory Board
 - Kristina Kovačič Bjelajac, Member of the Supervisory Board
 - Andreja Stražičar, Member of the Supervisory Board.
 - Mateja Treven, Independent member of the Supervisory Board till 28.05.2024
 - Natasha Pukl, Independent member of the Supervisory Board from 29.05.2024
2. The positive annual assessment of the suitability of the Members of the Supervisory Board of NLB Banka AD Skopje for 2024 is consisted of the following assessments as its integral part, given as appendixes to this Decision:
 - Individual assessment of the suitability of each member of Supervisory Board (Appendix 1a)
 - Collective assessment of the suitability of Supervisory Board (Appendix 1b)
 - Self-assessment of the individual work for 2024 by each member of the Supervisory Board (Appendix 1v)
 - Assessment of the size and structure of the Supervisory Board, as well as the size and structure of the legally prescribed committees and their cooperation (Appendix 1g)
 - Assessment of the efficiency of the supervision conducted by the Supervisory Board as part of the corporate governance in the bank and identification of the activities that require advancement or changes (Appendix 1g)
 - Assessment of the efficiency of the legally prescribed committees (Appendix 1g).
3. The Decision comes into force on the date of approval.

In Skopje, 20.03.2025

The Decision is to be sent to:
Legal and Secretariat Division
Human Resources Division

Hedvika Usenik
President of the
Supervisory Board

Material for the 145th Session of the
Supervisory Board of NLB Banka AD Skopje

Point No.: 2025 – 145 VS T7.2.

Date of the Session: 20.03.2025

Proposer: Nomination Committee

Executive summary for Proposal - Decision for positive annual assessment of the suitability of the Members of the Supervisory Board of NLB Banka AD Skopje for 2024

In accordance with the Decision on good the rules Decision on good bank governance rules from 06.02.2018 by the National Bank of the Republic of North Macedonia, the Supervisory Board annually conducts an assessment of the suitability of the Members of the Supervisory Board for 2024, comprised of:

- Individual assessment of the suitability of each member of Supervisory Board
- Collective assessment of the suitability of Supervisory Board
- Self-assessment of the individual work for 2024 by each member of the Supervisory Board
- Assessment of the size and structure of the Supervisory Board, as well as the size and structure of the legally prescribed committees and their cooperation
- Assessment of the efficiency of the supervision conducted by the Supervisory Board as part of the corporate governance in the bank and identification of the activities that require advancement or changes
- Assessment of the efficiency of the legally prescribed committees.

Accordingly, on the basis of realized annual assessment of the Members of Supervisory Board of NLB Banka AD Skopje, the Nomination Committee proposes to the Supervisory Board to confirm the positive annual assessment of the suitability of the Members of the Supervisory Board of NLB Banka AD Skopje for 2024.

The stated assessments that are integral part of the Annual Assessment of the suitability of the Supervisory Board for 2024 are given as appendixes to the Decision.

Skopje, 20.03.2025

Appendix 1a

Individual assessment of the suitability of Mr. Blaž Brodnjak, President of the Supervisory Board of NLB Banka AD Skopje for 2024
1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanour proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of Mr. Blaž Brodnjak for performing the function of President of the Supervisory Board of NLB Banka AD Skopje was carried out, by which Mr. Blaž Brodnjak is assessed as suitable and it is determined that he fulfils the separate criteria for the position of President of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, Mr. Blaž Brodnjak is hereby assessed as:

- **suitable**
- unsuitable

Explanation of the assessment:

The suitability of Mr. Blaž Brodnjak, President of the Supervisory Board of NLB Banka AD Skopje for 2024 is confirmed by the following:

Mr. Blaž Brodnjak is distinguished by long-term exceptionally successful professional managerial experience in the banking and insurance sector, especially as holder of the highest supervisory and executive managerial functions.

He stands out with a reputation that is due to the successful performance of the function of President of the Management Board of NLB d.d., as President of the NLB Group for a period of 9 years and Member of the Management Board of the NLB Group for almost 4 years, with the responsibility of Chief Executive Officer - CEO and Chief Marketing Officer - CMO, as well as the long-term performance of supervisory functions in several NLB Group's members, and the banking and insurance sector in the region.

He has been successfully performing the function of the President of the Supervisory Board of NLB Banka AD Skopje since 2017, with continuous commitment and efficiency in the operation and implementation of the supervision of the Board and its competences.

According to the submitted statement on the existence of new circumstances from the last submitted

Questionnaire, since September of 2024, Mr. Blaž Brodnjak is member of Supervisory Board of Summit Leasing Slovenia and since november 2024 he holds the position of President of the Supervisory Board of Summit Leasing Slovenia d.o.o. within the NLB Group.

With his professional experience and acquired in-depth knowledge and expertise in the field of banking and finance, corporate governance and the role and function of the bodies of management and supervision, especially specifics of the corporate governance of NLB Banka AD Skopje, its financial situation and risk profile, a suitability of Mr. Blaž Brodnjak is validated for performing of the function of the President of the Management Board of NLB Banka AD Skopje.

In the operation of NLB Banka AD Skopje, he has been actively participating in the Remuneration Committee for many years, as Chairman of the Board, as well as a Member of the Nomination Committee.

In his previous and current professional engagement, Mr. Brodnjak is distinguished by the current multi-year position of the Chairman of the Supervisory Board of the Bank Association of Slovenia, as well as the and Membership in the European Banking Federation (EBF) as a Member of the Board of the Federation from the Republic of Slovenia, as well as President of the Board of Governors of the American Chamber of Commerce - Slovenia (AmCham Slovenia) till September 2024.

The appropriate acquired professional experience, education, expertise and competencies gained through professional engagement on various managerial and supervisory functions in the banking and insurance segment, as well as the acquired knowledge and expertise through permanent professional development and training in the field of finance and banking operations, strategic management and management and other relevant topics related to banking and corporate governance management, as: sustainability and ESG factors, cyber security and its challenges, data protection, prevention of money laundering, as well as other respective items related to the regulation and specific of the banking operation and digital transformation in operation, confirm his suitability for professional experience and knowledge of the position of President of the Supervisory Board.

It is also appreciated that Mr. Blaž Brodnjak, in 2024, devoted sufficient time to his additional continuous professional development, with Cyber security and its challenges and digital transformation in operation being highlighted as topics.

It is determined that for Mr. Blaž Brodnjak, President of the Supervisory Board of NLB Banka AD Skopje in 2024 no circumstances were identified for the occurrence of conflict of interest that would limit his ability to perform the function of President of the Supervisory Board.

Mr. Brodnjak previously disclosed circumstances that he is the owner of a share in the amount of 1/3 of the ownership structure of the company Domačija Familija d.o.o Slovenija, in which the other owners are persons related to him, i.e. his wife (share of 1/ 3) and brother (1/3 share).

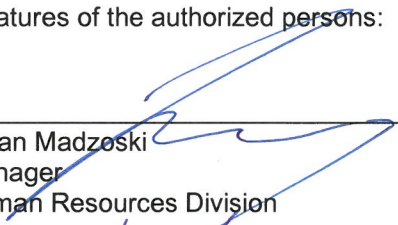
As the President of the Supervisory Board, Mr. Blaž Brodnjak made a suitable contribution to the overall work of the Supervisory Board, especially in carrying out the strategic and supervisory function of the Board, by successfully managing the sessions, encouraging open and constructive discussion at the sessions, achieving an independent and objective assessment of the solutions and decisions proposed by the other members of the Board, independently analysed the decisions of the Management Board and avoided concurring the collective attitudes and opinions. Mr. Blaž Brodnjak as the President of the Supervisory Board of NLB Banka AD Skopje contributed with his actions to the consistent implementation and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.


Based on the conducted sessions of the Supervisory Board of the Bank in 2024, the leadership and participation in sessions, the expressed initiative and proactivity in the work of the Supervisory Board, it is assessed that Mr. Brodnjak has devoted sufficient and appropriate attention and dedication to the function and performance of the obligations as President of the Supervisory Board, as well as to the duties in other bodies in the Bank, as President of the Remuneration Committee and Member of the Nomination Committee.

