

Item on the agenda:14
Proposer: **Shareholders**

Material for the Annual Shareholders Assembly of NLB Banka AD Skopje

Proposal - Decision on appointment a Member of the Supervisory Board of NLB Banka AD Skopje

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

Decision on appointment of a Member of the Supervisory Board of NLB Banka AD Skopje

In addition:

- Proposal - Decision on appointment of Mr. Aleš Ipavec for Member of the Supervisory Board of NLB Banka AD Skopje.

Skopje, May 2025

Annual Shareholders Assembly of NLB Banka AD Skopje

Proposal - Decision on appointment a Member of the Supervisory Board of NLB Banka AD Skopje

Pursuant to Article 39 paragraph 1, point 8 of the Statute of NLB Banka AD Skopje, the Assembly of NLB Banka AD Skopje adopted the following:

Decision on appointment of a Member of the Supervisory Board of NLB Banka AD Skopje

1. The Annual Shareholders Assembly as a Member of the Supervisory Board of NLB Banka AD Skopje appoints:
 - Mr. Aleš Ipavec with passport number: PB 1706742, with address at Mačkovci no. 035, Domžale, Republic of Slovenija, Country Manager in Nova Ljubljanska Banka d.d, Ljubljana, for Republic of North Macedonia
2. The mandate of the member of the Supervisory Board lasts 4 (four) years.
The mandate starts from 13.09.2025.
3. 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

Chairman
of the Shareholders Assembly
of NLB Banka AD Skopje

Explanation

The need for appointing 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, Mr. Boštjan Kovač on 12.09.2025.

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 Mr. Aleš Ipavec for appointment on position for independent 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 National Bank of RNM for appointment of Mr. Aleš Ipavec as Member of the Supervisory Board.

Skopje, May 2025



Aleš Ipavec, M. Sc.

Mačkovci 35, 1230 Domžale, Slovenia

Tel: +386 41 545 226, **e-mail:** alesipavec@gmail.com

PROFILE

Experienced executive manager focused on achieving results, equipped with robust leadership, management, organizational, sales, communication, and analytical abilities. Proactive and eager to take on new challenges, I thrive in collaborative environments, generate innovative ideas, make decisive decisions, and swiftly adapt to change. I actively seek out new knowledge and value the exchange of experiences with others.

ACHIVEMENTS (SHORT SUMMARY)

- stabilized the then very weak performing Ljubljana Stock Exchange (LJSE), followed by eight consecutive profitable years, while increasing the number of employees by 40%
- launched new platform, implemented new products and completely renewed the LJSE's corporate identity
- brought in market makers and coverage for all our major stocks and arranged the first listings of commercial papers and bonds by private companies on LJSE
- set up digital sales and marketing channels and introduced a full training program for our retail and corporate customers
- as a result, average daily turnover has almost doubled over the last eight years
- built a treasury sales department from scratch, which in four years became the top 3 (out of 18 banks in Slovenia at the time)
- established and lead a sports and cultural association that experienced rapid growth, expanding its membership from inception to 650 members within a short span of time
- as President of ACI Forex Slovenia, I ensured a complete restructuring and regional integration of the association and consequently succeeded in reversing the negative trend in the number of members to a positive one

EDUCATION

Master of Science , Finance program, Faculty of Economics, University of Ljubljana	2004 - 2008
B.A. in Economics - Finance program, Faculty of Economics, University of Ljubljana	1998 - 2003
Secondary school , Economics, Nova Gorica	1994 - 1998

2024 -now **NLB d.d.**
Largest bank in Slovenia

NLB GROUP COUNTRY MANAGER RESPONSIBLE FOR NORTH MACEDONIA

Goals:

- Participation in the preparation of the NLB Group development strategy,
- Participation in defining policies and other frameworks for the management and supervision of the NLB Group,
- Implementation of corporate governance and supervision of the NLB Group at the level of individual countries,
- Coordination and adoption of strategic projects in NLB Group members at the level of individual countries,
- Performing the most demanding professional tasks within the organizational unit,
- Coordinating and leading teams,
- Proposing and/or implementing improvements,
- Mentorship and knowledge transfer,
- Coordination, supervision, and management of the work process,
- Participation in project and working groups.

