



**Board Risk Committee**  
**of Eurobank S.A.**  
**Terms of Reference**

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## **1. INTRODUCTION**

The Board Risk Committee (“Committee” or “BRC”) of Eurobank S.A. (“Eurobank” or “Bank”) is a Board Committee established by the Board of Directors (“Board” or “BoD”) of Eurobank.

The Terms of Reference (“ToR”) are in accordance with international best practices and comply with the applicable regulatory framework.

The ToR are approved by the Board and are reviewed at least annually and revised if necessary, unless significant changes in the role, responsibilities, organization and/or regulatory requirements necessitate earlier revision. In case of any revision of these ToR, the Committee shall first review the proposed amendments from a technical perspective and shall thereafter submit the draft revised ToR to the Board Nomination and Corporate Governance Committee, to ensure alignment with the Corporate Governance Framework and further recommend it to the Board of Directors for approval.

## **2. PURPOSE**

The purpose of the BRC is to assist the BoD in the following risk related issues regarding the Bank and the Bank’s Group (ie. the Bank and its subsidiaries):

- a) To advise and support Eurobank’s BoD regarding Eurobank’s capital management, the monitoring of the overall actual/present and future risk strategy and risk appetite, taking into account all types of risks to ensure that they are in line with the business strategy, objectives, corporate culture, corporate values and the availability of the Bank’s and the Bank’s Group resources;
- b) To provide Eurobank’s BoD with recommendations on necessary adjustments to the risk strategy resulting from, inter alia, changes in the business model of Eurobank, market developments or recommendations made by the risk management function;
- c) To assist Eurobank’s BoD in overseeing the implementation of Eurobank’s risk strategy and the corresponding limits/thresholds set;
- d) To oversee the implementation of the capital and liquidity management strategies as well as for all material risks of the Group, as identified through the Risk Identification and Materiality Assessment (RIMA) process and listed in the relevant RIMA report, in order to assess their adequacy against the approved risk strategy and risk appetite. Material risk types include financial and non-financial risks, indicatively credit risk, market risk, liquidity risk, interest rate risk and credit spread risk in the banking book, counterparty risk, operational risk (including legal and IT, fundamental rights, discrimination and ICT risks), outsourcing risk, climate risk, country risk, reputational risk, conduct risk, risk stemming from strategic projects;
- e) To oversee the progress of the Bank to enhance its resolvability in accordance with the requirements of the Resolution Authorities;
- f) To review a number of possible scenarios, including stressed scenarios, to assess how Eurobank’s risk profile would react to external and internal events;
- g) To oversee the alignment between all material financial products and services offered to clients and the business model and risk strategy of Eurobank. The BRC should assess the risks associated with the financial products and services offered and take into account the alignment between the prices set for them and the profits derived from them;

- h) To provide advice on the appointment of external consultants that Eurobank's BoD may decide to engage for advice or support on matters within its competence;
- i) To assess the recommendations of internal or external auditors and follow up on the appropriate implementation of measures taken on matters within its competence;
- j) To ensure the development of an internal risk management framework and its integration into the business decision-making process (e.g. decisions concerning new products and services introduction, risk adjusted pricing for products and services, risk related performance measurement and capital allocation) across the full range of Eurobank's activities or operations and the Group;
- k) To define the principles that must govern risk management regarding the identification, forecasting, measurement, monitoring, control, and mitigation of risks, in line with the applicable business strategy and the adequacy of the available resources;
- l) To receive and evaluate the reports submitted at least quarterly by the risk management function/GCRO, inform Eurobank's BoD about the most significant risks undertaken by the Bank and document their effective management.
- m) To formulate proposals and recommend corrective actions to the Board in case it identifies weaknesses in the implementation of the Bank's risk management strategy or deviations in its implementation.
- n) To set, approve and oversee the implementation of the Bank's core values and expectations regarding all material risks and propose to the BoD the approval of the Bank's risk culture.

