

## **Group Board Diversity Policy**

The Bank of Cyprus Group recognizes the benefits and necessity of having an adequately diverse Board which includes and makes good use of differences in the skills, regional and industry experience, background, race, age, gender, personal attributes and other distinctions between Directors. Such differences are taken into account when determining the optimum composition for an effective Board.

All Board appointments are made primarily on merit based on objective criteria, including skills, ethics and experience and irrespective of colour, race, nationality /ethnicity, disability, age, gender, religion, sexual orientation, political opinion or any other unfair criterion.

In 2016, the Board endorsed the recommended target set by the Nominations and Corporate Governance Committee for a minimum female participation of 40% in the Board as from year 2020. An action plan was approved by the Nominations and Corporate Governance Committee in June 2016 describing the intervening actions leading to the accomplishment of this target.

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