

Novo Banco, S.A. announces Mark Bourke for CEO and informs about composition of the Executive Board of Directors for a new mandate term

Novo Banco, S.A. (“novobanco” or the “Bank”) informs that the General and Supervisory Board (“GSB”) decided on the 3rd of May to submit the relevant Fit & Proper documentation for the members of the Executive Board of Directors (“EBD”) of novobanco for a new mandate term 2022 to 2025.

The Fit & Proper submission was discussed, reviewed, and approved by the GSB and the relevant documentation has been submitted to the Bank of Portugal and European Central Bank for approval.

Byron Haynes, Chairman of the GSB of novobanco commented: “The GSB believes, under Mark Bourke’s leadership, this is the EBD management team that will successfully deliver the next stage of novobanco’s development, competing as a strong and independent Portuguese corporate and retail bank and continue to grow and meet its targets and goals in accordance with the medium-term plan.”

The GSB concluded that the EBD structure and respective roles and responsibilities would be strengthened with the creation of a new executive position of Chief Credit Officer (“CCO”), thereby increasing the number of EBD members from six to seven.

The GSB also concluded that as there would be two new EBD members and that two existing EBD members’ roles and responsibilities would substantially change, a new four-year statutory mandate period would need to be effected.

The new EBD member composition of novobanco, subject to regulatory approval, would therefore be as follows:

- **Mark Bourke – Chief Executive Officer (“CEO”)**

The GSB approved Mark Bourke as becoming the next CEO of novobanco.

The GSB considered Mark Bourke as the ideal candidate with (i) over 20 years’ experience in operating as a senior board executive (in CEO as well as CFO positions) in regulated financial institutions; (ii) significant experience and knowledge gained as CFO over the last three years of novobanco and the Portuguese market and banking system; and (iii) the necessary skills and experience to enable Mark Bourke to lead novobanco over this next stage of development.

Before joining novobanco, Mark Bourke was the CFO of Allied Irish Banks and member of AIB’s Leadership Team, from 2014 to 2019. He began his career at PwC in 1989 and in 2000 joined IFG Group as Finance Director, being promoted to Group CEO in 2006.

The GSB also noted that the appointment of an internal candidate ensures continuity, stability as well as alignment of the recently approved strategic medium-term plan.

- **Leigh Bartlett – Chief Financial Officer (“CFO”)**

The GSB approved Leigh Bartlett as becoming the next CFO of novobanco.

Leigh Bartlett has been the CEO of Masthaven Bank since 2020, after being the bank’s CFO from 2019 to 2020. He has previously been CFO of RBS UK Retail and RBS Insurance between 2008 to 2011, Westpac Banking Corporation CFO from 2011 to 2015, and Williams & Glyn (RBS Group) CFO between 2015 to 2017. He has also been CFO at FNZ Group after 2017.

After undergoing a robust search process, the GSB agreed that Leigh Bartlett is the best candidate that fits the required criteria and highlighted the fact that novobanco was able to attract and hire a new CFO of a high-calibre with his knowledge, expertise, and experience with over 15 years working as a CFO in the financial services industry, demonstrates the significant progress that novobanco has made in recent years.

- **Luís Ribeiro – Chief Commercial Officer Retail (“CCOR”)**

Luís Ribeiro maintains his existing roles and responsibilities as CCOR. He was first appointed and approved EBD member of novobanco as CCOR in September 2018.

Luís Ribeiro has over 25 years of experience in the commercial area with the Bank, and particularly in the retail segment, having assumed the leadership of medium corporates and SMEs department (South) from 2015 to 2018. Since 2018, he has been the Chief Commercial Officer Retail of novobanco. Throughout his career path Luís Ribeiro had the opportunity to participate in several strategic, restructuring and innovative projects addressing new client segmentation approaches, innovative concept for branches, new commercial models, integration of acquired businesses, among others. Luís Ribeiro has top management experience developed after several years in senior management roles, leading large teams.