### **3. AUTHORITY**

The BRC is authorized:

- To have access to information and data required for the performance of their role and cooperation with members of the Management and employees who support the Committee in its role.
- To ensure, where necessary, the proper involvement of the internal control functions as well as other relevant functions (such as human resources, legal, finance) within their respective areas of expertise and/or seek external expert advice.
- To obtain external professional advice, as it deems necessary, provided that no conflict of interest arises. To that effect the Committee shall receive appropriate funding.
- To cooperate with other committees whose activities may have an impact on the risk strategy and maintain regular communication with all internal control functions of Eurobank, and in particular with the risk management function. This also includes collaboration with the Remuneration Committee to examine whether the incentives provided by the remuneration policies and practices take into account the Bank's risk, capital, liquidity, and expected earnings and collaboration with Nomination and Corporate Governance Committee to coordinate on appointments, independence and succession planning matters at Bank or subsidiary level.
- To be assisted in the performance of its duties and responsibilities by Management Committees, including the Management Risk Committee ("MRC") and the Group Assets & Liabilities Committee ("G-ALCO") and Executive Board ("ExBo").

- To delegate specific responsibilities and authorities, within the purview of its responsibilities and authorities, to Management Committees.

#### **4. MEMBERSHIPS**

- The BRC members are appointed by the BoD, following the recommendation of the Nomination and Corporate Governance Committee, in accordance with legal and regulatory framework where applicable.
- The BoD may propose the change of the composition of the BRC at any time it deems necessary.
- The BRC members should not exceed 40% of total BoD members (in case of fraction, rounded to the next integer) with a minimum of 3 members. All BRC members should be non-executive.
- The majority of the members should be independent non-executive. The independent members of the Committee fulfill the requirements of the applicable local legislation, the BoG's Executive Committee Act No 224/1/21.12.2023 and the European Commission recommendation 2005/162/EC.
- The Chairperson and the Vice-Chairperson of the Committee who qualify as independent members, are appointed by the BoD in accordance with legal and regulatory requirements where applicable. The appointment of the Chairperson and the Vice-Chairperson shall go through the Nomination and Corporate Governance Committee's proposal process.
- The Chairperson of the BRC should not also serve as the Chairperson of the Board or any other Board Committee and should be independent non-executive with a solid experience in commercial banking and preferably risk and/or Non-Performing Exposures management, as well as be familiar with Greek and international regulatory framework.
- Members of the BRC should have, individually and collectively, appropriate knowledge, skills and expertise concerning risk management and control practices.
- The tenure of the BRC members coincides with the tenure of the BoD, with the option to renew their appointment, but in any case, the service in the BRC should not be more than nine (9) years in total.
- The BRC members are not allowed to hold positions and conduct transactions through which a conflict regarding the BRC's mission might arise. In this regard, the Committee members should be demonstrably independent of Management.
- The members of the Committee may be invited and participate in the Audit Committee meetings and/or similarly the members of the Audit Committee may be invited and participate in the BRC meetings (joint Audit Committee and BRC meetings) for the discussion / approval of items that fall under the responsibility or interest of both Committees.
- BDTCo members may also be invited a) to certain risk related duties of the BDTCo eliminated from BDTCo's mandate, given that they overlap with similar duties of the BRC, which is the most competent Board Committee of Eurobank to oversee risk related issues of any nature and advice the Board accordingly, b) to keep abreast of the latest regulatory developments and/or requirements within the Committee's purview, and be well-informed of the risk related issues that are relevant to its workings by attending relevant sessions of the BRC (such as on IT security and Cyber risk).

- The BRC members may participate in other Committees of the Bank's BoD and/or in the BoDs and Board Risk Committees of subsidiary entities.