Based on the documents and information mentioned above, an assessment of the suitability of Mr Blaž Brodnjak as the President of the Supervisory Board was carried out, with which he is assessed as suitable and it is determined that he fulfils the separate criteria for a President of the Supervisory Board, as well as for performing of the duties of other bodies of the Bank, as the President of the Remuneration Committee and Member of the Nomination Committee as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 10.03.2025

Signatures of the authorized persons:



Dejan Madzosi
Manager
Human Resources Division

Mateja Papež
Manager
Compliance and Integrity Center

Appendix 1a

Individual assessment of the suitability of Mr. Boštjan Kovač as a member of the Supervisory Board of NLB Banka AD Skopje Supervisory Board for 2024
1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanor proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of Mr. Boštjan Kovač for performing the function of Member of the Supervisory Board of NLB Banka AD Skopje was carried out, by which Mr. Boštjan Kovač is assessed as suitable and it is determined that he fulfils the separate criteria for the position of Member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, the person is hereby assessed as:

- **suitable**
- unsuitable.

Explanation of the assessment:

The suitability of Mr. Boštjan Kovač, the Member of the Supervisory Board of NLB Banka AD Skopje for 2024 is confirmed by the following:

Mr. Boštjan Kovač has many years of successful professional work experience in supervisory and other managerial positions in the banking, financial sector and the real sector, and currently performs the function of Head of the Group Steering Division from 2023, as well as Procurator within NLB d.d. Ljubljana, from March 2021.

He is characterized by a multi-year membership in supervisory boards of members of the NLB Group in Bosnia and Herzegovina, current membership in the Supervisory Board of NLB Digit d.o.o. Belgrade since 2022, as well as current membership in the Supervisory Board of NLB Banka AD Skopje since April 18, 2022, as a Member and Deputy President of the Board. Additionally, from the second quarter of 2024, Mr. Boštjan Kovač is a member of the Supervisory Board of NLB Lease & Go d.o.o. Ljubljana.

Such professional engagement in the supervisory function, as well as acquired many years of professional managerial engagement in the field of finance, accounting, controlling, corporate banking and retail, are appropriate for executing of the function member of the Bank's Supervisory Board of NLB Banka AD Skopje, which is validated in the previous period of 2024.

By performing the function of the Deputy President of the Supervisory Board Member of NLB Banka AD Skopje, as well as his membership in the Audit Committee, the Nomination Committee and the Remuneration Committee of NLB Banka AD Skopje, and by gained in-depth knowledge in the field of banking and finance, corporate governance and the role and function of the management and supervision, he is characterised by excellent knowledge of the Bank's established corporate governance, especially its financial situation and risk profile.

The suitable achieved education, expertise and competencies gained through professional engagement in the banking sector and continuous professional specific training and education in the field of finance, banking operations and management, as well as other relevant items of the banking operation, as: sustainability and ESG factors, cyber security and its challenges, data protection and other respective items related to the banking regulation and digital transformation in operation, confirm his suitability for professional experience and knowledge of the position of the Member of the Supervisory Board.

Also, it is appreciated that Mr. Boštjan Kovač in 2024 as a Member of the Supervisory Board, dedicated sufficient time necessary for his additional continuous professional education, where the topics that stand out in 2024 are cyber security and its challenges, digital transformation, AI tools in operation (prompt engineering).

It is determined that for Mr. Boštjan Kovač, the Member of the Supervisory Board of NLB Banka AD Skopje in 2024 no circumstances were identified that could lead to conflicts of interest that would constrain his ability to perform the function of Member of the Supervisory Board.

Mr. Boštjan Kovač expressed readiness for smooth, complete, objective and independent execution of the competences of the Supervisory Board, independent and objective assessment of the decisions and solutions proposed by the other members of the Supervisory Board, independently analysed the decisions of the Management Board and avoided concurring to the collective attitudes and opinions. As the member of the Supervisory Board, he contributed with his actions to the consistent implementation and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.

For Mr. Boštjan Kovač, based on his engagement and performance as the member of the Supervisory Board in 2024, it is confirmed that he has a reputation, awareness, and professionalism in corporate governance, which, among other things, includes compliance with the legal provisions and contractual obligations, cooperation with the supervisory and other competent authorities and respecting the corporate culture and values of the Bank.

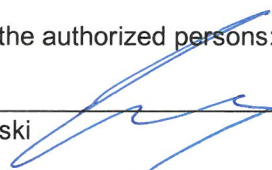
Related with the realised participation in eighteen sessions of the Supervisory Board of the Bank in 2024, and shown active constructive participation in the work of the Supervisory Board, it was concluded that Mr. Kovač devoted sufficient attention and dedication to the function and performance of the obligations as the Member of the Supervisory Board and the Deputy President of the Board, as well as the duties of other bodies of the Bank, as the Member of the Audit Committee, the President of the Nomination Committee and the Member of the Remuneration Committee.

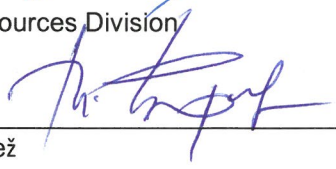
Based on the documents and information mentioned above, an assessment of the suitability of the Mr Boštjan Kovač as the Member of the Supervisory Board was carried out, with which he is assessed as suitable and it is determined that he fulfils the separate criteria as the Member of the Supervisory Board, as well as in the duties of other bodies of the Bank as the Member of the Audit Committee, the President of the Nomination Committee and the Member of the Remuneration Committee, as following the criteria

for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 05.03.2025

Signatures of the authorized persons:



Dejan Madzosi
Manager
Human Resources Division

Mateja Papež
Manager
Compliance and Integrity Center

Appendix 1a

Individual assessment of the suitability of Mr. Zoran Jovanovski as an Independent Member of the Supervisory Board of NLB Banka AD Skopje for 2024
1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanour proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of Mr. Zoran Jovanovski for the function of Independent Member of the Supervisory Board of NLB Banka AD Skopje was carried out, by which Mr. Zoran Jovanovski is assessed as suitable and it is determined that he fulfils the separate criteria for the function of Independent Member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, Mr. Zoran Jovanovski is hereby assessed as:

- **suitable**
- unsuitable.

Explanation of the assessment:

The suitability of Mr. Zoran Jovanovski, the Independent Member of the Supervisory Board of NLB Banka AD Skopje for 2024 is confirmed by the following:

Mr. Zoran Jovanovski is characterized with long standing successful professional work experience. Most of his professional career has been in the financial sector, as a holder of management positions and experts' functions in commercial banks in the Republic of North Macedonia, as well he has been engaged in the supervision segment, as a holder of functions and competencies in the National Bank of the Republic of North Macedonia in banking supervision, monetary policy and financial stability. Additionally, Mr. Jovanovski has several years of professional experience as Vice President of the Chamber of Commerce of Macedonia, and currently as an advisor in the Office of the President of the Economic Chamber of North Macedonia for macroeconomic issues and public finances.

His several-year membership in the Supervisory Board of the NLB Banka AD Skopje since 2020, conducting of managerial functions in the banking field, as well as experiences in experts' functions in the past period, are suitable for performing the responsibilities for the position of independent member of the Supervisory Board of the Bank, which was also confirmed in 2024.

By performing the function of the Independent Member of the Supervisory Board, as well as the Second Deputy President of the President of the Supervisory Board, the membership in the Audit Committee, Nomination Committee and Remuneration Committee of the NLB Banka AD Skopje in previous period, and with the gained in-depth knowledge in the field of finance, banking, corporate governance, holding the roles and functions in management and supervisory bodies, Mr. Zoran Jovanovski is characterized with excellent knowledge of the corporate governance of the Bank, especially its financial situation and risk profile.

The acquired appropriate education, knowledge, expertise and competencies acquired through continuous professional specific trainings and education in the field of finance, banking operations and management, and other relevant items of the banking operation in the previous period, as: sustainability and ESG Factors, cyber security and its challenges, data protection, prevention of money laundering, as well as other respective areas related to the regulation and specifics of the banking operation, demonstrate his suitability in terms of professional experience and knowledge for the position of the Independent Member of the Supervisory Board.

