

**SELECTION AND ASSESSMENT POLICY FOR THE SUITABILITY OF MANAGEMENT AND SUPERVISORY BODY
MEMBERS AND OF KEY FUNCTION HOLDERS IN BISON BANK S.A. ("BISON BANK", "BANK" OR
"COMPANY")**

Introduction

The present Selection and assessment policy for the suitability of management and supervisory body members and of key function holders in Bison Bank ("Policy") is intended to comply with the provisions of article 30-A and 33-A of the Legal Framework of Credit Institutions and Financial Companies ("RGICSF" – Regime Geral das Instituições de Crédito e Sociedade Financeiras), and the provisions of Bank of Portugal Instruction no. 23/2018, and to ensure Bison Bank adopts the highest national and international credit institution governance standards.

This Selection and Assessment Policy also takes into account the recommendations on internal governance systems, processes and mechanisms arising from the joint Guidelines of the European Banking Authority ("EBA") and the European Securities and Markets Authority ("ESMA") on the evaluation of the adequacy of the members of the Board of Directors and of the holders of essential functions issued with the number EBA/GL/2017/12, as well as the EBA Guidelines with reference number EBA/GL/2017/11, on internal government.

In terms of governance, the company is structured under the (Reinforced) Latin Model, in compliance with paragraph a), no.1, of art. 278 and paragraph b), no. 1 of art. 413, both of the Portuguese Companies Code ("PCC") and is made up of the following corporate bodies: the General Meeting, the Board of Directors, the Supervisory Board and a Statutory Auditor.

The company's management is entrusted to a Board of Directors (art. 18 et seq. of the Articles of Incorporation) made up of a minimum of 3 and a maximum of 15 members, elected for 4-year terms of office, notwithstanding their re-election. The Board of Directors is appointed by the General Meeting, pursuant to no. 1 of art. 18 of the Articles of Association and with no. 1 of art. 391 of the PCC.

The ongoing management of the company can be delegated to an Executive Committee, created within the Board of Directors, pursuant to no. 1 of art. 22 of the Articles of Association and no. 3 of art. 407 of the PCC.

The Company's supervision is entrusted to a Supervisory Board (art. 23 of the Articles of Association) and a Statutory Auditor (article 24 of the Articles of Association), pursuant to paragraph b) of no. 1 of art. 413 of the PCC.

The Supervisory Board, made up of three effective members and one alternate, is elected by the General Meeting, pursuant to no. 1 of art. 415 of the PCC.

The Statutory Auditor is also appointed by the General Meeting, by proposal of the Supervisory Board, pursuant to no. 1 of art. 24 of the Articles of Association and no. 1 of art. 415 of the PCC.

In order to duly comply with the new organisational and functional requirements required of all credit institutions under the RGICSF, were created committees with specific responsibilities in matters of appointments and remunerations, as well as for risk and compliance matters, respectively called the "Nomination and Remuneration Committee ("NRC") and "Risk and Compliance Committee" ("RCC") both composed of non-executive members of the Board of Directors and members of the Supervisory Board.

With the creation of NRC intends to essentially: i) ensure competent and independent evaluation and selection of executive directors as well as greater scrutiny of their performance; ii) reflect on the adopted governance model, ensure its effectiveness and propose to the competent bodies measures for improvement; iii) identify potential candidates, in a timely manner, with the high profile necessary to carry out the duties as a Company management and supervisory body member.

The mission of the NRC shall be to advice and support the Board of Directors and the General Meeting in relation to matters of nominations, assessments and remunerations of the members of the Board of Directors and Supervisory Board, and of the Bank's Key Function Holders including, in particular, those responsible for the Risk, Audit and Compliance functions.

The NRC's mission is also to promote the implementation and review of internal policies related to the Selection and Assessment of the Adequacy of Members of the Board of Directors and Supervisory Bodies and of the Bank's Key Function Holders (the " Selection and Assessment Policy ") and to ensure its full effectiveness.

In principle, this Specialised Committee is granted the powers necessary to assist the Board of Directors in analysing, defining and the Company's adopting the best Corporate Governance structures and practices, namely by: i) overseeing the application of the present Selection and assessment policy for the suitability of management and supervisory body members and of key function holders and ensuring it is fully effective; ii) drafting and making recommendations or opinions to the Board of Directors on the co-option of the latter's members; iii) monitor new Corporate Body members as they enter into office, ensuring they are provided with the relevant information and documentation, as well as granted the resources necessary to effectively perform their duties; iv) advising, within their respective competences, the Board of Directors. The NRC shall also be granted powers relative to remuneration, including those set out in article 7 of the Portuguese Central Bank's Notice 10/2011 and article 115-H of the RGICSF for the Remuneration Committee to be created within the management body.

The CRC is, in principle, assigned the necessary competencies to: i) advise and support the Board of Directors in its oversight function, in relation to the monitoring of the Bank's current and future general and future risk appetite and strategy; assist the Board of Directors in supervising the implementation of the Bank's risk strategy and in monitoring the effectiveness of risk management and consistent implementation of the risk culture; (iii) assisting the Board of Directors in overseeing the implementation of risk management strategies; (iv) advising and supporting the Board of Directors in monitoring the effectiveness of the Bank's internal control systems, overseeing the definition and implementation of internal control systems, as well as the reporting process on the effectiveness of internal control systems, including the matters of prevention of money laundering and terrorist financing. CRC also has responsibilities in hiring services in the areas of internal control in general and risk and compliance in particular.

Without prejudice of the powers attributed to the NRC and the CRC, the supervisory body shall oversee the application of the present Selection and Assessment Policy for the Suitability of Management and Supervisory Body Members and of Key Function Holders and evaluate it is fully effective, as well as the monitoring of the performance of NRC in the execution of the same.

Basis

Credit institutions must be equipped with "robust governance arrangements, which include a clear organisational structure with well-defined, transparent and consistent lines of responsibility, effective processes to identify, manage, monitor and report the risks they are or might be exposed to, adequate internal control mechanisms, including sound administrative and accounting procedures, and remuneration policies and practices that are consistent with and promote sound and effective

risk management” (article 74/1 of Directive 2013/36/UE of the European Parliament and of the Council, of 26 June 2013: “CRD IV” and article 14, no. 1 of the RGICSF).

In this regard, the management and supervisory bodies of credit institutions are utmost responsible for defining and overseeing the implementation of the governance arrangements that ensure effective and prudent management, including the segregation of duties and the prevention of conflicts of interest (article 88/1 of the CRD IV and article 115-A of the RGICSF).