## **5. MEETINGS**

- The BRC shall meet at least ten (10) times per year. The Chairperson shall update the BoD members on the material matters covered by the Committee during the previous period (if any) at least on a quarterly basis.
- Quorum requires the majority of members (half plus one) to be present or represented<sup>1</sup>, provided that no less than three (3) Committee members are present. The Chairperson or the Vice Chairperson must be one of the participating members. In determining the number of members for the quorum, fractions, if any, will not be counted.
- Only BRC members have the right to attend the BRC's meetings. In addition, the Chairperson of the BRC may invite to the meetings other Board members, members of Management, Directors of Group Risk Management, the Chairperson of the subsidiaries' Risk Committee or outside advisors or experts, as deemed appropriate. The number of additional invitees should be restricted, so as not to impact the effectiveness and efficiency of the meeting.
- Members may attend the meetings by video or audio conference while mandatory minimum attendance should be achieved as described in the Board and Board Committees' Attendance Policy. In particular, each Board member is expected to achieve mandatory minimum attendance to the Board and Board Committees where they participate of not less than 85% every calendar year, while individual meetings up to 15% can be missed only if a valid excuse is provided.
- The BRC resolutions require a majority vote of the members who are present or represented. In case of a tie, the Chairperson and in case of his/her absence the Vice Chairperson of the Committee has the casting vote.
- Decisions may be taken through the drawing up and signing of minutes by circulation, by all BRC members or their representatives, which is equal to a decision of the Committee, even if no meeting has preceded.
- The meeting agenda will be prepared by the Chairperson of the BRC and distributed to the BRC members. The agenda together with the relevant material shall be sent to the BRC members, by written notice at least five (5) business days prior to the meetings normally intended for the physical attendance of the members (quarterly meetings) and at least five (5) calendar days prior to any other meeting.
- To ensure timely review of the Material Risk Reports (MRR) e.g. Asset Quality Quarterly - Impairment Results: quarterly update, Forbearance Report, CAS, LAS, Risk Appetite Dashboard (RAD), Climate and Environmental Risks dashboard, Remedial and Servicing Strategy NPE & Early Remedial Update), the BRC Secretary applies the following solutions for those reports:

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<sup>1</sup> Each member of the Committee may validly represent only one of the other Committee members. Representation in the Committee may not be entrusted to persons other than the members thereof.

- Late Submission Protocol: In cases where an MRR is finalized after the notification deadline for a scheduled BoD/BRC meeting, the report is uploaded to Diligent as a late submission.
- Diligent Book for Late MRR: If an MRR is completed shortly after a meeting, a new Diligent book is created specifically for that report. Members will be notified via email, and the MRR report will be included in the agenda for the next BRC/BoD meeting for formal discussion and inclusion in the minutes.
- The Group Chief Risk Officer (“GCRO”) has a key reporting role to the BRC and is a permanent attendee in the BRC meetings. The GCRO’s performance assessment is conducted annually by the BRC members.
- The BRC appoints its Secretary, who reports to the Group Company Secretariat and cooperates with the Chairperson of the Committee and the GCRO. The Secretary is responsible to minute the proceedings and resolutions of all BRC meetings, including the names of those present and in attendance and the action plans and follow ups for assignments, as well as for issuance of true copies / extracts. In case of non-unanimous decisions, the views of the minority should be also minuted.
- The minutes shall be submitted (to the extent possible) at the next meeting. Additionally, after their finalization, the minutes shall be signed (electronically) by all Committee members in attendance.
- Once approved, minutes shall be available to all BoD members through the software application of the BRC’s meetings support (Diligent Boards).

## **6. DUTIES AND RESPONSIBILITIES**

The duties and responsibilities of the BRC are described below:

### **6.1 Risk Strategy and Appetite**

1. To ensure that the Group has a well-defined risk strategy and risk appetite in line with its business plan, and that the risk appetite is articulated via a set of quantitative and qualitative statements for all material risks. To this end, the BRC reviews, challenges and approves at least on an annual basis, and recommends to the BoD for approval: a) the Risk Appetite Statements (RAS) document, b) the RIMA Report. Additionally, the BRC reviews, challenges and approves a) the Risk Appetite Framework (RAF) and b) the RIMA Framework
2. To ensure that the risk appetite is clearly communicated throughout the Group and forms the basis on which risk policies and risk limits are established in the Group.
3. To assess compliance with the approved Risk Appetite Statements and the risk limits, as well as the capital adequacy in relation to the risks undertaken by the Group.
4. In case of inability/weakness to implement the established risk management strategy or in case of deviations in its application, to propose to the BoD corrective actions.
5. To ensure adequate monitoring of the strategy implementation and effective oversight of the Group’s risk profile.