Also, it is assessed that Mr. Zoran Jovanovski in 2024 dedicated sufficient time necessary for his additional continuous professional education, especially in the area of anticorruption, cyber security and its challenges and digital transformation in operation.

It is assessed that for Mr. Zoran Jovanovski, in 2024, no new circumstances were identified for the occurrence of a conflict of interest that limited his ability to perform the function as an Independent member of the Supervisory Board.

Mr. Zoran Jovanovski, previously disclosed circumstances for the existence of a conflict of interest, for which an assessment of the risk arising from the conflict of interest was carried out in accordance with the Policy on Conflict of Interests Management and Corruption Prevention in NLB Banka AD Skopje where the following was ascertained:

- Mr. Zoran Jovanovski is the founder and owner of 31.5% of the share of the Company for trade, services and publishing activity EURO-MAK KOMPANI DOO import-export Skopje (hereinafter: EURO-MAK KOMPANI DOO), which is the publisher of the economic magazine "Economy and Business" with which the Bank had previously established a direct business relationship in a way that it had concluded one-year service contracts (September 1, 2019 - August 31, 2020 and September 1, 2020 - August 31, 2021) for the lease of advertising space (time) on the web portal [www. ekonomijaibiznis.mk](http://www.ekonomijaibiznis.mk) and publication of advertisements in the printed editions of the magazine "Economy and Business". After the expiration of this agreement, occasional lease of advertising space occurred indirectly through the marketing agency according to the needs within the marketing campaigns of the Bank, without significant material effect.
- Considering the stated circumstances, the Bank had determined measures necessary to be undertaken for managing the conflict of interests in accordance with the internal acts, which were applied during the period of time while the cooperation with the abovementioned company lasted.

On 25.01.2024, the manager of EURO-MAK KOMPANI DOO submitted a Statement, in which it is stated that starting from 01.03.2024 until the end of the mandate of Mr. Zoran Jovanovski as the independent member of the Supervisory Board of NLB Banka AD Skopje, the company EURO-MAK KOMPANI DOO will not take over any cooperation with NLB Banka AD Skopje that would result in the transfer of funds from the Bank directly to EURO-MAK KOMPANI DOO or through a marketing agency that could be regarded as cooperation between the Bank and EURO-MAK KOMPANI DOO.

- Starting from 29.09.2022, Mr. Zoran Jovanovski was appointed as a member of the Management Board of the Joint Stock Company for the production and sale of wine VINARSKA VIZBA -Tikvesh export-import AD Kavadarci (hereinafter: VINARSKA VIZBA -Tikvesh), whose activity refers to the production of wine from grapes and which company is a client of the Bank.

Mr. Jovanovski informed that he has submitted Resignation from the position of member of the Management Board of the VINARSKA VIZBA - Tikvesh

Considering the stated circumstances, the Bank determined measures necessary to be undertaken for managing the conflict of interests in accordance with the internal acts, till the deletion of Mr. Zoran Jovanovski as a member of the Management Board of VINARSKA VIZBA-Tikvesh from the records in the Central Registry of the Republic of North Macedonia.

Mr. Jovanovski has submitted the Current state of the company VINARSKA VIZBA -Tikvesh dated 12.02.2024, which confirmed that Mr. Jovanovski is no longer a member of the Management Board of this company and has been deleted from the records of the Central Register of RNM.

- Mr. Zoran Jovanovski appeared as one of the owners of the Association Forum for Reasonable Policies Skopje, which aims at encouraging democratization and euroization, expert analysis of social and economic processes, promotion of inclusive decision-making, promotion and affirmation of social position of young people.

Mr. Jovanovski submitted an information that he would withdraw from ownership structure of the Association after the first half of the 2024 year at the latest, which was realized in April 2024.

- Bearing in mind that the Association is a client of the Bank, the Bank has determined measures necessary to be undertaken for managing conflict of interests in accordance with the internal acts. The candidate's obligation for fulfilling the determined measures for managing conflicts of interest was until the deletion of Mr. Zoran Jovanovski as one of the owners of the Association Forum for Reasonable Policies Skopje from the records in the Central Registry of the Republic of North Macedonia.
- Mr. Jovanovski submitted a current state of the Association Forum for Reasonable Policies Skopje dated 26.04.2024, which confirmed that he is no longer one of the owners of the Association and this information has been deleted from the records of the Central Register of RNM.

In his current engagement as the Independent member of the Supervisory Board of the Bank, Mr. Jovanovski has expressed his readiness for uninterrupted, complete, objective and independent performance of the competencies of the Supervisory Board and has realized independent and objective assessment of the solutions and decisions proposed by the other members of the Supervisory Board, independently analysed the decision of the Management Board and avoided following the collective views and opinions. As the independent member of the Supervisory Board, he contributed with his actions to the consistent application and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.

Mr. Zoran Jovanovski, based on his engagement and performance as the independent member of the Supervisory Board in 2024, confirmed that has a reputation, awareness, and professionalism in corporate governance, which, among other things, includes compliance with the legal provisions and contractual obligations, cooperation with the supervisory and other competent authorities and respecting the corporate culture and values of the Bank.

Based on the participation in the seventeen sessions of the Bank's Supervisory Board in 2024, the shown active presented initiative and proactiveness in the operation of the Supervisory Board of Mr. Zoran Jovanovski, it was ascertained that Mr. Jovanovski devoted sufficient time and attention to the function and performance of the obligations as the Independent member of the Supervisory Board and the Second Deputy of the President of the Supervisory Board, as well as the duties of other bodies of the Bank, as the Member of the Audit Committee, the Nomination Committee and the Remuneration Committee.

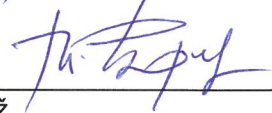
Based on the documents and information mentioned above, an assessment of the suitability of the

Mr. Zoran Jovanovski for the function of the Independent Member of the Supervisory Board was carried out, with which he is assessed as suitable and it is determined that he fulfils the separate criteria for the function Independent Member of the Supervisory Board and the Second Deputy of the President of the Supervisory Board, as well as the duties of other bodies of the Bank, as the Member of the Audit Committee, the Nomination Committee and the Remuneration Committee, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 10.03.2025

Signatures of the authorized persons:



Dejan Madzosi
Manager
Human Resources Division

Mateja Papež
Manager
Compliance and Integrity Center

Appendix 1a

Individual assessment of the suitability of Mrs. Kristina Kovačič Bjelajac as a Member of the Supervisory Board of NLB Banka AD Skopje for 2024
1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanour proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of the Mrs. Kristina Kovačič Bjelajac for performing the function of the Member of the Supervisory Board of NLB Banka AD Skopje was carried out, by which Mrs. Kristina Kovačič Bjelajac is assessed as suitable and it is determined that she fulfils the separate criteria for the position of the Member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, Mrs. Kristina Kovačič Bjelajac is hereby assessed as:

- **suitable**
- unsuitable

Explanation of the assessment:

The suitability of Mrs. Kristina Kovačič Bjelajac, the Member of the Supervisory Board of NLB Banka AD Skopje for 2024 is confirmed by the following:

Many years of successful management professional work experience in the banking sector (NLB d.d. Ljubljana, Republic of Slovenia) on senior managerial positions in the segment of global risk management with expertise in the management of credit, market and liquidity risk, the management of operational risks and regulation of the co-decision processes (underwriting), as well as longstanding

membership in the Audit Committee in NLB Banja Luka (bank - member of NLB Group) and the execution of the function of the member of the Supervisory Board and the President of the Audit Committee at NLB Banka AD Skopje in previous period, are supporting the suitability of Ms. Kristina Kovačič Bjelajac for performing the responsibilities of the function of the member of the Supervisory Board of NLB Banka AD Skopje also confirmed in the previous period in 2024.

By performing the function of the Member of the Supervisory Board, the President of the Audit Committee, the Member of the Remuneration Committee and the Nomination Committee of the NLB Banka AD Skopje, as well as by gained in-depth knowledge in the field of banking and finance, corporate governance and the role and function of the bodies of management and supervision, she possesses excellent knowledge of the established corporate governance of the Bank, especially its financial situation and risk profile.