2016 -2024 **Ljubljanska borza d.d., Ljubljana**
Main stock exchange in Slovenia

PRESIDENT OF THE MANAGEMENT BOARD

Goals:

- assure stabile operation of the company and compliance with regulatory requirements
- drive the LJSE's growth, enhance its competitiveness and contribute to the development of the Slovenian capital market
- develop and expand the LJSE market by attracting new listings
- building investor confidence by ensuring transparency and efficiency in the market operations
- embracing technological advancements and fostering innovations
- educating stakeholders about the benefits of capital markets and fostering financial literacy

Responsibilities:

- responsible for setting the overall strategic direction and vision of the LJSE
- overseeing the day-to-day operations of the exchange, including managing various departments within the organization (sales, business development, finance and HR)
- responsible for all major stakeholders, including listed companies, members, investors, regulatory authorities, government agencies, and industry associations.
- Responsible for financial oversight, including budgeting, financial planning, and resource allocation.
- Responsible for identifying and pursuing opportunities for business expansion, diversification and innovation

Achievements:

- doubled average daily turnover (989k € in 2017 to 1,86M € 2024 YTD)
- implemented new products (ETFs, commercial papers, corporate bonds)

- arranged market makers, coverage programs for all major shares
- introduced on-line investor conferences and educational platforms for retail and corporate clients
- established and developed new marketing and sales channels resulting in more than tenfold increase in the number of subscribers and visitors of our live and on-line events

2010 -2016

Hypo Alpe-Adria Bank d.d.

Slovenian branch of one of the largest banking groups in the region

DIRECTOR OF FINANCIAL CONTROLLING, TREASURY SALES, INVESTMENT BANKING AND ALM

Goals:

- developing comprehensive financial plans and budgets aligned with the bank's strategic objectives and regulatory requirements
- conducting regular performance analysis to assess the bank's financial health, profitability, and efficiency
- enhance the bank's profitability through financial market operations by generating revenues through trading activities, investments, and providing financial products to clients
- building and maintaining strong relationships with institutional clients, corporations, and other market participants is vital for the bank's financial market business

Responsibilities:

- responsible for asset liability and liquidity management of the bank
- responsible for financial and sales controlling, planning and reporting
- responsible for top management analysis and support of Management board
- optimization of costs, reports in profitability calculations
- head of Liquidity Commission – LICO
- member of all major committees (MACO, ALCO, INCO and RECO)
- responsible for Treasury , Investment banking and Asset management revenue streams
- responsible for Fixed income desk, M&A, restructuring, etc.

Achievements:

- ensuring compliance with relevant regulatory requirements
- optimizing the bank's financial market operations to enhance efficiency, reduce costs, and improve overall productivity
- expanding the bank's presence and market share in treasury sales and investment banking
- Achieving revenue growth by effectively managing the bank's financial market activities, optimizing trading strategies, and capitalizing on market opportunities while mitigating risks

2006 -2010

Hypo Alpe-Adria Bank d.d.

Slovenian branch of one of the largest banking groups in the region

HEAD OF TREASURY SALES

2004 -2006

Abanka Vipava d.d.

Top three largest banks in Slovenia

DEVELOPER FOR FINANCIAL MARKETS

PERSONAL SKILLS AND COMPETENCES

Language: English (active C2), Serbian and Croatian (active C2), Italian (active C1)

Computer skills: Word, Excel, Power Point

Personal skills: enthusiastic, visionary, goal oriented, problem solving, decision making, flexible

PERSONAL INFORMATION

Date of birth: 10th January 1979

Nationality: Slovene

Membership: Managers' association of Slovenia, ACI Slovenia, Business Angels, Slovenian Directors' Association

Interests:

- family (enjoying time with two sons, 9 and 12 years old)
- sport (cycling, ski touring)
- music (saxophone playing)
- travelling to distant countries with family

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	Aleš Ipavec
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	0
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.

8.2.2025
(потпис на кандидатот/signature of the candidate)