The management and supervisory bodies carry out these across-the-board governance duties within the institution, while the management body has overall responsibility for the institution. The management body defines, approves and implements the institution’s strategic goals, the execution of its prudent risk strategy and the evolution of the Company’s risk appetite. The supervisory body supervises the implementation of those goals and the execution of the referenced strategy.

The importance of the individual and collective qualifications of management and supervisory body members is therefore evident, in light of the duties of those bodies and the central role they carry out in the sound and prudent management of the credit institution.

Overall responsibility for the Company includes defining its main strategic goals, as regards the banking business, in general, and ensuring the Company’s financial soundness, in particular, but also entails major hiring decisions of important employees or structuring a remuneration policy.

As regards risk, the management body, within its executive duties, is responsible for defining and implementing a risk strategy suitable to the Company’s overall strategy, its size and complexity. This overall risk strategy entails, among other aspects, determining the Company’s risk appetite, implementing suitable information channels and managing and controlling risks undertaken. Furthermore, the management body is entrusted with defining the internal rules and procedures that promote an institutional risk culture of ethical integrity, internal scrutiny and organisational transparency and robustness.

Finally, and in summary, in its supervisory role, the supervisory body shall monitor the risks and challenges the credit institution’s activities face, proactively and critically analysing the decisions made or to be made.

In addition to the management body, the sound and prudent management of credit institutions depends also to a large scale on the suitable performance of certain functions of particular importance, such as compliance, internal audit or risk management and control. The essential nature of these functions, and the evolution of the EBA and EBA/ESMA guidelines on internal governance and adequacy, respectively, justifies that the responsible for those areas, as well, in general, the responsible which may bind the Bank by having decision-making powers in these matters, are subject to the especially rigorous selection and assessment process applicable to the members of management and supervisory bodies. Therefore, and in compliance with article 33-A/3 of the RGICSF, the present Policy also includes key function holders.

Table of Contents

1. Scope and powers of application
 2. Individual and collective criteria for assessing the suitability of members of corporate bodies
 3. Selection and evaluation process of the adequacy of the members of the corporate bodies
 4. Criteria for the individual suitability of key functions holders
 5. Individual qualifications for key function holders Selection and suitability assessment process for key function holders
 6. Continuous Training Plan for management and supervisory body members and for key function holders
 7. Diversity policy
 8. Prevention, communication and remedying conflicts of interest
 9. Selection and assessment policy review
 10. Approval, effectiveness and amendments
 11. Interpretation
 12. Publication
-

1. Scope and powers of application

- 1.1. The present Policy applies to the following Bank senior officers:

1.1.1. Management and supervisory body members;

1.1.2. Key function holders in the Company, as defined in point 1.2 below, as well as the others identified as such by the NRC.

- 1.2. "Key functions holders" are all persons who have a significant influence in the management of the Company and who are not members of the governing bodies. Those responsible for the Compliance, Risk Management, Internal Audit and Internal Control functions are always "key functions holders".

- 1.3. For the purposes of this Policy, the term "officers" means all persons referred to in the preceding paragraphs.

- 1.4. The Corporate Governance Committee oversees the application of the present Policy and ensures it is fully effective. The NRC, in the scope of their respective competencies, execute the present Selection and Assessment Policy, monitor its application and ensure its full effectiveness, without prejudice to the supervisory powers of the Supervisory Board.

2. Individual and collective criteria for assessing the suitability of members of corporate bodies

Suitability, honesty and integrity

- 2.1. A member of the management and supervisory bodies shall be considered to have suitability, honesty and integrity if there are no objective and verifiable elements as to his or her personal
-

or professional conduct that suggest doubts about the candidate's ability to ensure a fit and prudent management of the Company.

- 2.2. In the assessment of suitability, honesty and integrity, consideration should be given to how the candidate usually manages the business, professional or personal, or practice the profession, especially in aspects that reveal his ability to decide in a weighted and thoughtful manner, or their tendency to fulfill their obligations on time or to behave in a manner consistent with the preservation of market confidence, taking into account all the circumstances enabling the professional conduct to be assessed for the duties in question.
 - 2.3. In the initial and successive examination of this criteria for a candidate or a member of the administrative and supervisory bodies, all relevant data available for the evaluation are taken into account irrespective of the legal framework which the data deserve in the light of each jurisdiction involved in the practice of facts or the occurrence of their effects.
 - 2.4. The assessment of suitability, honesty and integrity shall be based on objective criteria, based on full information on the past duties of the person assessed as a professional, the most salient features of his behavior and the context in which the decisions were taken.
 - 2.5. The assessment of suitability, honesty and integrity shall also consider the cumulative effect of minor incidents on the reputation of the candidate concerned.
 - 2.6. In assessing the suitability, honesty and integrity referred to in the preceding paragraphs, the following elements are considered, among others:
 - 2.6.1. Relevant criminal, administrative or administrative records, with specific consideration of the type of conviction or accusation, the nature of the offense committed and its connection with the activity to which it is proposed, the sanction applied, the role of the assessed person and the degree of involvement, the occasional or repeated nature of the benefit obtained by the applicant or directly related persons, the damage caused to the institution or third parties, the stage reached in the legal proceedings and any rehabilitation measures applied to the assessed person, and material fact constitutes or constitutes a criminal offense:
 - a) Provided in rules governing the banking, financial, insurance, market and financial instruments or payments activity (s), including, but not limited to, money laundering and terrorist financing, corruption, manipulation market, usury and privileged information;
 - b) Related to acts of dishonesty, fraud or financial crimes;
 - c) Of fiscal nature; and
 - d) Intended in legislation applicable to companies, bankruptcy, insolvency or consumer protection.
 - 2.6.2. Other relevant measures, present or past, applied by any regulatory or professional entity due to non-compliance with relevant rules governing the banking, financial, insurance, markets and financial instruments or payments activity (s).
 - 2.6.3. Specific circumstances that are attenuating, aggravating, or otherwise prejudicing the judgment or fact attributed to the respondent;
-