The appropriate professional experience, education, expertise and competencies acquired through permanent professional specific training and education in the field of finance, banking operations and management, and other relevant items of the banking operation in the previous period, as: risk management and regulatory, sustainability and ESG Factors, cyber security and its challenges, data protection, prevention of money laundering, as well as other respective items related to the regulation and specific of the banking operation and digital transformation in operation, confirm her suitability for professional experience and knowledge of the position of the member of the Supervisory Board.

Also, it is assessed that Mrs. Kristina Kovačič Bjelajac in 2024 as well, dedicated sufficient time necessary for her additional continuous professional improvement, especially in the area of cyber security and its challenges, digital transformation in working, and artificial intelligence tools in operations.

It is assessed that for Mrs. Kristina Kovačič Bjelajac Member of the Supervisory Board of NLB Banka AD Skopje, no circumstances were identified that could lead to conflict of interest situation in 2024, that would limit her ability to perform the function of the Member of the Supervisory Board.

She expressed readiness for uninterrupted, complete, objective and independent performance of the competences of the Supervisory Board, realized independent and objective assessment of the solutions and decisions proposed by the other members of the Supervisory Board, independently analysed the decision of the Management Board and avoided following the collective stances and opinions. As the member of the Supervisory Board, she contributed with her actions to the consistent application and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.

Based on her expressed work and operation, it is assessed that Mrs. Kristina Kovačič Bjelajac as the Member of the Supervisory Board in 2024 possesses a reputation which among other things includes following the legal provisions and contractual obligations, cooperation with supervisory and other competent bodies and following the corporate culture and values of the Bank.

Based on the participation in the sixteen sessions of the Bank's Supervisory Board in 2024, the shown initiative and proactiveness in the work of the Supervisory Board, it was concluded that Mrs. Kovačič Bjelajac devoted sufficient attention and dedication to the function and performance of the obligations as the Member of the Supervisory Board, as well as the duties of other bodies of the Bank, as the President of the Audit Committee and the Member of the Remuneration Committee and the Member of the Nomination Committee.

Based on the documents and information mentioned above, an assessment of the suitability of Mrs. Kristina Kovačič Bjelajac for the function of the Member of the Supervisory Board was carried out, by which she is assessed as suitable and it is determined that she fulfils the separate criteria for the function of the Member of the Supervisory Board, as well as the duties of other bodies of the Bank, as the President of the Audit Committee and the Member of the Remuneration Committee and the Member of

the Nomination Committee as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 05.03.2025

Signatures of the authorized persons:

Dejan Madzoski
Manager
Human Resources Division

Mateja Papež
Manager
Compliance and Integrity Center

Appendix 1a

Individual assessment of the suitability of Mrs. Andreja Stražišar as a Member of the Supervisory Board of NLB Banka AD Skopje for 2024
1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanour proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of Mrs. Andreja Stražišar for the function as a Member of the Supervisory Board of NLB Banka AD Skopje was carried out, by which Mrs. Andreja Stražišar is assessed as suitable and it is determined that she fulfils the separate criteria for the position of Member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, Mrs. Andreja Stražišar is hereby assessed as:

- **suitable**
- unsuitable

Explanation of the assessment

The suitability of Mrs. Andreja Stražišar, the Member of the Supervisory Board of NLB Banka AD Skopje for 2024 is confirmed by the following:

Mrs. Andreja Stražišar possesses many years of successful professional work experience in the banking sector, of which over 16 years in managerial positions in the segment of financial control in Nova Ljubljanska Banka d.d. Ljubljana, Republic of Slovenia, i.e. over 6 years as Division Manager and 10 years as Deputy Division Manager in the same segment.

In her experience so far, as the Manager in the field of controlling, she is characterized by active professional engagement, as responsible for the controlling competencies at the NLB Group's level, as well as co-leader in the Group's capital management group.

Her membership and contribution in the operations of the Supervisory Board of the NLB Banka AD Skopje since 2021, as well as the membership in the Audit Committee of NLB Banka AD Skopje, in the previous period, are appropriate for executing her responsibilities on the function of the member of the Bank's Supervisory Board, which was also validated in 2024.

Mrs. Andreja Stražišar by performing the function of the Member of the Supervisory Board and other managerial functions in the field of the controlling in the banking operation, as well as the gained in-depth knowledge in the field of banking, finance, corporate governance and the role and function of the managerial and supervision bodies, she possesses excellent knowledge of the established corporate governance of the Bank, especially its financial situation and risk profile.

The appropriate gained education, expertise and competencies acquired through professional engagement in banking sector and continuous professional specific training and education in the field of finance, banking operations and management, and other relevant items of the banking operation and corporate governance in the previous period, as: sustainability and ESG Factors, cyber security and its challenges, data protection, as well as other respective items related to the regulation and specific of the banking operation, confirm her suitability for professional experience and knowledge of the position of the Member of the Supervisory Board.

It is also appreciated that Mrs. Andreja Stražišar dedicated the appropriate time needed in 2024 for her additional permanent professional development, especially in the area of Cyber security and its challenges and the digital transformation in operation.

It is assessed that for Mrs. Andreja Stražišar, the Member of the Supervisory Board of NLB Banka AD Skopje no circumstances were identified that could lead to conflict of interest situation occurred in 2024 that would limit her ability to perform the function of the Member of the Supervisory Board.

Mrs. Andreja Stražišar showed readiness for uninterrupted, complete, objective, and independent performance of the competences of the Supervisory Board, realized independent and objective assessment of the solutions and decisions proposed by the other members of the Supervisory Board, independently analysed the decision of the Management Board and avoided following the collective stances and opinions. As a member of the Supervisory Board, she contributed with her actions to the consistent application and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.

It is assessed that Mrs. Andreja Stražišar, as the Member of the Supervisory Board in 2024 possess a reputation which among other things includes following the legal provisions and contractual obligations, cooperation with supervisory and other competent bodies and following the corporate culture and values of the Bank.

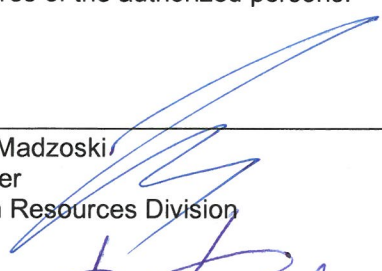
Based on the participation in the seventeen sessions of the Bank's Supervisory Board in 2024, the expressed initiative and constructiveness in the work of the Supervisory Board, it was concluded that Mrs. Stražišar devoted sufficient attention and dedication to the function and performance of the obligations as the Member of the Supervisory Board, as well as the Member of the Audit Committee.

Based on the documents and information mentioned above, an assessment of the suitability of Mrs. Andreja Stražišar for the function of Member of the Supervisory Board was carried out, by which she is assessed as suitable and it is determined that she fulfils the separate criteria for the function of the Member of the Supervisory Board, as well as the Member of the Audit Committee as following: the

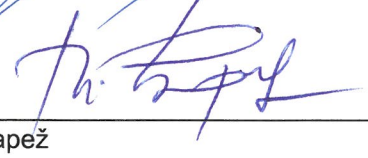
criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 10.03.2025

Signatures of the authorized persons:



Dejan Madzosi
Manager
Human Resources Division



Mateja Papež
Manager
Compliance and Integrity Center

Appendix 1a

Individual assessment of the suitability of Mrs. Nataša Pukl Independent Member of the Supervisory Board of NLB Banka AD Skopje for 2024

1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanour proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of Mrs. Nataša Pukl for performing the function of Independent Member of the Supervisory Board of NLB Banka AD Skopje was carried out, by which Mrs. Nataša Pukl is assessed as suitable and it is determined that she fulfils the separate criteria for the position of Independent Member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, Mrs. Nataša Pukl is hereby assessed as:

- suitable
- unsuitable

Explanation of the assessment:

The suitability of Mrs. Nataša Pukl, Independent Member of the Supervisory Board of NLB Banka AD Skopje with the mandate from 29.05.2024, for 2024 is confirmed by the following:

Mrs. Nataša Pukl is distinguished by proven long-term professional work experience in the banking sector in the Republic of Slovenia, as a holder of high supervisory, management and executive positions in commercial banks, as well as a holder of managerial positions and execution of an expert/advisory function in the area of banking supervision at the Bank of Slovenia.