### **6.2 Credit approval**

6. To approve the framework for the credit approval process, including, when relevant, the internal structures for credit granting and monitoring, and defining delegated decision-making authorities.
7. The BRC reviews:
  - a) credit limits above the defined risk thresholds and
  - b) write offs higher than €100m for corporate loans and higher than €100m (on a pool basis) for retail loan portfolios,and recommends such items for final Board approval as part of the board's reserved matters, where the board retains approval of such high limits to itself, and the BRC's primary role remains one of overseeing the credit risk framework and ensuring that management credit committees are operating effectively.

### **6.3 Capital and Liquidity**

8. To maintain a sound and effective overall architecture for the implementation of the Group Internal Capital Adequacy Assessment Process ("ICAAP") and the Group Internal Liquidity Adequacy Assessment Process ("ILAAP"), ensuring the adequacy of capital and liquidity in relation to the defined risk tolerance level and that the ICAAP and the ILAAP are fully embedded of the Bank's overall management framework. To this end, the BRC ensures that the Bank implements, at least on an annual basis, the ICAAP and the ILAAP, in compliance with the regulatory requirements and guidelines, and assesses the appropriateness of limits, the adequacy of provisions, and the overall adequacy of own funds in relation to the level and nature and magnitude of the risks undertaken. This assessment also takes into account the extract of the report relating to Risk Management that Internal Audit submits annually to the Audit Committee and the BoD.
9. To review and approve the key elements of the Group's ICAAP and ILAAP including the governance framework, the Risk Identification and Materiality Assessment (RIMA) report, the methodologies employed, the high-level assumptions and parameters, as well as the outcomes of the Group's ICAAP and ILAAP. To this end, to assess, approve and recommend to the BoD for approval the Group Capital and Liquidity Adequacy Statements.
10. To ensure that appropriate stress tests are performed with respect to the risks in scope of the stress testing programme.

### **6.4 Risk Monitoring**

11. To ensure adequate and appropriate supervision, monitoring and control of all material risks and material exposures of the Group.
12. To ensure that the Bank develops, maintains and constantly updates an appropriate range of solutions for the mitigation of delinquencies and preservation of the value of its loan assets.
13. To review the level of forbore exposures on a segmented basis and the measures granted and to report periodically to the BoD the effectiveness of the forbearance measures (in terms of type of portfolio, type of restructuring solution and vintage).
14. To ensure that there are appropriate oversight mechanisms and controls for the monitoring and effective management of Non-Performing Exposures (NPEs) and early remedial Retail Portfolio including:
  - Performance of the Servicer



- Exposures which have been written-off for accounting purposes but for which the Bank still pursues partial or full recovery through legal action.

15. To monitor the quality of the loans new production (material risk report submitted to the BRC for review on a semi-annual basis).

## **6.5 Risk Policies and other documents**

16. To review and approve the risk management principles, frameworks and policies determined for the identification, measurement, monitoring, control, and mitigation of risks.

To this end, following MRC's or ExBo's review, the BRC approves and/or is notified of:

- a. Risk principles, risk policies, risk procedures, risk methodologies (e.g. credit policy manuals, rating models development & documentation policy, risk parameters estimation/calibration and risk assignment/classing policy, rating models validation policy, models risk, overrides policies, Grouping policies etc.).
- b. Specific Risk Management Frameworks (e.g. Credit, Market, Liquidity, Reputational, Models, Data Governance, Climate and environmental risk).
- c. Provisioning Policy.
- d. The Contingency Funding Plan.

17. To review in coordination with the Audit Committee which is ultimately responsible to grant clearance for accounting policies and reporting and to recommend to the BoD for approval, the risk policies and their related-accounting treatment, that are under its responsibility, which interrelate with the Group's risk management practices on the presentation, measurement, valuation and impairment assessment of financial and other assets (e.g. investment property, IFRS 9 impairment, etc.).

18. To review, approve and propose to the BoD for approval the following documents after being reviewed by the MRC or G-ALCO:

- a. Write off and Debt Forgiveness policy for Corporate and Retail Loan Portfolios,
- b. the Consolidated Pillar 3 disclosures policy
- c. Group Recovery Plan and Group Recovery Playbook.