- 2.6.4. The time elapsed over the offense, the conduct of the offender from the date of the infringement or the action, and the relevance of that offense or action to the performance of the duties proposed;
- 2.6.5. In the same way, in assessing suitability, honesty and integrity, the following circumstances must be considered:
- a) any indication that the member of the administrative or supervisory bodies has not acted in a transparent or cooperative manner in its relations with national or foreign supervisory or regulatory authorities;
 - b) the refusal, revocation, cancellation or cessation of registration, authorization, admission or license to engage in a commercial, business or professional activity by a supervisory authority, professional body or body with similar functions, or removal from office of a public entity;
 - c) the reasons for a dismissal, the termination of a relationship or the removal of a position requiring a special relationship of trust or a call for dismissal or resignation;
 - d) prohibition, by judicial authority, supervisory authority, professional order or body with similar functions, to act as director or manager of a civil or commercial company or to perform functions in it;
 - e) inclusion of indications of non-compliance at the central of credit responsibilities or any other records of a similar nature by the competent authority for that purpose;
 - f) financial or business results obtained by entities managed by the person concerned, or in which the person concerned has been, or still holds, a qualifying holding or in which it has had significant influence, taking particular account of any proceedings recovery, insolvency or liquidation, and the manner in which it contributed to the situation which led to such proceedings;
 - g) personal insolvency, regardless of qualification;
 - h) civil actions, administrative proceedings or criminal proceedings, as well as any other circumstances which, in the light of the circumstances, may have a significant impact on the financial strength of the person concerned;
 - i) the professional curriculum and potential conflicts of interest, when part of the professional course has been carried out in an entity directly or indirectly related to the financial institution in question, whether through financial participation or commercial relations; and
 - j) any evidence that the person concerned has not acted in accordance with the highest standards of conduct.
- 2.7. Any criminal or administrative records shall be considered in the light of the respective limitation periods.
- 2.8. Investigations in progress shall be considered if they result from judicial or administrative proceedings or other similar regulatory investigations, without prejudice to a presumption of
-

innocence regarding the liability of the assessed and to the safeguarding of his fundamental rights.

Independency

- 2.9. The members of the management and supervisory bodies shall exercise their functions with exemption without being subject to any type of undue influence of other persons or entities, adopting in all circumstances the prudent and adequate management of the Company and its interests as a determining criterion for decision-making.
- 2.10. In assessing the independence of the members of the Bank's management and supervisory bodies, the following situations are considered, inter alia:
- 2.10.1. Positions that the candidate exercises or has exercised in entities of the Group in which the Bank is incorporated or in another credit institution or financial companies;
 - 2.10.2. Family or similar relationships as well as professional or economic relationships which the candidate maintains with other members of the management or supervisory body of the Bank or of any legal person that is in a domain or group relationship with this Bank;
 - 2.10.3. Family or similar relationships, as well as professional or economic relationships that the candidate maintains with a person holding a qualified participation in the Bank or any legal person that is in a domain or group relationship.
- 2.11. In completing the Questionnaires referred to in Point 3.8 of this Selection and Assessment Policy, the candidate to be a member of the management body and of the supervisory body shall state all the facts that, with reasonable probability, may constitute or cause a conflict between its interests and the Bank's interests.
- 2.12. The Supervisory Board must have a majority of independent members. Are considered independent members of the supervisory board who are not associated with any specific interest group in the Company and are not in any circumstance likely to affect their exemption from analysis or decision, in particular, by virtue of:
- 2.12.1. Hold or act in the name or on behalf of holders of a qualifying holding equal to or greater than 2% of the Company's share capital;
 - 2.12.2. Have been re-elected for more than two terms, continuously or interim.
- 2.13. All members of the Board of Directors must be endowed with independence of mind.
- 2.14. In assessing the independence of the members of the Board of Directors, the Bank confirms, in view of their past and present behavior, that the candidates have:
- 2.14.1. The necessary social and behavioral skills, namely:
 - a) Courage, conviction and ability to evaluate and, if necessary, challenge the decisions proposed by other members of the Board of Directors;
 - b) Ability to question the members of the Board of Directors in the exercise of their management functions;
 - c) Ability to resist the tendency of "group thinking".

2.14.2. The existence of situations that generate conflicts of interest that can jeopardize the ability of a member of the Board of Directors to carry out its functions and perform its duties independently and objectively. In assessing potential conflicts of interest, the Bank shall, in accordance with the Policy on the Prevention and Management of Conflicts of Interests, identify potential or actual conflicts of interest and assess their materiality. In this context, the Bank must consider a number of situations that may represent a potential or actual situation of conflicts of interest, namely:

- a) economic interests (e.g. shares, other patrimonial rights and affiliations, interests and other economic interests in commercial clients, intellectual property rights, loans granted by the Bank to companies held by members of the Board of Directors);
- b) Personal or professional relations with the holders of qualifying holdings in the Bank;
- c) Personal or professional relationships with Bank staff or entities included in the scope of prudential consolidation (e.g. close relatives);
- d) Other positions and positions held in the recent past (e.g., five years);
- e) Personal or professional relationships with relevant external agents (e.g., be associated with suppliers, consultants or other relevant service providers);
- f) Belonging to a body or ownership of a body or entity with conflicts of interest;
- g) Political influence or political relations.

2.15. The quality of shareholder, owner or member of an institution, as well as having personal accounts and having loans or using services of the Bank or any other entity included in the consolidation scope should not, by itself, be considered as affecting the independence of mind of a member of the Board of Directors.

Availability

2.16. The members of the corporate bodies must devote to the performance of their duties adequate availability for the full exercise of the competences attributed to them, the size of the Company and the complexity of their activity.

2.17. The Bank's management and supervisory bodies must be composed of members with enough availability to ensure the necessary dedication to the performance of its administrative and supervisory tasks, taking into account the strategic and risk profile of the Company, its size and complexity of its activity.

2.18. The availability of members of the Bank's management and supervisory bodies should be measured according to the time spent in the exercise of their functions, accumulation with other positions, the executive and / or non-executive nature of the position to be filled and the complexity of functions that are inherent to it.

2.19. In cases where the interested party accrues or intends to accumulate the position in the Company with other positions of management and / or supervision in other entities, he must submit to the NRC an annual estimate of the weekly hours he intends to devote to the other duties that and to state in detail the reasons for which it considers that, nevertheless, it maintains adequate availability for the full exercise of its functions in the Bank.