Namely, Mrs. Pukl started her career in the banking sector as a consultant in the organization and technology development division, to continue with the professional development on various management positions, from head, assistant to division director, director of division in the finance department and accounting, to deputy general manager of the bank, as well as a member of the Management Board (CFO - Chief Financial Officer), responsible for the overall financial activities, more precisely for accounting, controlling, budgeting, liquidity, payment system and trade finance, conducting the vital function of the strategic initiatives of the company.

Also, Mrs. Nataša Pukl stands out with several years of professional experience in the field of supervision on the highest management positions (Deputy Director and Director) of the Division of Banking Supervision in the Bank of Slovenia, as well as Senior Advisor Expert in the same division, after her retirement, as her professional engagement. In addition, within her professional engagement, Mrs. Nataša Pukl, also notes the achievement of the function of a member of the Supervisory Board of Sberbank Banka d.d. Ljubljana, Republic of Slovenia (later renamed to N Banka d.d.) till August 2023, and from 29.05.2024, with her membership in the Supervisory Board of NLB Banka AD Skopje, as an independent member, her expertise, knowledge and competencies for performing the function of an independent member of the Supervisory Board of NLB Banka AD Skopje are further validated.

Mrs. Nataša Pukl in her professional carrier is characterized by long-term engagement and realized membership in specialized professional bodies in the area of banking and supervision, such as: member of supervisory board in European Banking Agency (EBA) and CEBS (as the predecessor of EBA), member of BSCEE (Board of Supervisors of Central and East European Countries), member in SCOP (Subcommittee of EBA Supervisory Practices). Since 2015, she has been a member of in SDA - Slovenian Director's Association (Združenje nadzornikov Slovenije - ZNS), as licensed manager/supervisor.

The adequate professional experience and education, expertise and competencies acquired through continuous participation in professional development and training in the fields of finance, banking, accounting, financial analysis, financial reporting, supervision, audit, management and corporate governance, Cyber security and its challenges, as well as other current topics related to the regulation and specifics of banking operations and digital transformation in operation validate her suitability for professional experience and knowledge for the position of Independent Member of the Supervisory Board.

Also, it is assessed that Mrs. Nataša Pukl in the period of her mandate in 2024, dedicated sufficient time necessary for her additional continuous professional improvement, especially in the area of cyber security and its challenges and digital transformation in operation.

It is assessed that for Mrs. Nataša Pukl, Independent Member of the Supervisory Board of NLB Banka AD Skopje, no circumstances were identified that could lead to conflict of interest situation, in the period of her mandate in 2024, that would limited her ability to perform the function of the Independent Member of the Supervisory Board.

She expressed readiness for uninterrupted, complete, objective and independent performance of the competences of the Supervisory Board, realized independent and objective assessment of the solutions and decisions proposed by the other members of the Supervisory Board, independently analysed the decision of the Management Board and avoided following the collective stances and opinions. As the Independent Member of the Supervisory Board, she contributed with her actions to the consistent application and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.

It is assessed that Mrs. Nataša Pukl, based on her expressed work and operation as Independent Member of the Supervisory Board in the Banka, in the period of her mandate in 2024 possesses a reputation which among other things includes following the legal provisions and contractual obligations, cooperation with supervisory and other competent bodies and following the corporate culture and values of the Bank.

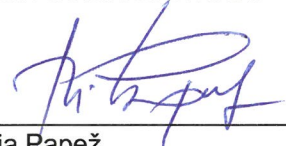
Based on the permanent participation in the realized sessions of the Supervisory Board of the Bank in the period of her mandate in 2024, the shown initiative and proactiveness in the work of the Supervisory Board, it was concluded that Mrs. Nataša Pukl devoted sufficient attention and dedication to the function and performance of the obligations as an independent Member of the Supervisory Board.

Based on the documents and information mentioned above, an assessment of the suitability of the Mrs. Nataša Pukl for the function Independent Member of the Supervisory Board was carried out, with which she is assessed as suitable and it is determined that she fulfils the separate criteria for the function Independent Member of the Supervisory Board following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 10.03.2025

Signatures of the authorized persons:



Dejan Madžoski
Manager
Human Resources Division

Mateja Papež
Manager
Compliance and Integrity Center

Appendix 1a

Individual assessment of the suitability of Ms. Mateja Treven as an Independent Member of the Supervisory Board of NLB Banka AD Skopje for 2024
1. Verification of the integrity of information and compliance of data with documentation

Criterion	Documents	Suitability
Knowledge, skills and experience	<ul style="list-style-type: none"> – Curriculum Vitae – Documentation submitted by the candidate – Documentation available to the Bank – Comparison of data 	yes
Reputation, integrity and honesty	<ul style="list-style-type: none"> – Extracts from criminal, penalty and misdemeanour proceedings – Orderly economic position – Information in the media 	yes
Conflicts of interest and independence	<ul style="list-style-type: none"> – Personal, professional or economic links with the Bank – Documentation submitted by the candidate 	yes
Time commitment	<ul style="list-style-type: none"> – Documentation submitted by the candidate 	yes

2. Overall assessment:

Based on the documents and information mentioned above, an assessment of the suitability of Mrs. Mateja Treven for the function Independent Member of the Supervisory Board was carried out, by which Mrs. Mateja Treven is assessed as suitable and it is determined that she fulfils the separate criteria for the position of Independent Member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Following a thorough review of the relevant documentation and information, the Mrs. Mateja Treven is hereby assessed as:

- **suitable**
- unsuitable.

Explanation of the assessment:

The suitability of Mrs Mateja Treven, Independent Member of the Supervisory Board of NLB Banka AD Skopje, with the mandate till 28.05.2024, for 2024 is confirmed by the following:

Mrs. Mateja Treven has many years of successful professional work experience in supervisory and other managerial positions in the banking and insurance sector, as well as consulting and executive functions in professional companies/ networks for providing of expert services in the field of finance and suitability development, where she currently holds the position of cofounder and manager (CEO) of the company Blockhapp d.o.o. Ljubljana.

Additionally, Ms. Mateja Treven is characterized with many years of memberships in the Society of CFA - Slovenija, and as a member of the Board of Directors of Society, from July 2020.

Her several-year membership in the Supervisory Board of the NLB Banka AD Skopje since October 2020, the membership in the Supervisory Board and Audit Committee of NLB Banka Pristina since 2021, as well as the membership in supervisory boards and conducting executive management functions in other fields of the financial operation and more widely in the past period, are assessed as suitable for

performing the responsibilities for the position of the independent member of the Supervisory Board of the Bank, which was also ascertained in 2024 (till the expiration of her mandate 28.05.2024).

By performing the function of the Independent Member of the Supervisory Board of the NLB Banka AD Skopje, as well as the gained in-depth knowledge in the field of finance, investment management, financial accounting, financial analysis, insurance, banking, corporate governance, the role and function of management and supervisory bodies, she is characterized with excellent knowledge of the corporate governance of the Bank, especially its financial situation and risk profile.

The appropriately gained professional experience education, knowledge, expertise and competencies acquired through professional engagement in the sector of finance, continuous professional specific training and education in the area of finance, investment management, banking operations and management, and other relevant items of the banking operation in the previous period, as: sustainability and ESG Factors, Cyber security, data protection, prevention of money laundering, as well as other respective items related to the regulation and specific to the banking operation, confirm her suitability for professional experience and knowledge of the position of Independent Member of the Supervisory Board.

Also, it is assessed that Mrs. Mateja Treven in 2024 (within her mandate till 28.05.2024), dedicated sufficient time for her professional improvement.

It is assessed that for Mrs. Mateja Treven, in 2024, during her mandate in the Bank, no new circumstances were identified for the occurrence of a conflict of interest that limited her ability to perform the function of an Independent member of the Supervisory Board.

