

**FEDERAL HOME LOAN BANK OF INDIANAPOLIS
BOARD OF DIRECTORS
DESIRED EXPERIENCE AND ATTRIBUTES STATEMENT**

The Board of Directors (“Board”) of the Federal Home Loan Bank of Indianapolis (“FHLBI”) is comprised of both Member Directors and Independent Directors. The Director of the Federal Housing Finance Agency (“FHFA”) determines the size and composition of the Board. Independent Directors must make up at least 40% of the Board’s membership. The statutory and regulatory eligibility requirements for Directors are described in the Director Position Description published on the FHLBI’s public website.¹

In addition to all statutory and regulatory eligibility requirements, below is a non-exhaustive list of desired experience, attributes, characteristics and core competencies 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 success in one or more of the following areas:

- Affordable housing development
- Bank asset/liability management
- Community development
- Corporate financial planning and analysis
- Derivatives and capital markets
- Diversity and inclusion consulting or management
- Enterprise risk management and risk assessment
- Government outreach
- Information technology and cyber security, including cloud computing
- Legal experience representing businesses in securities, transactional, restructuring, employment, litigation, and other corporate matters
- Marketing and sales
- Organizational management and staff development
- Public accounting/auditing
- SEC registration and reporting
- Strategic planning

¹ <https://www.fhlbi.com/who-we-are/board-of-directors/become-a-board-member>

DIVERSITY & INCLUSION

To enrich decision making and governance and to represent the needs and concerns of the communities and people served by the FHLBI, 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. No individual interested in Board service or working with the Board in any capacity will be excluded due to race, color, religion, national origin, sex, age, sexual orientation, gender identity, genetic information, veteran's status, or mental or physical disability, in accordance with federal law.

PERSONAL CHARACTERISTICS OF DIRECTORS

Each Director should exhibit:

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 travel by air to attend Board and System meetings throughout the United States.

Political Awareness

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

CORE COMPETENCIES OF THE BOARD

The Board as a whole should possess these core competencies.

Accounting and Finance

The Board must be able to see that shareholder value is enhanced through corporate performance and protected through adequate internal controls. The Board should possess expertise in financial accounting and corporate finance.

Business Judgment

The Board needs to be able to monitor corporate management. Directors should understand general management best practices in the banking industry.

Crisis Response

Directors need to be able to perform their duties and provide time for doing so during periods of crisis.

Industry Knowledge

The Board should have one or more Directors with in-depth industry specific knowledge, including housing, community/economic development banking, and SEC reporting.

Risk Management

The Board should have one or more Directors with experience in managing financial, operational, political, and other kinds of risk.

Leadership

Directors need to possess empowerment skills and be able to motivate high-performing talent.

Strategy/Vision

Directors should possess the skill and capacity to provide strategic insight and direction by encouraging innovation, conceptualizing key trends, evaluating strategic decisions, and continuously challenging the organization to achieve its vision.

Political Savvy

The Board should have one or more Directors that possess the skill to be influential with policy makers at all levels.