



BOARD OF DIRECTORS SKILLS AND EXPERIENCE STATEMENT

The Board of Directors (the “Board”) of the Federal Home Loan Bank of Cincinnati (the “FHLB”) is comprised of both Member Directors and Independent Directors. The Director of the Federal Housing Finance Agency determines the size and composition of the Board. Member Directors must make up at least a majority, but no more than 60% of the Board’s membership. At least two Independent Directors must qualify to serve as a Public Interest Independent Director and be so designated by the Board. The statutory and regulatory eligibility requirements for Directors are described in regulations [12 CFR 1261 Subpart B](#), as linked from the FHLB’s public website at <https://www.fhlbcin.com/who-we-are/leadership/>.

In addition to statutory and regulatory eligibility requirements, below is a non-exhaustive list of desired skills, experience, attributes and characteristics that represent guidelines for targeted recruitment designed to achieve a Board with diversity of perspective, thought, and experience.

EXPERIENCE

Directors should have a proven track record of expertise or experience in one or more of the areas listed below. The Board defines **expertise** as having advanced skill, credentials, or knowledge and having been directly accountable for outcomes in a certain skills area; and the Board defines **experience** as having participated in decisions in a skill area, such as having been a part of a leadership or executive team who supervised outcomes.

- Auditing and accounting, including public accounting and auditing
- Capital markets and market risk management
- Community development
- Corporate governance
- CFA credentials
- CPA credentials
- Cybersecurity
- Derivatives
- Diversity, equity and inclusion
- Economic modeling, forecasting, or analysis
- Enterprise risk management
- Executive banking industry management
- Executive insurance industry management
- Executive (non-banking/insurance) management
- Financial management, including corporate financial planning and analysis



- FinTech
- Government relations, public policy or regulatory matters
- Housing development, affordable housing development
- HR, compensation and benefits
- Information technology
- Insurance industry management
- Juris Doctor credentials, active or inactive law license
- Legal experience, including experience representing businesses in securities, business transaction, secured lending, employment, litigation, and other corporate matters
- Mergers and acquisitions
- Marketing and sales
- Secondary mortgage market

DIVERSITY, EQUITY & INCLUSION

The FHLB encourages the consideration of diversity in nominating or soliciting nominees for positions on the Board.

To enrich decision making and governance and to represent the needs and concerns of the communities and people served by the FHLB, the Board values a diversity of perspectives. The Board will conduct its policies and practices in a manner which treats all individuals fairly on the basis of merit, experience, and other work-related criteria. Individuals interested in Board service or working with the Board in any capacity will be considered without regard to race, color, religion, sex, national origin, disability status, age, genetic information, veteran status, marital status, sexual orientation, transgendered status, gender identity, status as a parent or any other characteristic protected by law.

PERSONAL CHARACTERISTICS OF DIRECTORS

Integrity and Accountability

Character is the primary consideration in evaluating any Director. Directors must have high ethical standards and integrity in their personal and professional dealings. Directors must be willing to act on and remain accountable for their boardroom decisions.

Informed Judgment

A Director should be able to provide wise, thoughtful counsel on a wide range of issues. Directors should possess high intelligence and wisdom, and be able to apply it to decision making. Directors should be able to comprehend new concepts quickly.

**Financial Literacy**

Directors should be financially literate. Directors should know how to read a financial statement and understand financial ratios. Directors should have a working familiarity with basic finance and accounting practices.

Mature Confidence

Directors should approach others in a self-assured, responsible and supportive manner. Directors should value board and team performance over individual performance. Directors should be able to raise tough questions in a manner that encourages open discussions. Directors should be inquisitive and curious and ask questions of management.

High Performance Standards

Directors should have a history of achievement that reflects high standards for themselves and others. Directors must be able to attend Board and System meetings throughout the United States.

Political Awareness

Directors should possess an awareness of the importance of political and public policy considerations, and comprehend the public-private partnership inherent to the operation of a government-sponsored enterprise.