Mrs. Mateja Treven previously disclosed the circumstances of the existence of a potential conflict of interest, in accordance with the Policy for conflict of interest management and prevention of corruption in NLB Bank AD Skopje, where the following was ascertained:

- Mrs. Mateja Treven is the manager of the company Blockhapp d.o.o. Slovenia and considering the activity of the company (other business consulting services, research and development in the field of natural sciences and technology), it could have appeared in the role of a service provider and of companies that work and operate in the territory of the Republic North Macedonia.

Considering the stated circumstances, the Bank determined measures necessary to be undertaken for managing the situations of conflict of interests in accordance with the internal acts, as follows:

- Mrs. Treven was obliged to disclose circumstances of a conflict of interest, if the company Blockhapp d.o.o. from Ljubljana, in which she acts as a CEO, provided services to companies that work and operate in the territory of the Republic of North Macedonia.

- Mrs. Treven's obligation to fulfil the determined measure lasted for the entire duration of the mandate.

Also, Mrs. Mateja Treven previously disclosed her position within the Audit Committee of Luka Koper d.d. and Board of Directors of the CFA Society Slovenia Institute, where it was identified that there was no conflict of interest situation related to NLB Banka Skopje AD during her mandate in the Supervisory Board of NLB Banka AD Skopje.

During her mandate in 2024, Mrs. Mateja Treven presented readiness for uninterrupted, complete, objective and independent performance of the responsibilities of the Supervisory Board member, through independent and objective assessment of the decisions proposed by the other members of the Supervisory Board, independently analysing of the decision of the Management Board and avoiding following the collective stances and opinions. Mrs. Mateja Treven, as an independent member of the Supervisory Board, with her operation within the mandate in 2024, realised the consistent implementation and practice of the basic principles of corporate governance, as well as compliance of the legal regulations and regulations prescribed by the National Bank of the Republic of North Macedonia.

Mrs. Mateja Treven, as the Independent Member of the Supervisory Board in 2024 (within her mandate in 2024) confirmed that she has a reputation and professionalism in corporate governance, which among other things includes following the legal provisions and contractual obligations, cooperation with supervisory and other competent bodies and following the corporate culture and values of the Bank.


Regarding, the realised sessions of the Supervisory Board of the Bank within her mandate till 28.05.2024, the manifested initiative and cooperation in the operation of the Supervisory Board, as well as the information on memberships in the Audit Committee in the company Luka Koper (Port of Koper) for which she allocated 8 hours per month and 2 hours per month in the Board of Directors of the CFA Society Slovenia, it was ascertained that Mrs. Mateja Treven paid enough attention and dedication to the position and performance of her duties as the Independent Member of the Supervisory Board, with her unhindered participation and attendance at the sessions of the Supervisory Board.

Based on the documents and information mentioned above, an assessment of the suitability of the Mrs. Mateja Treven for the function independent member of the Supervisory Board was carried out, with which she is assessed as suitable and it is determined that she fulfils the separate criteria for the function Independent member of the Supervisory Board, as following: the criteria for knowledge, skills and experience; reputation, integrity and honesty; conflict of interest and independence and time commitment.

Date: 10.03.2025

Signatures of the authorized persons:



Dejan Madzosi
Manager
Human Resources Division

Mateja Papež
Manager
Compliance and Integrity Center

Прилог 16

Колективна годишна оцена на соодветноста на Надзорниот одбор на НЛБ Банка АД Скопје за 2024 година

Се констатира дека Надзорниот одбор на НЛБ Банка АД Скопје во текот на 2024 година, во следниот состав:

- Блаж Бродњак, Претседател на Надзорниот одбор
- Боштјан Ковач, Заменик претседател на Надзорниот одбор
- Зоран Јовановски, Втор заменик претседател на Надзорниот одбор и независен член на Надзорниот одбор
- Кристина Ковачич Бјелајац, Член на Надзорниот одбор
- Андреја Стражишар, Член на Надзорниот одбор
- Матеја Тревен, Независен член на Надзорниот одбор до 28.05.2024 година
- Наташа Пукл, Независен член на Надзорниот одбор од 29.05.2024 година,

демонстрираше посветеност и ефикасно работење во остварување на надзорот над работењето на Управниот одборот и законски пропишаните одбори и потврди дека ги поседува знаењата, компетенциите и искуството потребно за независен надзор на работењето на НЛБ Банка АД Скопје, со особен акцент на сеопфатното познавање и разбирање на активностите што ги врши Банката и на материјалните ризици на кои е изложена.

Надзорниот одбор во остварувањето на надзорот во 2024 година, продолжи доследно и ефикасно да ги извршува работите од својата надлежност, и обезбеди континуитет во остварување на својата надзорна функција во поглед на севкупното работење на банката и решавањето на значајни прашања за работењето на банката со стручен и професионален пристап на членовите на Надзорниот одбор, согласно законската регулатива и барања.

Во текот на 2024 година се одржаа осумнаесет седници на Надзорниот одбор со континуирано учество на членовите на Одборот, на коишто се донесоа значајни одлуки за решавање на прашања од неговата надлежност, контрола и следење на работењето на банката. Активна вклученост на членовите на Одборот и нивното меѓусебно дополнување со искажани објективни независни ставови во одлучувањето и остварувањето на надзор на работењето, беа одлика на нивното работење и во 2024 година.

Надзорниот одбор во 2024 година одговорно ги вршеше своите активности во насока на обезбедување на добро работење и управување и стабилност на Банката, како и навремено и точно финансиско известување на Народната банка на РСМ. Надзорниот одбор, особено, ги насочи своите активности и работење кон продолжување на профитабилното работење на Банката и задржување на водечката позиција на Банката во банкарскиот сектор во Република Северна Македонија.

Врз основа на ова, се цени дека составот на Надзорниот одбор поседува способност за размена на искуства и знаења и меѓусебна соработка во вршење на надзор на Банката, како и носење на индивидуални објективни и непристрасни одлуки при надзорот.

Тоа се потврдува и преку активното учество во работата на состаноците на Одборот на членовите на Надзорниот одбор во текот на 2024 година, во насока на спроведување на надзорот на работењето на Банката, обезбедување на добро работење, управување и стабилност на Банката.

Се констатира дека членовите на Надзорниот одбор во ваков состав во 2024 година поседуваат соодветни компетенции и стручност во банкарското работење потребни за остварување на надзор на работењето, способност за меѓусебна соработка и размена на искуства и знаења со потребната објективност и конструктивност во излагањата, независност и самостојност во одлучувањето и извршувањето на надлежностите, како и посветување на соодветно време за извршување на обврските што произлегуваат од членството во Надзорниот одбор и

членството во другите одбори на банката во коишто се назначени, како и посветување на време за нивно континуирано стручно надоградување.

Се потврдува дека членовите на Надзорниот одбор имаат стекнато долгогодишно професионално работно искуство од различни области на банкарскиот и финансискиот сектор како носители на раководни и надзорни функции, што овозможува Надзорниот одбор ефикасно и соодветно да врши надзор на работењето на Банката и Управниот одбор, да ги одобрува политиките за вршење на финансиски активности и останатите политики и да го следи нивното спроведување согласно Законот за банките и Статутот на НЛБ Банка АД Скопје, како и да обезбедува добро работење, управување и стабилност на Банката, и навремено и точно финансиско известување на НБРСМ.

Разновидното професионално искуство и знаење се состоеше од познавање на процесите и искуството со кои располагаа членовите на Надзорниот одбор на НЛБ Банка АД Скопје, и се однесуваат на: управувањето со ризиците, вршењето финансиски анализи, финансиското известување и сметководство, информациската технологија, пазарите на капитал, стратешкото планирање, корпоративното управување, внатрешната ревизија, остварување на банкарска супервизија, усогласеноста со прописите, наградувањето на успешноста во работењето, спречување на перење пари и борба против тероризмот, ЕСГ стандардите, разбирањето на локалната, регионалната економија, како и глобната економија и финансии, како и познавањето на релевантната домашна регулатива и меѓународни стандарди од банкарското работење.