- 2.20. Members of management and supervisory bodies should be able to carry out their duties during periods of significant activity growth, in particular during a restructuring process, relocation of the institution, acquisition, merger or takeover or in situations of crisis or difficulties in one or more of its operations.
- 2.21. In assessing the availability of the candidate, the Bank considers at least the following:
- 2.21.1. The number of positions in financial and non-financial companies exercised simultaneously by the candidate, considering possible synergies when dealing with positions held in the Group in which the Bank is included, including situations of representation of legal persons or substitution of a member of the Board administration;
 - 2.21.2. The size, nature, scope and complexity of the activities of the entity in which the candidate holds a position and, in particular, whether or not the entity is an entity outside the EU;
 - 2.21.3. The geographical location of the applicant and the travel time required for the performance of his duties;
 - 2.21.4. The number of meetings scheduled for the Board of Directors;
 - 2.21.5. The positions held simultaneously by the applicant in organizations that do not pursue predominantly commercial objectives;
 - 2.21.6. Any meetings to be held, in particular, with competent authorities or with other internal or external agents outside the official calendar of meetings of the Management Board;
 - 2.21.7. The nature of the position proposed by the candidate, regardless of whether he is an executive position, and the need to attend meetings at companies referred to in point 2.21.1 and the Bank;
 - 2.21.8. Other professional or political external activities and any other relevant functions and activities, within or outside the financial sector and within or outside the EU;
 - 2.21.9. Necessary initiation and training actions;
 - 2.21.10. Any other relevant functions of the candidate which the Bank considers necessary to take into account; and
 - 2.21.11. Available reference standards for benchmarking, including reference standards provided by EBA.

Knowledge, competence and experience

- 2.22. The members of the Bank's management and supervisory bodies must have the professional experience and qualifications required to carry out their duties, taking into account the responsibilities underlying the exercise of the powers conferred on them, the complexity of the Company's activity, and the need to ensure the proper and prudent management of the Company in the context of safeguarding the financial system and the interests of its customers and investors.
- 2.23. It is considered to have the necessary experience and competences the evaluated person who, given the previous positions, taking particular account of the duration, responsibilities assumed (formal and material) and level of performance, is able to understand the operation, nature, size, complexity and the challenges it faces, the complexity of the operations in which
-

it participated, the risks to which it is exposed, as well as to critically analyze the decisions taken.

- 2.24.** In the assessment of the experience and professional qualification of the members of the management and supervisory bodies, the knowledge and skills acquired and demonstrated by the professional conduct of the candidate, the practical experience and the experience gained through the attendance of academic courses, professional courses or of training related to the tasks it intends to perform.
- 2.25.** In assessing the knowledge, skills and experience of a member of the management body, special attention should be paid to theoretical and practical experience in:
- 2.25.1.** Banking and financial markets;
 - 2.25.2.** Legal requirements and regulatory framework;
 - 2.25.3.** Strategic planning and understanding of the Bank's strategy or business plan and its execution;
 - 2.25.4.** Risk management (identification, evaluation, monitoring, control and mitigation of the Bank's main types of risk);
 - 2.25.5.** Accounting and auditing;
 - 2.25.6.** Evaluation of the effectiveness of the Bank's mechanisms, creation of effective governance, oversight and controls; and
 - 2.25.7.** Interpretation of the Bank's financial information, identification of key issues based on this information, and appropriate controls and measures.
- 2.26.** The members of the Management Board, in the exercise of their management function, must have enough professional experience in management positions for a sufficiently long period. Although short term positions can be considered as part of the evaluation, such positions are not themselves enough to assume that the member has enough experience. In assessing the practical and professional experience gained in previous positions, attention should be given to the following:
- 2.26.1.** The nature of the management position held and his hierarchical level;
 - 2.26.2.** How long have held the position;
 - 2.26.3.** The nature and complexity of the activity of the company where the position was held, including its organizational structure;
 - 2.26.4.** The scope of powers, decision-making powers and responsibilities of the assessed;
 - 2.26.5.** The technical knowledge acquired in the exercise of the position;
 - 2.26.6.** The number of subordinates.
- 2.27.** The members of the Board of Directors, in the exercise of their supervisory function, should be able to constructively challenge the decisions of the Board of Directors and effectively oversee the management function.
- 2.28.** The knowledge, skills and experience appropriate to the performance of the functions described in the preceding paragraph may have been obtained in the exercise of relevant academic or administrative functions or through the management, supervision or control of financial institutions or other companies.
-

- 2.29.** The Bank's management and supervisory bodies shall be composed of members who, collectively and permanently, ensure prudent and proper management of the Company.
- 2.30.** The collective composition of the management and supervisory bodies shall ensure that the decision-making of these bodies is not dominated by any one person or small group of persons, at the expense of the Company's interests and that it upholds client, shareholder, investor and other stakeholder long-term interests.
- 2.31.** In particular, the management and supervisory bodies shall be collectively made up of members that continuously ensure, within their respective duties:
- 2.31.1.** Risk policies and strategic goals are defined and approved, while the execution of risk strategy and the evolution of the Company's risk appetite are monitored and supervised;
 - 2.31.2.** The Company's corporate values and culture are upheld, and a suitable Governance model is implemented and kept up to date through regular reviews;
 - 2.31.3.** The soundness of the accounting and financial information systems, including financial and operational control;
 - 2.31.4.** Decisions on the overall business and operations through which the Company carries out its activities, are understood in all their complexity and the supervision thereof;
 - 2.31.5.** The Company's assessment and control processes for capital adequacy, capital and liquidity management and respective plans, Compliance duties and policies, and the internal control system are understood, implemented and monitored;
 - 2.31.6.** The structure of the group to which the Company belongs is known, critically analysed, monitored and adapted, in order to enable integrated risk management and supervision, as well as the precise and timely flow of information, within the Company and between it and the other entities integrated in the same Group.
- 2.32.** For the abovementioned purposes, the management and supervisory bodies shall be made up of members collectively endowed with the knowledge, skills and experience sufficient to ensure compliance with their respective duties as set out in the law and bylaws in all the relevant areas of activity, namely:
- 2.32.1.** Defining and implementing business plans and budgets and medium- and long-term strategic plans;
 - 2.32.2.** The Company's activities, including the type of banking and financial operations and other activities it intends to carry out, as well as the main risks to which it is exposed;
 - 2.32.3.** Finance, accounting and financial reporting;
 - 2.32.4.** National and international accounting policies and processing;
 - 2.32.5.** Technologies and information systems;
 - 2.32.6.** Relevant areas of sectoral / financial competence, including financial and capital markets, solvency and models;
 - 2.32.7.** Liquidity and capital management;
 - 2.32.8.** Audit, Internal Control, Compliance and Risk management;
-

- 2.32.9. Skills and management experience;
- 2.32.10. Human resource management and remuneration policies;
- 2.32.11. Local, regional and global markets, depending on the Bank's activity so requires;
- 2.32.12. The management of international groups and risks related to the structure of the Group in which the Bank operates;
- 2.32.13. Communication and internal and external disclosure of information;
- 2.32.14. National and international legal and regulatory framework;
- 2.32.15. Governance systems.