19. To review and propose to the BoD for approval the BCBS 239 Overarching Framework.

20. To review and propose to the BoD for approval the following documents following MRC's or ExBo's review:

- a. Risk Culture Policy
- b. Products & Services Governance Policy
- c. Non-Financial Risk Management Policy

21. To review and approve the Risk Reporting Framework.

22. To review the RDARR Validation Framework and approve the revised versions.

23. To approve the Data Governance Framework's initial version and material amendments.

24. To oversee and assess the effective implementation of RDARR-related Frameworks and Policies.

25. To review the policy governing relations with Sensitive Borrowers as monitored and reported by the GRM.

26. To ensure adherence to Group's policies for the management of material risks.

#### **6.6 Risk Management Framework**

27. To ensure that the Bank has the appropriate risk governance, frameworks, methodologies, modeling tools, data sources, IT systems and competent staff to assess the impacts of material risks, financial and non-financial, under various scenarios, including adverse cases.
28. To ensure high focus, provide oversight and oversee the implementation of strategies for managing and containing the universe of "Non-Financial Risks" that can collectively/individually have significantly large downside impact. To ascertain that there is appropriate risk-taking/management framework for the Board to build a forward-looking perspective of the Bank's top Non-Financial risks, and provides assurance/tracking of the adequacy of the overall control system to keep the Bank within its agreed risk-tolerance thresholds.
29. To ensure that there is adequate focus on operational risk and other non-financial risks and that there are appropriate oversight mechanisms and controls for the monitoring of effective management of operational and other non-financial risks.
30. To ensure focus on ICT & Security Risk (incl. Cyber Security and Digital Operational Resilience), Fraud Detection & Physical Security risks and GDPR.
31. To ensure that Eurobank updates, at least on an annual basis, the Group Recovery Plan in compliance with the regulatory requirements and guidelines.
32. To review and approve i) the Bank's resolution planning initiatives to enhance its resolvability and ii) any material/documents requested by the Resolution Authorities, after being reviewed and approved by the MRC or the Resolution Planning Committee (RPC), where relevant.
33. To emphasize the development of appropriate early warning systems so as to identify borrowers reaching their limits of their ability to perform on their obligations.
34. To oversee the alignment of the annual Business Plan with the risk strategy and the articulated Risk Appetite.
35. To receive and review reports, as and when appropriate, from Internal Audit regarding the results of audits in risk management related areas.
36. To review the extract of the report relating to Risk Management that Internal Audit submits annually to the Audit Committee, ExBo, the BoD, ECB/SSM and Bank of Greece, regarding the adequacy of the Bank's Internal Control System.
37. Regarding the development of the Bank's internal risk models (framework, policies, etc.) as well as the monitoring of internal risk models results (incl. validation and back testing):
- a. To review and approve new Group internal risk models development and material changes to existing models.
  - b. ii. To approve, monitor and report to the BoD internal risk models results (i.e. models results validation and back testing).
  - c. iii. To approve Group internal models framework including assumptions, possible limitations and instructions for model users and Group internal models register.

38. Significant Risk Transfer Transactions: The BRC is responsible for approving the SRT Policy and overseeing its implementation.
- a. The BRC ensures that the SRT Policy is in line with the Group's statement of risk appetite and strategic priorities, with the support of the SPC and the MRC.
  - b. The BRC obtains the necessary information from the BoD to be able to monitor compliance with the SRT Policy and has the ultimate responsibility for the proper assessment of SRT in the Bank's securitisation transactions.
  - c. In order to decide whether the risk transferred is commensurate to the capital savings achieved by each securitisation transaction claiming SRT and conduct an appropriate Credit Risk transfer analysis, the MRC and the BRC examine certain factors as per the SRT Policy. In that context, the MRC and BRC assess and approve the self-assessment exercise with the purpose of assessing whether a securitisation transaction complies with SRT (CRR and EBA Guidelines on SRT). In that context, the BRC also reviews and signs a declaration confirming that the Bank and the Group take full responsibility for each SRT transaction, once finalized, to meet the conditions of Articles 243(2) or 244(2) of the CRR, to the extent that they are relevant and applicable to each specific SRT transaction.
39. The BRC and MRC assess: a) the sustainability of the SRT over the lifetime of the transaction and b) the output of the stress testing and SRT self-assessment exercise.
40. Regarding the BCBS 239 – Risk Data Aggregation and Risk Reporting (RDARR):
- a. To confirm regularly that internal risk reports are meaningful and contribute to sound decision making.
  - b. To oversee and challenge the results of the annual BCBS 239 Compliance Assessment for monitoring the Bank's level of compliance with the BCBS 239 Principles; in case necessary, further escalation is performed to BoD.
  - c. To request and receive regular information on the progress made to assess RDARR implementation progress, ensuring effective monitoring in line with the agreed timelines.
  - d. To assess/challenge and endorse all fundamental elements of BCBS 239 Overarching Framework including changes to the application scope for BCBS 239, material risks, KRIs, material reports (risk, financial, supervisory e.t.c.), material models and material legal entities.
  - e. To monitor regularly the key data quality indicators and corresponding action plans to address significant deviations identified.
  - f. To oversee the activities of Senior Management with regard to the BCBS 239 Overarching Framework.