Имено, се валидира дека членовите на Надзорниот одбор поседуваат докажани управувачки и надзорни вештини, стекнати продлабочени знаења и висока компететност од областа на финансиите, банкарското работење, супервизијата на банкарското работење и корпоративно управување, и истото го искажаа и во 2024 година со соодветен придонес кон ефикасно остварување на надзорот и работата на Одборот.

Со колективната годишна позитивна оцена на Надзорниот одбор како колективен орган, се потврдува исполнувањето на предусловите за колективно донесување на стручни одлуки и поседувањето на соодветно знаење, компетенции и искуство за обезбедување на услови за добро и стабилно работење и управување со Банката во согласно законските барања и етичките професионални стандарди на банкарското работење, кое се потврди и докажа во 2024 година.

Annex 1v

Self-assessment of the individual work for 2024 by each member of the Supervisory Board of the NLB Banka AD Skopje

Report on analysis of Supervisory Board Self-assessment (2024)

1. Introduction

Best practice of corporate governance recommends that Supervisory Board ("SB") performance shall be assessed annually. We have incorporated such procedure in NLB Group Governance Policy and introduced standardized activities five years ago on a group level. The goal of such procedure is to identify the areas requiring improvements and to specify the priorities and required measures. Questions mainly refer to evaluation of the effectiveness of the body, its composition, potential conflicts of interest, role of individual member and quality of cooperation with the Management Board.

2. Executive summary

Self-assessment questionnaires were sent to 6 members¹ of the SB of NLB Banka Skopje and all of them completed the questionnaires.

The summary of the analysis of the questionnaires shows the average score (min 1, max 4) of the main work areas of SB and their individual opinion regarding SB strength and weakness, as follows:

A	CORPORATE GOVERNANCE FRAMEWORK <i>Corporate Governance policy (CGP), Diversity policy, Remuneration Policy, Sustainability Policy or another equivalent document</i>
Average score: 3.6 (2023: 3.6; 2022: 3.4)	<u>Findings:</u> Corporate Governance Code of NLB Banka Skopje and Remuneration Policy for employees of NLB Banka Skopje were adopted in December 2024. Policy on the provision of diversity of the management body and senior management in NLB Banka Skopje was adopted in April 2023. Sustainability Policy and Environmental and Social Transaction Policy Framework in NLB Banka AD Skopje, were adopted in July 2024.
B	APPOINTMENT OF THE SB MEMBERS AND ONBOARDING <i>Defining the criteria for selection of candidates, selection procedures, on-boarding program</i>
Average score: 3.6 (2023: 3.4; 2022: 3.5)	<u>Findings:</u> Target SB composition is defined in Group Governance policy and supplemented by independent SB members. The procedure of candidate selection is transparent, previously aligned with the parent company and in accordance with the company's internal act. <u>Comments from SB members:</u> <ul style="list-style-type: none"> Under local regulation larger shareholders propose SB members. In this case the SB does not actively procure the search but assesses the candidates. In line with this, NLB established the necessary framework (selection policy) incl F&P assessment/diversity principles. There is always room for more effective and comprehensive onboarding process, i.e. learnings should be used for continuous improvements.

¹ one independent SB member started the mandate on 29.5.2024

C	COMPOSITION OF THE SUPERVISORY BOARD <i>Skills, knowledge, and experience of SB members, diversity of composition and the number of SB members, FIT&PROPER procedure</i>
Average score: 4.0 (2023: 3.9; 2022:3.9)	<u>Findings:</u> Combination of selected professional backgrounds of the SB members is complementary as well as attuned to the challenges and plans. Number of SB members allow the appointment of members to SB committees. F&P is a part of the nomination process.
D	THE SUPERVISORY BOARD TASKS <i>Strategy management, control of company operations, HR management</i>
Average score: 3.7 (2023: 3.4 2022: 3.6)	<u>Findings:</u> SB regularly and efficiently controls the Bank's financial operations of the bank and other fields of operations. Regular quarterly HR report was implemented in 2023. <u>Comments from SB members:</u> <ul style="list-style-type: none"> Group wide strategy is defined on the parent institute level, while subsidiaries have clearly been a vital part of considerations. They have been included meaningfully in the strategizing process, yet there has always been possibility for even more intensive alignments. Overall, the strategy framework of the bank has been comprehensively addressing the specific priorities of the entity, while being in line with the strategic framework of the Group it belongs to. Strategy to be prepared and approved.
E	RELATIONS WITH THE MANAGEMENT BOARD <i>Appointment of MB members, quality of cooperation, performance evaluation, remuneration</i>
Average score: 4.0 (2023: 3.8; 2022: 3.9)	<u>Findings:</u> The procedure of candidate selection is transparent, defined by the parent company and incorporated in the Banks's internal acts. The SB regularly and systematically evaluates MB performance. The performance criteria (financial and non-financial criteria) are modified each year, and they define quantity and quality measures and weightings for the remunerations of the MB. <u>Comment from a SB member:</u> In 2024 there have been developments that led to a loss of trust into the CEO and his substitution, paralleled by the recruitment of the MB member for Retail banking.
F	QUALITY OF MATERIALS AND REPORTING <i>Timeliness and quality of materials, confidentiality of information, quality of reporting, reporters</i>
Average score: 3.6 (2023: 3.4 2022: 3.6)	<u>Findings:</u> The SB members mostly receive the materials in time; some materials, however, occasionally arrive late. The quality of material for SB meetings was upgraded but there are still possible improvements in the preparation of well-structured executive summaries that would lead the discussion to areas of material interest / problem areas. The business secrecy/confidentiality is protected. <u>Comments from SB members:</u> <ul style="list-style-type: none"> ➤ Board materials could always be more effective in rendering the key messages, so there has been a continuous room for improvement.

	<ul style="list-style-type: none"> ➤ Most of materials is well prepared, however some materials could contain more condensed summary with key focus information. ➤ Presentation and communication skills of reporters and Board members can always be further improved. ➤ Sometimes more direct visibility from heads of control functions might be beneficial.
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G	SUPERVISORY BOARD MEETINGS <i>Convocation and chairmanship of meetings, quality of discussion, digitalization and protection of information, agenda, meeting minutes, monitoring the implementation of resolutions, secretary of the SB</i>
Average score: 3.6 (2023: 3.7; 2022: 3.8)	<p><u>Findings:</u> Meetings are convened in compliance with the SB Rules of procedure. Discussions are constructive. The Bank ensures adequate protection and information security when distributing materials to the members of the SB. There are some shortcomings in the preparation of the minutes. The cooperation between Secretary and Chairperson is at a satisfactory level.</p> <p><u>Comments from SB members:</u></p> <ul style="list-style-type: none"> • SB meeting documentation is submitted via email, protected with the password. I can't evaluate if this is secure enough. Probably a special application would be more secure, and it would also give a possibility to establish an archive of SB documentation (and also other documentation- like internal acts of the bank) and can be reached by SB members whenever needed. • Minutes can always deliver the gist of the discussion in a more effective way, therefore continuous improvements are targeted. • In 2024, the minutes did not always adequately summarize the discussion and were not distributed within ten working days. However, this practice has improved in recent period.

