

*Functions of the Appointments Committee*

*BANCO DE CRÉDITO SOCIAL COOPERATIVO, SA*

The Board of Directors shall set up a permanent Appointments Committee, an internal reporting and advisory body, with no executive functions, with the power to inform, report, advise, and formulate proposals within its sphere of action. Its main responsibilities are as follows:

- a. Evaluate the balance, skills, knowledge and experience required on the Board of Directors, as well as the requirements candidates must meet in order to fill any vacancies that arise, assessing the time dedication necessary for members to perform their duties correctly in accordance with the requirements of the Company's governing bodies at any given time. To this end, it shall define the functions and aptitudes required for candidates to fill each vacancy, and shall evaluate the time dedication necessary for them to perform their duties effectively.
- b. Organise the succession of the President and the first executive, and make proposals to the Board of Directors to ensure said succession occurs in an orderly and well-planned manner.
- c. Establish a representation target for the least represented gender on the board of directors, and draw up guidelines on how to achieve that target.
- d. Bring to the attention of the Board of Directors nominations of independent directors to be appointed by means of co-optation or for submission to the decision of the General Board of Shareholders, as well as proposals for the re-election or departure of said directors raised by the General Meeting of Shareholders.
- e. Report on nominations of the remaining directors to be appointed by means of co-optation or for submission to the decision of the General Board of Shareholders, as well as proposals for their re-election or departure raised by the General Meeting of Shareholders.
- f. Report on appointments and departures of senior executives.
- g. Report to the Board of Directors on the issues and decisions adopted in its meetings, providing the Board members with a copy of the minutes of said meetings.
- h. Any other responsibilities and duties assigned by the Board of Directors.