

Pursuant to Article 5, Paragraph 1, Item b), Article 20, Paragraph 2, Item b) and Article 37 of the Law on the Banking Agency of Republika Srpska ("Official Gazette of Republika Srpska", No.: 59/13 and 04/17), Articles 61, 70, 89, 92 and 99 of the Banking Law of Republika Srpska ("Official Gazette of Republika Srpska", No.: 4/17, 19/18, 54/19, 63/24 and 45/25), Article 6, Paragraph 1, Item b) and Article 19, Item b) of the Statute of the Banking Agency of Republika Srpska ("Official Gazette of Republika Srpska", No.: 63/17), the Management Board of the Banking Agency of Republika Srpska, at its 22nd session, held on 3 December 2025 adopted the

DECISION ON AMENDMENTS TO THE DECISION ON BANK MANAGEMENT SYSTEM

Article 1

In the Decision on bank management system, No. UO-233/21 as of 15 June 2021, UO-320/22 as of 21 March 2022 and UO-418/23 as of 6 April 2023 ("Official Gazette of Republika Srpska", No.: 62/21, 26/22 and 35/23), in Article 2, Paragraph 1, after the Item 41), a new Item 42) shall be added and read as follows: „42) A gender-neutral remuneration policy is a remuneration policy based on equal pay for male and female workers for equal work or work of equal value.“

Article 2

In Article 5, Paragraph 4, after the wording: „is considered significant“, the following wording shall be added: „based on the analysis of the criteria referred to in Paragraph 1 of this Article and a bank identified by the Agency as a systemically important bank in accordance with the by-laws regulating the relevant area“.

Article 3

In Article 10, Paragraph 1, Item 17) shall be amended and read as follows: „17) at least once a year, adopt an adequate program and work plan for the bank's internal audit and ensure the conditions for its implementation, which include the right of the internal audit function to unlimited access to all records, documents, information, employees and premises of the bank.“

Article 4

In Article 12, Paragraph 4, at the beginning of Item 5), the wording: „that“ shall be added.

Article 5

In Article 28, Paragraph 1, after the wording: “Based on the results of stress testing”, a comma and the wording: “including risks identified within the framework of stress testing conducted by the Agency for supervisory purposes in accordance with the law and by-laws,” shall be added.

Article 6

- (1) In Article 35, Paragraph 2, the wording: “in a special relation” shall be replaced by the wording: “related”.
- (2) In Article 35, Paragraph 5, the wording: “eight working” shall be replaced by the wording: “three working”.
- (3) In Article 35, Paragraph 10, the wording: “authorized or internal auditor” shall be replaced by the wording: “authorized internal auditor”.

Article 7

- (1) In Article 39, Paragraph 6, Item 11), the wording: “this” shall be deleted.
- (2) In Article 39, Paragraph 10, Item 1), the wording and number: “Paragraph 7” shall be replaced by the wording and numbers: “Paragraphs 6 and 7.”

Article 8

In Article 43, Paragraph 1, after the wording: „A remuneration policy that is“, the wording: „gender neutral“ and a comma shall be added.

Article 9

In Article 44, after Paragraph 6, a new Paragraph 7 shall be added and read as follows:

“(7) The gender-neutral remuneration policy referred to in Article 43, Paragraph 1 of this Decision should ensure that all aspects of the remuneration policy are gender-neutral, including the conditions for the award and payment of remuneration. Banks should be able to demonstrate that the remuneration policy is gender-neutral.”

Article 10

In Article 47, Paragraph 8, the numbers and wording: „40 and 41“ shall be replaced by the numbers and wording: „45 and 46“.

Article 11

In Article 50, Paragraph 9, Item 4), the wording and number: „Paragraph 4 of this Article' shall be replaced by the wording and number: „Item 3) of this Paragraph“.

Article 12

In Article 61, Paragraph 1, after the wording: „who are independent of the bank“, the wording: „and have their residence or domicile in the territory of Republika Srpska or Bosnia and Herzegovina“ shall be added.

Article 13

- (1) In Article 67, Paragraph 1, after the wording: „Supervisory board of a significant bank“, the following wording shall be added: “and a bank identified by the Agency as a systemically important bank in accordance with the bylaws regulating the relevant area”.
- (2) In Article 67, Paragraph 2, after the wording: „If it is not a significant bank“, the following wording shall be added: „nor a bank identified by the Agency as a systemically important bank in accordance with the bylaws regulating the relevant area”.
- (3) In Article 67, Paragraph 12, Item 1), after the wording: „Remuneration policy“, a comma and the following wording shall be added: „ensuring that such Remuneration Policy is gender neutral and that it supports equal treatment of all employees of different genders, and”, and the wording: „and” shall be deleted.

Article 14

In Article 81, Paragraph 2, Item 2), the following wording shall be added after the Item: „Membership in affiliated companies is not in itself an obstacle to acting with an independent opinion.“

Article 15

In Annex 1: Market Risk Management Rules, in Paragraph 7, the number: „113“ shall be replaced by the number: „117“.

Article 16

This Decision shall come into force on the eighth day after its publication in the “Official Gazette of Republika Srpska”.

Number: UO-224/25

Date: 3 December 2025

PRESIDENT OF THE
MANAGEMENT
BOARD

Dejan Kusturić