Diversity

- 2.33. In selecting and assessing management and supervisory body members, the diversity of personalities, qualifications and technical and sectoral skills is actively encouraged among those carrying out Bank senior officer duties, as well as the diversity of gender, age and geographical origin.
- 2.34. Within the scope of this Policy, the Bank pays particular attention to gender diversity in terms of promoting greater involvement of the under-represented gender among the Company's senior officers, under the terms of the Diversity Policy, detailed in Section 7 below.

3. Process for selecting and evaluating the suitability of the members of the corporate bodies

Initial assessment of the individual ability and selection

- 3.1. Notwithstanding the General Meeting ultimate responsibility to elect Bank's members of management and supervisory bodies, the NRC is responsible for the initial assessment of new members, as well as the individual and collective subsequent assessments, pursuant to article 30-A/1 of the RGICSF, without prejudice to the supervisory duties of the Supervisory Board.
- 3.2. In addition to fulfilling the criteria set forth in this Selection and Assessment Policy, management and supervisory body members cannot suffer from any of the incompatibilities set out in the PCC and/or RGICSF, as applicable to each of their respective functions.
- 3.3. The initial assessment of the individual abilities of management and supervisory body members shall precede their selection and presentation to the General Meeting for election or their co-option into the body itself.
- 3.4. The management body, with the support of the NRC, proactively puts its best efforts into identifying new members for the management and supervisory body, as well as preparing the timely succession thereof, notwithstanding shareholder and the General Meeting's powers in this matter. Sections 5.8. and 5.9. shall apply mutatis mutandis.
- 3.5. Including candidates in lists to be put to a general meeting vote, as well as presenting candidates for appointment to management and supervisory bodies must be preceded by an initial assessment process that results in drafting and disclosing an Initial Assessment Report relative to that candidate.
- 3.6. The Bank shall put its best efforts into procuring the bylaws, regulations, other documents governing the Company's existence and adopted practices be amended so that including candidates in lists to be put to a general meeting vote, or presenting candidates for

management and supervisory body appointment must be necessarily preceded by the Selection and Assessment Process referenced in this Section.

- 3.7. The NRC is responsible for the initial qualification assessment of management and supervisory body members and for drafting and disclosing the respective Initial Assessment Report.
 - 3.8. Once a possible candidate for management and supervisory body membership is identified, the NRC collects information relevant to the initial assessment of qualifications, under the terms set forth in this Selection and Assessment Policy and the Instruction of Banco de Portugal No. 23/2018, through the attached Internal Questionnaire (Annex I) and the Bank of Portugal Questionnaire - (which is available at <https://www.bportugal.pt/instrucao/232018> - (the "Questionnaires").
 - 3.9. The Questionnaires may be filled out by the candidate him/herself, by the NRC based on collected information or by an external entity, hired by the NRC for that purpose, in accordance with the following paragraph.
 - 3.10. The NRC - as well as the Supervisory Board - may hire external entities to help them in defining a candidate profile, in selecting the methods for the respective identification and in initially assessing and selecting them. The Board of Directors shall make available to the NRC the human, technical and financial resources reasonably required in order for the Company's selection and assessment process to be carried out according to high standards of quality, rigour, comparison, transparency and conformity with national and international standards.
 - 3.11. The Initial Assessment Report for qualification, for each candidate, drafted and presented by the NRC pursuant to the preceding numbers, must contain at least an autonomous and grounded analysis of the following factors:
 - 3.11.1. Knowledge, skills and experience;
 - 3.11.2. Suitability, honesty and integrity;
 - 3.11.3. Independence;
 - 3.11.4. Availability;
 - 3.11.5. Candidate's suitability - given the factors set out in 3.11.1 to 3.11.4 - for the duties he/she shall carry out in the management and supervisory body;
 - 3.11.6. Three preferred areas for the acquisition, maintenance and reinforcement of knowledge and skills, given that candidate's individual needs, the Company's needs, and innovation trends in finance.
 - 3.12. The information deemed relevant for the initial assessment of the candidate's qualifications shall be necessarily accompanied by supporting documents.
 - 3.13. Following the Initial Assessment Report, the NRC discloses the results to the Board of Directors and the Supervisory Board and, presenting the document as part of the information package accompanying the appointment decision at the General Meeting, as described in section 3.15 of this Selection and Assessment Policy.
 - 3.14. If the initial assessment report concludes that the applicant is not suitable, the respective authors of the proposal may choose to withdraw the application or submit it to the prior assessment of the Bank of Portugal, in accordance with article 30-B/3 of the RGICSF. In this case, the candidate can only be resubmitted after the issuance of a judgment of suitability by the Bank of Portugal.
-

- 3.15. If the candidate is included in a list put to the General Meeting approval, the NRC shall present the Initial Assessment Report to the Chairman of the Board of the Company's General Meeting (or directly to the sole shareholder, in case the prior formalities are dispensed with pursuant to article 54 of the PCC) who is responsible for making it available to shareholders along with the meeting's preparatory information, as well as informing shareholders of the suitability requirements for those elected, as set out in the present Selection and Assessment Policy.
- 3.16. Without prejudice to the appointment of the candidate by the General Meeting, the candidate may only start his or her duties after authorization from the Bank of Portugal.

Initial collective evaluation

- 3.17. Whenever the candidate proposes to join the collegial body, the NRC analyzes the candidate in a collective perspective, in order to assess whether it contributes to the balance and balance of the governing body that will integrate and comply with the criteria set forth in the Selection and Assessment Policy, ensuring a sound and prudent management of the Society
- 3.18. The initial collective assessment report is submitted to the General Meeting as described in 3.15.

Subsequent assessment of individual and collective qualifications

- 3.19. The NRC is responsible for the subsequent individual qualification assessment of management and supervisory body members, which shall be carried out:
- 3.19.1. Annually; and
 - 3.19.2. Whenever new facts or events result in the need for a qualification reassessment. That need may arise from new facts that have come to the attention of the NRC.
- 3.20. Management and supervisory body members have the duty to immediately disclose to the Company any fact subsequent to their appointment that alters the content of representations underlying the Questionnaire referred to in Section 3.8 or that change or may reasonably change the assessment of his/her individual qualifications, good repute, honesty and integrity, experience, skills and knowledge, availability or suitability and independence.
- 3.21. The NRC is also responsible for the subsequent collective qualification assessment of management and supervisory body members, which shall be carried out annually.
- 3.22. As a result of the assessment referenced in Sections 3.17 and 3.19, the NRC drafts an Annual Subsequent Assessment Report on the collective assessment of the management and supervisory body and of its individual members, which shall contain at least a reasoned analysis of the following factors:

Individual subsequent assessment

- 3.23. Summary exposure of the factors set out in the Individual Assessment Report referred to in Section 3.11;
- 3.24. Description of the changes that have since occurred, in relation to the factors set out in the Individual Assessment Report referred to in Section 3.11;
- 3.25. Suitability of time dedicated on an individual basis to the performance of duties;
- 3.26. Attaining annual goals pertaining to the acquisition, maintenance and reinforcement of knowledge and skills;

- 3.27. Setting new goals pertaining to the acquisition, maintenance and reinforcement of knowledge and skills, defined for the following year, pursuant to Section 6.3.

