

The **Executive Committee (ExCo)** has been established in order to implement the business targets set by the Management of the Bank, through the approved Business Plan (BP), with systematic monitoring, assessment of its results and assumptions and proposals for the revision thereof. It consists of at least three members and comprises executive BoD Members (CEO, Executive Director) and is supplemented by some of the Managers of the Management Divisions.

The Committee meets on a specific Agenda, upon notice of its Chairperson, as often as deemed necessary for fulfilling its mandate, however not less than once (1) per month. The Committee meets with a lawful quorum, for which the presence of its Chairperson is required.

The Executive Committee has all duties and powers falling within the fields of activity of the Bank. Personnel management, Material procurement - expenditure approval, Real estate management, Sponsorships to third parties, Strategic planning. Indicatively:

- > It selects the most appropriate candidates for recruitment, participating in the interviews' procedure;
- > It prepares the Strategic Plan for the development of the human resources of the Bank.
- > It shapes the personnel management policy of the Bank;
- > It recommends to the BoD the needs for hiring personnel and department staffing;
- > It supervises and monitors the proper implementation of the approved policies concerning staff promotions, appointments, transfers, and rational staffing of departments;
- > It decides on the transfers or appointment of personnel;
- > It monitors and recommends to the BoD the general terms of employment, the duties, the obligations and the rights of employees;
- > It makes recommendations to the BoD concerning the Personnel Regulation and the signature of Enterprise Labor Agreements;
- > It formulates the framework of principles for the assessment of the performance of the personnel;
- > It supervises the procedures and the methods of organization and staffing of Divisions/departments;
- > It makes recommendations to the BoD concerning the general terms and conditions of employment;
- > It recommends measures aiming at the implementation of equal treatment of men and women;
- > It reviews any requests of employees and updates the BoD;
- > It prepares the expenses budget of the Bank;
- > It recommends to the BoD for approval, in cooperation with the competent Finance Division, the partial or total revision of the annual expenditure budget;
- > It monitors the implementation of the expenditure budget;
- > It formulates and recommends to the BoD the Expenditure Policy of the Bank;
- > It approves expenses within the annual budget concerning the fixed and/or operating needs of the Bank;
- > It approves the reallocation of the expenditure budget;
- > It decides on the approval of expenditure and the allocation of budget appropriations;
- > It makes assessments and recommendations to the BoD for the acceptance if inheritances, gifts and donations;
- > It recommends to the BoD the annual asset management and exploitation of the Bank;
- > It formulates and recommends to the BoD the Bank policy concerning fixed assets;
- > It recommends actions for the development and/or improvement of information concerning real estate management;
- > It formulates the content of the information required for fully capturing the current status of the real estate assets of the Bank;
- > It is continuously updated by the Finance Division on the preparation, management and continuous update of the Real Estate Property Register of the Bank;
- > It decides on the lease of properties from and to third parties;
- > It approves the use of real property (owned or leased) by the Bank departments;

> It assesses and recommends to the BoD proposals for the purchase of real properties from third parties;

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- > It assesses and recommends to the BoD proposals for the sale to third parties of real properties owned by the Bank;
- > It establishes a framework of procedures and monitors the actions of safeguarding, insurance and maintenance of real properties owned by the Bank;
- > It assesses the contribution of the Bank in the assistance to programs concerning the strengthening of vulnerable social groups, the protection of the natural environment, charitable/cultural/sporting/scientific programs, etc.;
- > It decides and approves aid to the aforementioned groups and programs;
- > It shapes the presentation of the Bank through promotional activities in the Media;
- > It approves the sponsorships and subscriptions of the Bank to Media;
- > It monitors the implementation of the approved BP;
- > It coordinates the work of external consultants;
- > It continuously assesses the results and the assumptions of the BP;
- > It approves the content of the relevant Announcements of the approved projects of the BP;
- > It monitors the consistent implementation of the implementation schedule of the BP;
- > It manages the budget of the BP;
- > It determines the members and the competences of the various working groups for the implementation of subprojects;
- > It makes recommendations to the BoD for matters pertaining to the increase of expenditures of the approved budget, the amendment of the project implementation schedules, and the redefinition of strategic assumptions;
- > It informs the executives and the personnel of the Bank concerning the decisions of the BoD.