With this new EBD mandate term, Luís Ribeiro continues to successfully develop and grow novobanco’s Retail and Small Business franchise through omnichannel distribution, as part of which the bank has been revamping its branch network, re-designing face-to-face service experience, and at the same time implementing digital transformation of the customer journeys and back-office functions.

- **Andrés Baltar – Chief Commercial Officer Corporate (“CCOC”)**

Andrés Baltar maintains his existing roles and responsibilities as CCOC. He was first appointed and approved EBD member of novobanco as CCOC in December 2020.

Andrés Baltar has a deep knowledge in Corporate Banking, with over twenty years of experience at Barclays Bank and novobanco. During these years, he worked in different projects in Portugal and prior to joining novobanco he was the Head of Corporate Banking Barclays Europe. In this role, he was Member of the Executive Committee of Barclays Europe and has been part of different committees like Risk and Control, Asset and Liability, and Loans and Capital.

With this new EBD mandate term, Andrés Baltar is set to continue to successfully develop and grow novobanco’s corporate and SME franchise, which holds a leadership position within the Portuguese corporate sector. He will establish a separate Credit Underwriting department, highlighting the growing importance of an already existing capability, role, and responsibility, reflecting increased business activity.

- **Luísa Soares da Silva – Chief Legal Compliance Officer (“CLCO”)**

Luísa Soares da Silva maintains her existing roles and responsibilities as CLCO. She was first appointed and approved EBD member of novobanco as CLCO in April 2017.

Before joining the EBD of novobanco in 2017, Luísa Soares da Silva had already more than 25 years of professional experience, as lawyer and partner, in Morais Leitão, Galvão Teles, Soares da Silva & Associados, one of the main Portuguese law firms. Areas of expertise include providing legal assistance to credit institutions and insurances companies in a broad range of aspects of their business activity including banking activity and regulatory (Portuguese and European), compliance, corporate, group governance and operational restructurings, mergers and acquisitions.

- **Carlos Brandão – Chief Risk Officer (“CRO”)**

The GSB approved Carlos Brandão as becoming the next CRO of novobanco.

Carlos Brandão is since July 2017 the Head of Risk of the bank, reporting into the current CRO. He has been identified as a key talent and the successor to the current CRO over the last few years through the internal annual succession plan process. He has worked as a Risk Director at Banco Santander Totta as well as the CRO and CEO at Barclays Bank in Portugal, prior to joining novobanco.

Carlos Brandão will assume all the current roles and responsibilities of the CRO, including Head of Global Risk, Rating models including ESG taxonomy, Model Validation Office and Cyber Security Office.

The GSB considers Carlos Brandão has the necessary skills and capabilities to be promoted to the EBD as the next CRO.

- **Rui Fontes – Chief Credit Officer (“CCO”)**

The GSB approved Rui Fontes as CCO, a new executive board position at novobanco.

Rui Fontes will be responsible for credit related (particularly with respect to Large Corporations and SMEs) matters, including recovery. This enhanced credit function within novobanco will be responsible for driving compliance with the latest regulations and standards in credit issued by ECB/EBA.

The existing departments of Credit Recovery Corporate, Credit Recovery Retail & Credit that currently report to the CEO will transfer to the CCO. In addition, Business Monitoring (Workout) that currently reports to the CCOC will transfer to the CCO. This ensures that restructuring and workout skills are concentrated under one EBD member’s responsibility.

Rui Fontes has deep institutional knowledge of novobanco, the Portuguese market and particularly the corporate and SME customers and market-place. He has operated in an executive function as CRO since 2017.



Announcement

This announcement is being made following the announcement made on the 31st March with respect to António Ramalho stepping down as CEO in accordance and for the purpose of article 29-Q, No. 3 of the Portuguese Securities Code and the article 17 of Regulation (EU) No. 596/2014 of the European Parliament and of the Council.

Lisbon, May 5th, 2022
Novo Banco, S.A.