Collective subsequent assessment

- 3.28. Structure, size, composition and performance of the relevant corporate body;
- 3.29. Attaining the diversity goals detailed in Section 7;
- 3.30. Suitability of skills, knowledge and experience in aggregate terms, given the Company's activity;
- 3.31. Attaining annual goals pertaining to the acquisition, maintenance and reinforcement of knowledge and skills;
- 3.32. Setting new goals for the acquisition, maintenance and reinforcement of knowledge and skills for the following year (three preferred areas);
- 3.33. Recommendation of possible amendments in matters of corporate governance or organization of responsibilities.

4. Individual qualifications for key function holders

- 4.1. The good repute, honesty and integrity and the knowledge, skills and experience and availability requirements set out in Section 2 apply, with the necessary adjustments, to key function holders.

5. Selection and assessment process for key function holders

Initial assessment of individual qualifications and selection

- 5.1. The initial assessment of individual qualifications for key function holders should precede their hiring and/or appointment.
- 5.2. The management body, with the support of the NRC proactively puts its best efforts into identifying possible key function holder candidates, as well as preparing the timely succession thereof, in accordance with Sections 5.8. and 5.9. below.
- 5.3. Once a possible key function holder candidate is identified, the NRC collects information relevant to the initial assessment of qualifications, which will at least include the factors referenced in the Questionnaire attached hereto as Annex 1. The Questionnaire may be filled out by the candidate him/herself, by the NRC based on collected information or by an external entity, hired by the NRC for that purpose, in accordance with the following paragraph.
- 5.4. The information deemed relevant for the initial assessment of the candidate's qualifications shall be, whenever applicable, necessarily accompanied by the respective supporting documents.
- 5.5. The provisions of Section 3.5 apply, with the necessary adjustments, to the Initial Assessment Report of key function holder qualifications, to be drafted and presented by the NRC to the management and supervisory body.
- 5.6. In the event the management and supervisory body intends to hire a key function holder candidate not deemed qualified by the NRC, the hiring decision, as well as the grounds therefor shall be recorded in that body's minutes. The minutes of the meeting at which the hiring was deliberated shall expressly state that fact, giving reasons for hiring, and shall include the unfavourable opinion issued by the NRC.
-

- 5.7. The grounds referenced in previous paragraph shall at least autonomously analyse the motives deemed relevant by the NRC in the Assessment Report for considering the candidate unqualified, without prejudice to other elements which it deems relevant.
- 5.8. The management body, with the support of the NRC and the Human Resources Department, shall implement succession planning arrangements, which shall include, but are not limited to, the following:
- 5.8.1. The Human Resources Department, on annual basis, shall conduct a talent exercise (calibration meetings), where based on the outcome of the mid-term review process, will aim at assessing the following:
 - c. Low performers, high performers, with high potential and with risk of loss.
 - d. If within the Company there are individuals with the capabilities and skills to replace the Company's key function holders in case of unplanned absences, departures or whenever deemed necessary.
 - 5.8.2. In case key function holders' replacements are identified within the Company (either emergency successors and/or natural successors), succession plans will be prepared by the Human Resources Department.
 - 5.8.3. In case key function holders' replacements are not identified within the Company, a high-level list of potential candidates should be prepared and monitored periodically by the Human Resources Department.
- 5.9. The implementation of succession planning arrangements will be discussed among the management body and the NRC with the support of the Human Resources Department.

Subsequent qualification assessment for key function holders

- 5.10. The NRC is responsible for the subsequent quality assessment of key function holders, pursuant to the terms for the subsequent individual qualification assessment of management and supervisory body members, adjusted as need be.
- 6. Continuous Training Plan for management and supervisory body members and Key Functions Holders**
- 6.1. The Company ensures the resources and time necessary to acquire, maintain and reinforce the knowledge and skills required for the proper exercise of the duties entrusted to the management and supervisory body and to key function holders.
- 6.2. During the initial assessment and selection of management body members and key function holders, three preferred areas of acquisition, maintenance and reinforcement of knowledge and skills, shall be identified for each evaluated person, given that senior officer's individual needs, the Company's needs, and innovation trends in banking and finance.
- 6.3. During the subsequent assessment of management body members and key function holders:
- 6.3.1. The courses, seminars, training programmes, and other means of acquisition, maintenance and reinforcement of knowledge and skills attended over the last year by the management and supervisory body member/key function holder shall be identified, and shall be especially relevant for this purpose the outlining of the

identified means with the preferred areas determined in the initial and subsequent assessment reviews;

- 6.3.2. The means of acquisition, maintenance and reinforcement of knowledge and skills to be attended in the following year by the management and supervisory body member/key function holder shall be tentatively defined;
- 6.3.3. The preferred areas defined in the initial assessment and selection shall be reviewed, in light of the knowledge and skills acquired in the meantime and the Company's needs, and the innovation trends in banking and finance.

- 6.4. The Company may hire one or more external entities to help it in identifying, choosing and assessing the means of acquisition, maintenance and reinforcement of knowledge and skills for its directors and key function holders.

7. Diversity policy

Diversity in senior officer positions

- 7.1. As regards the composition of the bodies and positions described below, Bison Bank shall promote gender balance of the respective members of the following, namely by favouring the selection of persons of the under-represented gender, through internal mechanisms geared toward the selection and appointment of staff and managers in the following structures:

- 7.1.1. Board of Directors;
- 7.1.2. Supervisory Board;
- 7.1.3. Key function holders.

Selection report and short lists of candidates

- 7.2. In its Initial Assessment Report for senior officers, the NRC identifies and recommends candidates to senior office positions and assesses the composition thereof, respecting, wherever possible, the objectives in terms of diversity.
- 7.3. The final senior officer candidate list shall always include candidates of both genders.

Meritocracy and non-discrimination

- 7.4. The remuneration policy for Bison Bank employees is driven by the recognition of merit and the responsibility associated with each duty. Discrimination in remuneration and career progression based on gender is prohibited.