H	SB COMMITTEES <i>Appointment and composition of SB committees, committee reporting to the SB</i>
Average score: 3.9 (2023: 3.8; 2022: 4.0)	<p><u>Findings:</u> SB has appointed necessary committees. Most members are experts in the field for which the committee is responsible. The SB is regularly and timely informed about the work of the committees.</p>

I	CONTRIBUTIONS OF INDIVIDUAL SB MEMBERS <i>Attendance at SB sessions, preparedness, participation, individual SB members contribution</i>
Average score: 3.5 (2023: 3.6; 2022: 3.7)	<p><u>Findings:</u> Attendance of the SB members at meetings is high. The members of the SB generally thoroughly prepare for the meeting. Expert knowledge and professional attitude of the SB members make the atmosphere at the SB meetings pleasant and conducive to new ideas.</p> <p><u>Comment from a SB member:</u> The quantity of documentation of some meetings is so large that I am not able to read everything thorough, also I dedicate quit a lot of time to the documentation of</p>

	each meeting. This is especially the case, when many internal acts, policies etc. are submitted to the SB meeting and require the SB consent.
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J	CULTURE AND DEVELOPMENT OF THE SUPERVISORY BOARD <i>Conflict of interest, teamwork of the SB activity, motivation for work, professional development, evaluation of SB performance, remuneration of the SB</i>
Average score: 3.8 (2023: 3.5; 2022: 3.7)	<p><u>Findings:</u> Conflicts of interest are managed according to best practice recommendations, legal regulations, and internal documents. All decisions are adopted jointly regardless of any differences in views and positions. The Bank prepares the education framework plan for SB and its committees. Self-evaluation of the SB is carried out once a year.</p> <p><u>Comments from SB members:</u></p> <ul style="list-style-type: none"> • Training could always be more intensive and frequent, especially in the ever quicker changing environment, introducing new categories of risk, the most prominent lately being the cyber and fraud dimension. • Since 2025 the remuneration for the work of SB members was increased significantly, but it is questionable if it is in line with SB members responsibility, especially in comparison with remuneration of MB.

	OTHER – SB's strength and weakness
	<p><u>The individual opinion on SB's greatest strength:</u></p> <ul style="list-style-type: none"> • Diverse knowledge and experience, open communication and sincere devotion to company success. • Top level of technical knowledge of its members, accompanied by working in an environment that encourages an open discussion. In those circumstance, any challenge that might appear related to the Bank's operations can be properly discussed and addressed. • Professional support of the NLB Group, expertise of SB members and strong leadership of the chairman. • Diversity and wealth of experience in and beyond the banking industry • Constructive cooperation among SB and MB members, open discussion, SB members are experts in various fields. <p><u>The individual opinion on SB's greatest weakness, improvements that were suggested:</u></p> <ul style="list-style-type: none"> • More forward looking discussions - which clients will we bank with in 2030? • What I will write is not a weakness, it is just a suggestion: It may be useful to spend a bit more time in the future SB's meetings covering the latest technological developments and their implications for the banking business in the (not so close) future. • To technical upgrade the work of SB with an application to improve availability of documentation, the security, transparency of voting... • The Board could always be even more active and engaged, yet I believe that the underlying one has been pretty balanced. • IT / ITC knowledge. Additional trainings, support from independent IT experts...

3. The implementation of the suggested improvements identified in self-assessment of SB members for 2023

	Responsible	Realization
D: THE SUPERVISORY BOARD TASKS Regarding the control of company operations: room for improvement in internal control systems and reporting. More discussion about talents and succession planning at SB meetings would be appreciated. Within the HR Strategy the succession plan should be updated.	MB /SB	The succession plan was updated*
F: QUALITY OF MATERIALS AND REPORTING Improving the material which should guide to main points that should be discussed.	The Bank	Ongoing task
G: THE SUPERVISORY BOARD MEETINGS Further steer the quality of minutes (internal verification of minutes by SB Secretary before submission to the SB members).	SB Secretary	Ongoing task
J: CULTURE AND DEVELOPMENT OF THE SB Prepare the training plan for SB members with consideration of the most topical issues (for example: cyber security).	SB Secretary	Ongoing task

*In February 2025, MB has approved the lists of successors (up to successors for B1) and talents (young and professional talents) in NLB Banka Skopje. They have all been included in the talent development program which kicked-off on March 07th. While the steps undertaken so far in this area have been presented to the SB at the regular quarterly HR reviews (including the latest review for Q4 2024), a more comprehensive overview on the topic will be given in the next HR review for the SB (Q1 2025).

4. Conclusion and recommendations

Following the regular annual self-assessment for 2024, the work of individual members and the work of the SB was fully assessed as effective, as it responded to each challenge promptly and constructively and successfully supervised the Bank's operations. No major weakness was identified.

The average score for all areas was reached at level of **3.7**, higher than the previous year (2023: 3.6).

We suggest the following activities in 2025:

	Responsible	Deadline
D: THE SUPERVISORY BOARD TASKS Based on the NLB Group Strategy 2025-2030, the Bank should prepare its own strategy.	MB	2025
F: QUALITY OF MATERIALS AND REPORTING There is still room for improvement in the preparation of SB materials, also additional training for rapporteurs could be beneficial.	Material writers and reporters	Ongoing task
G: SUPERVISORY BOARD MEETINGS		

There is still room for improvement in the preparation of the minutes in terms of adequately summarizing the discussion and the timeliness of their submission to the SB members for review.	SB Secretary	Ongoing task
J: CULTURE AND DEVELOPMENT OF THE SB When preparing a framework training plan for SB members, the latest issues (cyber security, fraud), technological developments and their implications for banking operations in the future, should be among the priorities.	SB SB Secretary	Ongoing task

Appendix g

1. Assessment of the size and composition of the Supervisory Board

The size of the Supervisory Board is regulated in accordance with the prescribed number of members which is determined with the Law on Banks.

During 2024 the Supervisory Board worked in the composition of 6 members and they had efficient discussions and debate on the items stipulated on the agenda in line with providing constructive proposals and they objectively and independently decided on each proposal-decision whereby their role in the work of the Supervisory Board is positively assessed for 2024.

2. Assessment of the size and composition of the Audit Committee and Risk Management Committee

The size of the Audit Committee and Risk Management Committee is regulated in accordance with the prescribed number of members which is determined with the Law on Banks and by the Statute of NLB Banka AD Skopje.

The members of the Audit Committee in 2024 worked in the composition of 5 members and they had efficient discussions and debate on the items stipulated on the agenda in line with providing constructive proposals and they objectively and independently decided on each proposal-decision whereby their role in the work of the Audit Committee is positively assessed for 2024.

The members of the Risk Management Committee in 2024 worked in the composition of 9 members and they had efficient discussions and debate on the items stipulated on the agenda in line with providing constructive proposals and they objectively and independently decided on each proposal-decision whereby their role in the work of the Risk Management Committee is positively assessed for 2024.

3. Assessment of the efficiency of the Supervision performed by the Supervisory Board as part of the corporate governance in the Bank and identifying the activities that require enhancement or changes

The Supervisory Board has one of the main roles in efficient implementation of the Supervision in corporate governance of the Bank.

By establishing a good system of corporate rules and values, the Supervisory Board in the course of 2024 provided good and stable work of the Bank, as well as harmonization of the work of the Bank with the local regulations for corporate governance, as well as harmonization with the international standards of corporate governance.

The established system of NLB Bank AD Skopje for corporate governance, in particular the control performed by the Supervisory Board, proves to be efficient and the Bank is continuously working to improve the already established efficient corporate governance system.

It also distinguishes the Bank's performance in respecting and applying the Code of Conduct established at Group level.

Each individual member of the Supervisory Board and Supervisory Board as a collective will continue to work on improvement of the established corporate governance system.

From this aspect, the role of supervision of the Supervision Board is positively assessed as part of the corporate management in the Bank

4. Assessment of the efficiency of the Nomination and Remuneration Committee

The members of the Remuneration and the Nomination Committee in 2024 worked in a composition of 4 members and they led an efficient discussion and debate on the agenda items and continuously assisted the Supervisory Board in the implementation of part of its competences related to the establishment and implementation of the Remuneration Policy and the Policy on the method of selection, monitoring the operation and dismissal of the members of the Supervisory Board, the Risk Management Committee, the Audit Committee and the Management Board.

The Supervisory Board chooses members from among its members who will be part of the composition of the Nomination Committee and the Remuneration Committee, and through their many years of professional work experience in various fields, they gave constructive proposals and objectively and independently decided on each proposal - decision to the Supervisory Board whereby their role in the work of the Nomination Committee and the Bank's Remuneration Committee for 2024 is positively evaluated

5. Assessment of the efficiency of the legally foreseen boards (Audit Committee and Risk Management Committee)

The Audit Committee and the Risk Management Committee in the course of 2024 efficiently conducted their work by timely informing the Supervisory Board of their activities, determined in accordance with the Law on Banks and the Bank's Statute, with a positive assessment of their role in establishing professional standards in banking.

Boštjan Kovač
President of the
Nomination Committee