

## ***Board Member Selection Policy***

### ***BANCO DE CRÉDITO SOCIAL COOPERATIVO, SA***

BCC has a Policy in place for the Selection and Succession of Board Members and Senior Executives within BCC (hereinafter, the Policy), which, among other aims, seeks to establish the procedures and mechanisms required to ensure that at all times the Board has the necessary specialist knowledge, experience, competencies, understanding and personal qualities, including professionalism and personal integrity, for the performance of its duties.

In addition, the Policy aims to guarantee transparency, fairness and equality of opportunities in all board member selection processes, so that such processes are free from implicit biases that could imply discrimination.

The Policy is based on the principles of effectiveness, impartiality and transparency, diversity, adequate competencies and performance, size, and adequate composition and proportionality.

#### **Stages encompassed in the application of the Policy:**

##### **1. Prior analysis of the Board's requirements.**

A prior analysis of the Board's requirements shall take place in the following cases.

- Every year, the Appointments Committee shall analyse the knowledge, capacity, diversity and experience of the Board in order to ensure adequate balance in all these areas, using the following tools:
  - (i) Procedure to Evaluate the Suitability of Directors and Key Staff.
  - (ii) Procedure for the Evaluation of the Board.
- Under special or unexpected circumstances, the Appointments Committee may initiate this analysis process whenever it deems it opportune.
- When it detects that the profile of the Board does not match the benchmark profile established to guarantee adequate governance and that there are no vacancies due to become available, the Appointments Committee shall propose measures so that the profile of the Board aligns with the benchmark profile as soon as possible.

## 2. Selection of Board Members

The selection process includes the following stages:

- Determination of the profile of the board member. In accordance with the needs identified, the Appointments Committee shall define the minimum criteria a candidate must meet in order to fill a vacancy in terms of knowledge, competencies, experience and diversity, in order to guarantee adequate governance of the entity. It will also evaluate the time and dedication necessary for candidates to perform effectively in the post.

The Procedure encompasses a guide regarding the knowledge, capacities, experience, independence and diversity that must be present on the Board of BCC as a whole.

- Knowledge and competencies in the following areas: accounting and finance, risk, auditing, remunerations, appointments, regulatory compliance, financial markets, banking business management, public service/higher education/research and strategy.
- Experience on management bodies, executive and management committees, or in managing a major business unit of a credit entity, other financial entity, or entities other than the above.
- With regard to diversity, for the purposes of Board composition, the Committee will foster the selection of candidates and the re-election of board members who have the knowledge and experience required, and who favour representation on the Board of the demographic reality of markets in which the Group operates, avoiding discrimination on the grounds of gender, age, culture, religion, and race.

In this regard, the selection policy has fostered the incorporation of the least represented gender on the Board, which currently represents 21.43% of all board members, the integration of different cultures and ways of being and doing, resulting from the incorporation of directors from other credit entities and sectors other than finance, as well as the geographic reality of the origin and implementation of BCC's Group, as shown by the incorporation of directors who reside and have influence in territories in which the Group has a major presence.

- The Board must also include a sufficient number of independent directors. To ensure this, the Appointments Committee verifies the type of directorship each potential candidate would provide. Currently, independent directors make up 42.86% of the Board.

- Joint review of the profile drawn up by the Appointments Committee and the President of the Board.
- Proposal of potential candidates. Having determined the profile, the Appointments Committee shall, on the basis of the CVs presented by the candidates, select which candidate or candidates should continue in the process, to which end it may use internal and external sources.
- Assessment and interviews with the candidate or candidates. The Appointments Committee shall interview each candidate in order to determine the extent to which the candidate's profile matches the needs detected in the Committee's evaluation of the Board as a whole. To this end, it may ask for the collaboration of any BCC body or employee when deemed necessary.
- Proposal of candidate or candidates. The Appointments Committee, in accordance with the analysis conducted, shall select one or more candidates, according to the vacancies to be filled, and shall nominate said individual(s) and present a report to the Board. Once a nomination has been approved by the Board, it shall be submitted to the General Meeting of Shareholders for approval.