Active parenthood

- 7.5. In addition to upholding labour legislation in terms of parental rights protection, Bison Bank promotes a working hour organisation policy that encourages work/life balance and the full exercise of parental rights.

8. Prevention, communication and remedying conflicts of interest

- 8.1. The provisions regarding the prevention, communication and remedying of conflicts of interest, including related party transactions, applicable to members of the management and supervisory bodies and key functions holders, is part of the Prevention and Management of Conflicts of Interest Policy, which is set out in an autonomous document, disclosed on the Company's website.
-

9. Selection and assessment policy review

- 9.1. Every year, the NRC shall review the present Selection and Assessment Policy and shall make recommendations for improvement thereof to the bodies involved.
- 9.2. After receiving the Report prepared and presented by the NRC containing the review of the Selection and Assessment Policy referenced in the previous number, the management and supervisory body shall approve the recommendations made by the NRC or shall present the grounds for the rejection thereof, while identifying alternative solutions, in the event weak points have been detected or the Policy has become out of date, as regards the applicable laws or recommendations from EBA, ESMA, Bank of Portugal, Portuguese Securities Commission or other competent authority.
- 9.3. Every year, the management body, based on the NRC Report, shall put the reasoned recommendations for improvement of the present Selection and Assessment Policy to the final approval of the Company's General Meeting.

10. Approval, effectiveness and amendments

- 10.1. The present Policy was reviewed and approved by the General Meeting held on the 27th of June of 2019, entering into force from this date, and may be amended by a resolution passed by this body.

11. Interpretation

- 11.1. Any reference to a legal provision, guideline or any other recommendation or analogous provision shall be interpreted as a reference to that provision, guideline or analogous provision with the wording in force on the date of that assessment, as well as to other rules or recommendations that come to replace, amend or supplement them.

12. Publication

- 12.1. The present Policy is published on the Company's website.

Annex I

Questionnaire for the assessment of management and supervisory body members and of key function holders in Bison Bank S.A. ("Bison Bank" or "Bank")

1. CONTEXT OF REQUEST

Full Name:			
Initial assessment:		Subsequent assessment:	

2. PERSONAL INFORMATION

Professional Name:	
Date of Birth:	District:
Country:	Nationality:
Identification Document:	Tax Identification Number:
Personal Address:	
Telephone:	E-mail:

3. PROFESSIONAL SITUATION

Activity he/ she will carry out:	Management body	Executive duties	
		Non-executive duties	
	Supervisory body		
	Key function holders		
Expected date of appointment:			
Expected termination of office:	Responsibilities:		
Estimated weekly hours he/ she intends to allocate carrying out his/her duties:			
Relationship between Bank and other entities where he/she carries out duties:			

I				
Professional activities that he/she will accumulate with the activity under assessment, in entities that fall <u>outside</u> Bank's consolidated supervisory perimeter and/or in which Bison Bank does not have a qualified shareholding.				
I - A				
Entity:		Area of Activity:		
Position:		Date of appointment:		
Termination of office:		Responsibilities:		
Executive duties?	Yes		No	
Ongoing Management?	Yes		No	
Relationship between this entity and others where he/ she carries out duties:				
Estimated weekly hours he/she intends to allocate carrying out his/ her duties:				

(Sections may be added, if further space is necessary.)

I				
Professional activities that he/she will accumulate with the activity under assessment, in entities that fall <u>outside</u> Bank's consolidated supervisory perimeter and/or in which Bison Bank does not have a qualified shareholding.				
I - B				
Entity:		Area of Activity:		
Position:		Date of appointment:		
Termination of office:		Responsibilities:		
Executive duties?	Yes		No	
Ongoing Management?	Yes		No	



Relationship between this entity and others where he/ she carries out duties:
Estimated weekly hours he/she intends to allocate carrying out his/ her duties:

(Sections may be added, if further space is necessary.)

II				
Professional activities that he/she accumulates or will accumulate with the activity under assessment, in entities that fall <u>inside</u> Bank's consolidated supervisory perimeter and/or in which Bank has a qualified shareholding.				
II - A				
Entity:	Area of Activity:			
Position:	Date of appointment:			
Termination of office:	Responsibilities:			
Executive duties?	Yes		No	
Ongoing Management?	Yes		No	
Relationship between this entity and others where he/she carries out duties:				
Estimated weekly hours he/she intends to allocate carrying out his/ her duties:				

(Sections may be added, if further space is necessary.)

II				
Professional activities that he/she accumulates or will accumulate with the activity under assessment, in entities that fall <u>inside</u> Bank's consolidated supervisory perimeter and/or in which Bank has a qualified shareholding.				
II - B				
Entity:	Area of Activity:			
Position:	Date of appointment:			
Termination of office:	Responsibilities:			



Executive duties?	Yes		No	
Ongoing Management?	Yes		No	
Relationship between this entity and others where he/she carries out duties:				
Estimated weekly hours he/she intends to allocate carrying out his/ her duties:				

(Sections may be added, if further space is necessary.)

Grounds for which he/she considers he/she will remain suitably available for the position under assessment, given the accumulation of duties described above:

4. EDUCATION

Changes to previously presented data?	Yes			No	
Education					
Courses/Degrees	Academic/training institution	Main areas of knowledge	Year obtained		



5. PROFESSIONAL EXPERIENCE

III Professional experience that is relevant to the position, namely over the last 10 years		
III - A		
Entity	Area of activity	
	Yearly average turnover	
	Number of employees	
Duties	Position	
	Functional areas for which he/she was responsible	
	Number of subordinates	
	Main projects in which he/she was involved	
Period in which he/she carried out his/her duties		

III - B		
Entity	Area of activity	
	Yearly average turnover	
	Number of employees	
Duties	Position	
	Functional areas for which he/she was responsible	
	Number of employees under management	
	Main projects in which he/she was involved	
Period in which he/she carried out his/her duties		

(Sections may be added, if further space is necessary.)

