

NOMINATING-CORPORATE GOVERNANCE COMMITTEE
Procedures for Evaluating Director Nominees



POLICY

PROCEDURES FOR EVALUATING DIRECTOR NOMINEES

NORTHEAST COMMUNITY BANCORP, INC.
NOMINATING/CORPORATE GOVERNANCE
COMMITTEE

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(Effective March 3, 2021)

Pursuant to the Nominating/Corporate Governance Committee Charter as approved by the Board of Directors of NorthEast Community Bancorp, Inc., the Nominating/Corporate Governance Committee (the “Committee”) of the Company is charged with several duties and responsibilities relating to director nominations, including identifying and selecting individuals who may be nominated for election to the Board of Directors. In connection with the fulfillment of such duties and responsibilities, the Committee is hereby setting forth the following procedures the Committee will generally follow in evaluating individuals to be nominated for election to the Board of Directors.

Qualification

After an individual has been identified as a potential candidate, the Committee will first determine whether the candidate:

- meets the eligibility requirements set forth in the Company’s governing documents and Board or Committee governing documents; and
- is qualified for service on the Board of Directors by evaluating the candidate under the selection considerations set forth in the Nominating/Corporate Governance Committee Criteria for Director Nominees.

Suitability

Once it has been determined that an individual is qualified to serve as a director, the Committee shall next conduct a check of the individual’s background to ensure nothing exists that would reflect poorly upon the Company or the Bank or that would indicate that the individual does not have the appropriate character to serve. Furthermore, because federal securities laws may require disclosure regarding specific relationships and events, the Committee believes it is prudent to determine in advance the existence of any such matters. One or more of the following steps shall be taken to ensure a thorough examination of a candidate’s background:

- a credit check;
- a litigation search;
- a criminal background check;

- completion of the biographical section of the Interagency Biographical and Financial Report (including employment history, education and professional certifications, business and banking affiliations and legal and regulatory matters); or
- completion of a Director Questionnaire to determine compatibility with job description.

Evaluation of Quality of Candidacy

After the Committee has determined that a candidate is qualified to serve on the Board of Directors and that there is nothing in a candidate's background that would preclude his or her nomination and appointment, the Committee shall interview the candidate to assess the qualities of the candidate and the contributions he or she would make to the Board. The interview shall cover the following topics:

- knowledge of the banking industry;
- knowledge of the Company's business and market area;
- involvement in local charitable, religious and civic organizations;
- financial literacy and business and/or management experience, including experience in real estate, finance and accounting;
- educational background;
- familiarity with the operations of public companies;
- involvement with other financial institutions;
- present time commitments and flexibility; and
- ability to read and understand financial statements.

In its discretion, the Committee may solicit the view of the Chief Executive Officer, other members of senior management and other members of the Board regarding the qualifications and suitability of candidates to be nominated as director.