## **6.7 Subsidiaries' oversight**

41. To approve the appointment of the Chairperson of the respective Board Committees of the banking subsidiaries.
42. To review on an annual basis a report prepared by the Chairperson of the respective Committee of the banking subsidiaries, with the following content:
- a. the major issues the subsidiary's Board Committee dealt with during the previous period;

- b. confirmation that the subsidiary's Board Committee Terms of Reference comply with those of Eurobank (or explain deviations) and that the Board Committee has fulfilled the ToR during the previous period; and
- c. confirmation that the membership of the subsidiary's Board Committee fulfils the qualification/nomination criteria provided for in the Group's Corporate Governance Arrangements Guideline.

## 6.8 Additional duties and responsibilities

43. Further to what has been specifically stipulated above, in any case, the BRC is competent to:
- review the Committee's annual plan, referring to the annual schedule of the Committee's meetings and the allocation of the main agenda items to each meeting;
  - develop proposals, for consideration by the BoD, regarding any matter within the purview of this ToR;
  - perform any other activities within the purview of this ToR, at the request of the BoD or as required by the Hellenic Corporate Governance Code;
  - oversee issues within its purview in the overall context of maintaining a sustainable business model for the Bank;
  - provide, when appropriate, adequate information to the General Assembly regarding its activities; and
  - be kept up to date and fully informed about strategic issues and commercial changes affecting the Bank and the market in which it operates.
  - to ensure that the Bank has in place appropriate accountabilities at the Executive level for the day-to-day management of respective risks and the provision of all necessary feedback required by the BRC for the effective discharge of its duties.

## 7. PERFORMANCE EVALUATION

The BRC's performance is evaluated annually according to the provisions of the BoD and the Board Committees Evaluation Policy of the Bank. In order to perform their role effectively, the BRC members need to maintain and develop their skills and knowledge.

## 8. AMENDMENTS TABLE

Version	Date	Change Description
1.0	20.03.2020	Initial version following the conclusion of the demerger of Eurobank Ergasias S.A. through sector's hive down and establishment of a new company-credit institution under the corporate name "Eurobank S.A."
2.0	16.12.2021	Inclusion of the enhanced focus and responsibility to review and monitor non-financial risks (incl. climate and environmental risk) SRT transactions, write-off limits, risk related policies as well as specify escalation process to the BoD for approval of certain risk related issues/decisions.

3.0	28.3.2024	<ul style="list-style-type: none"> <li>- Review of the RFA provisions referring to BRC and amendments as required</li> <li>- Amendments for the improvement of BRC's governance and functioning (including clause for BRC ToR revision, quorum in meetings, reference to the joint AC/BRC meetings)</li> <li>- Amendments proposed by the Risk Units in order to accurately reflect BRC's responsibilities in their area</li> </ul>
4.0	24.09.205	Revision to merge with Holdings ToR and alignment with new PEE 243/7.7.2025 as well as addition of clarifications by risk units.

## 9. TABLE OF CREATION, ISSUANCE AND APPROVALS

Unit	Authorized Personnel	Date
<b><u>Created by:</u> Group Company Secretariat</b>		<b>04.09.2025</b>
<b><u>Reviewed by:</u> GCRO</b>		<b>05.09.2025</b>
<b><u>Recommended for approval by:</u> BRC</b>		<b>17.09.2025</b>
<b><u>Approved by:</u> Board of Directors</b>		<b>24.09.2025</b>