Other relevant specialised experience (please list)

6. SELF-ASSESSMENT ON THE QUALIFICATIONS AND EXPERIENCE IN THE BANKING SECTOR IN ACCORDANCE WITH EBA'S GUIDELINES ON THE ASSESSMENT OF THE SUITABILITY OF MEMBERS OF THE MANAGEMENT BODY AND KEY FUNCTION HOLDERS (EBA/GL/2012/06 OF 22 NOVEMBER 2012 AND EBA/GL/2017/12)32

AREAS / EXPERIENCE	ASSESSMENT (HIGH, MEDIUM HIGH, MEDIUM LOW OR LOW)
Activity of the institution and the main risks to which it is exposed	
Regulatory framework and legal requirements, including the field of prevention of money laundering and terrorist financing	
Financial markets	
Accounting and financial reports	
Risk management	
Compliance	
Internal Audit	
IT systems	
Skills and management experience	
Interpreting an institution's financial information	

7. GOOD REPUTE

a. Changes to previously presented data?	Yes		No	
b. Have you ever been sentenced under criminal proceedings in Portugal or abroad?	Yes		No	
c. Are criminal proceedings underway against you in Portugal or abroad?	Yes		No	
d. Have you ever been sentenced under infringement proceedings in Portugal or abroad for matters related with your professional activities in the finance area?	Yes		No	
e. Were or are you under any relevant investigation and/or was any coercive measure applied or administrative penalty imposed on you, in relation to the breach of provisions that govern banking, finance, securities trading and brokerage or insurance or legislation regarding the securities market, securities or payment methods or any financial services legislation?	Yes		No	
f. Were or are you under any relevant investigation and/or was any coercive measure applied by any regulatory or professional entity due to the breach of relevant provisions?	Yes		No	
g. Were you ever forcibly dismissed from your position in a credit institution or analogous entity, by decision	Yes		No	



of a national or foreign regulatory authority, analogous to the Portuguese Central Bank?				
h. Are infringement proceedings underway against you with any administrative authority in Portugal or abroad for matters related with your professional activities in the financial area?	Yes		No	
i. Were you ever a defendant in infringement proceedings initiated by the Portuguese Central Bank, Portuguese Insurance Regulator, the Portuguese Securities Commission or other national or international regulatory authority analogous thereto?	Yes		No	
j. Was a company controlled by you or in which you carried out management or supervisory duties ever a defendant in infringement proceedings initiated by the Portuguese Central Bank, Portuguese Securities Commission or other national or international regulatory authority analogous thereto?	Yes		No	
k. Was a company controlled by you or in which you carried out management or supervisory duties ever sentenced in Portugal or abroad for breaching legal or regulatory rules that govern the activities of credit institutions, financial companies or other institutions under Portuguese Central Bank supervision, as well as financial institutions, insurance or reinsurance companies or pension fund management companies or that govern insurance, insurance or reinsurance mediation or the securities market?	Yes		No	
l. Have you ever been declared insolvent in Portugal or abroad?	Yes		No	
m. Was a company controlled by you or of which you were a management body member (in law or in fact) or a supervisory body member ever declared insolvent in Portugal or abroad?	Yes		No	
n. Have you ever been a party, as a debtor, in Portugal or abroad, in special revitalisation proceedings or analogous proceedings?	Yes		No	
o. Was a company controlled by you or of which you were a management body member (in law or in fact) or a supervisory body member been a party, as a debtor, in Portugal or abroad, in special revitalisation proceedings or analogous proceedings?	Yes		No	
p. Are insolvency proceedings underway against you in Portugal or abroad?	Yes		No	
q. Are insolvency proceedings, in Portugal or abroad, underway against a company controlled or previously controlled by you or in which you are or were a	Yes		No	



management body member (in law or in fact) or supervisory body member?				
r. Are any special revitalisation proceedings or analogous proceedings, in Portugal or abroad, underway in relation to a company controlled or previously controlled by you or in which you are or were a management body member (in law or in fact) or supervisory body member?	Yes		No	
s. Have you ever been sanctioned in disciplinary proceedings in Portugal or abroad?	Yes		No	
t. Have you ever been sanctioned for breaching rules of conduct applicable to your professional activity?	Yes		No	
u. Has your registration, as required to hold positions in credit institutions, financial companies or their equivalent, financial institutions, insurance or reinsurance companies, insurance mediators or pension fund management companies or analogous entities, ever been declined, in Portugal or abroad, by the relevant supervisory authorities?	Yes		No	
v. Have the relevant authorities, in Portugal or abroad, ever opposed the acquisition or maintenance of a qualified shareholding in a credit institution, financial company or equivalent, financial institution, insurance or reinsurance company, insurance mediator or pension fund management company or analogous entity?	Yes		No	
w. Has a regulatory authority, professional association or organism with analogous duties - in Portugal or abroad - ever refused, revoked, cancelled or terminated your registration, authorisation or licence to carry out commercial, corporate or professional activities or have you ever been dismissed - in Portugal or abroad - from a position in a public entity?	Yes		No	
x. Have you ever been prohibited by a judicial authority, regulatory authority, professional association or organism with analogous duties - in Portugal or abroad - from acting as a director or manager of a civil organisation or commercial company or from holding a position therein?	Yes		No	
y. Have you ever been mentioned or included in the Central Credit Register or in any analogous registrations, in Portugal or abroad, by an authority competent therefor?	Yes		No	



7.1. MITIGATING OR AGGRAVATING CIRCUMSTANCES, REGARDING THE FACTS UNDERLYING ONE OR MORE OF THE ANSWERS IN THE PREVIOUS TABLE

8. INDEPENDENCE AND INCOMPATIBILITIES - SUPERVISORY BODY MEMBERS

a. Do you or have you received any financial benefits from the Bank?	Yes		No	
b. Are you a member of the management body of a company in a controlling or group relationship with the Bank?	Yes		No	
c. Do you render services or do you have a significant commercial relationship with the Bank, directly or indirectly, or with a company in a controlling or group relationship with the Bank?	Yes		No	
d. Do you hold a position in one of the Bank's competitors or do you act on behalf of or in representation of or are you in any way associated with a competitor's interests in the Bank?	Yes		No	
e. Are you a spouse, relative or kin, directly or three times removed, of the persons indicated in paragraphs a), b), c), d) and f) of article 414-A/1 of the Portuguese Companies Code?	Yes		No	
f. Are you a spouse of a person listed in paragraph e) of article 414-A/1 of the Portuguese Companies Code?	Yes		No	
g. Do you hold or act on behalf of someone with a qualified shareholding of or greater than 2% of the financial institution's share capital?	Yes		No	

h. Are you associated with any specific interest group in the company?	Yes		No	
i. Have you ever been re-elected for more than two terms of office in a financial institution's corporate bodies?	Yes		No	
j. Do you carry out management or supervisory duties in five or more companies?	Yes		No	

The undersigned hereby declares on his/her honour, that the information provided above is true and complete and he/she has not omitted any facts that may be relevant in assessing his/her suitability.

He/she further undertakes to give Bank notice, within eight days as of the occurrence thereof, of all facts that may change any of the answers provided in the present questionnaire.

Date:

Signature:

