Pursuant to Article 45, paragraph 2, item 7 of the Central Bank of Montenegro Law (OGM 40/10, 6/13, 70/17, 125/23), Article 16, paragraph 10 of the Law on Whistleblower Protection (OGM 114/26), and Article 31, paragraph 2 and Article 44 of the Statute of the Central Bank of Montenegro (OGM 78/24), the Governor of the Central Bank of Montenegro has adopted the following

INSTRUCTION

on the Procedure for Handling Whistleblower Reports

I. GENERAL PROVISIONS

1. This Instruction lays down in detail the procedure for handling whistleblower reports.

2. A whistleblower who has reasonable grounds to suspect irregularities existing in the working environment may file a report in accordance with the Law on Whistleblower Protection (hereinafter: the Law). A report may be submitted to the Central Bank of Montenegro (hereinafter: the Central Bank), where, to the whistleblower's knowledge, the irregularities have occurred or are occurring, or to the Agency for the Prevention of Corruption (hereinafter: the Agency), without first submitting a report to the Central Bank.

3. The report referred to in item 2 herein shall be submitted to the Central Bank or to the person designated by the decision of the Governor to receive and handle whistleblower reports within the Central Bank (hereinafter: the impartial person).

4. The impartial person shall be responsible for carrying out the activities specified in these Instructions.

II. RECEIPT AND HANDLING OF WHISTLEBLOWER REPORTS

5. A report shall be submitted to the impartial person in writing, verbally for the record, by post, electronically or by telephone.

Where a report is received by a person who is not authorised to handle it, that person shall forward the report to the impartial perosn without delay and without making any amendments, while safeguarding the whistleblower's identity and the confidentiality of the information contained in the report.

The impartial officer shall maintain a record of all reports received using application software that enables the reliable entry, storage and verification of the data entered (hereinafter: the Register of Reports). Access to the Register of Reports shall be restricted to the impartial officer.

6. The Register of Reports shall contain the following information: the reference number and date of the report; the whistleblower's first name, surname, place of residence and address, where the report has not been submitted anonymously; a brief description of the irregularities reported by the whistleblower; the reference number and date of the acknowledgement of receipt of the report; the reference number and date of the notification concerning the measures taken or the outcome of those measures; and the reference number and date of the report to the Agency on the actions taken to implement the recommendations set out in the Agency's opinion.

7. The impartial person shall provide the whistleblower with an acknowledgement of receipt of the report within seven days of the date on which the report was submitted. The whistleblower may be requested to provide additional information necessary for the handling of the report. Upon receipt of the report, the impartial person shall conduct a procedure to verify the accuracy of the allegations contained therein and shall propose measures where irregularities are established. The verification procedure may involve an internal investigation, which may include direct examination of official records, files, documents and the official premises of the Central Bank and, where necessary, obtaining statements from employees regarding circumstances and facts known to them that are relevant to verifying the accuracy of the allegations contained in the report.

8. Where a report does not contain a description of the irregularities, the personal details of the whistleblower who does not wish to remain anonymous or, where necessary, other relevant facts and circumstances, the impartial person shall, within eight days of receipt of the report, invite the whistleblower to supplement it. If the whistleblower fails to supplement the report within the specified period, the impartial person shall decide on the further handling of the report on the basis of the information available.

9. The impartial officer shall also handle anonymous reports containing a description of irregularities or other facts and circumstances on the basis of which proceedings may be initiated. In doing so, the impartial person shall not take any steps to establish the identity of the person who submitted the anonymous report.

10. On the basis of the procedure conducted to verify the accuracy of the allegations contained in the report, the impartial person shall draw up an opinion on the existence of irregularities and propose measures where irregularities are established. Within 45 days of the date on which the report was submitted, the impartial person shall inform the whistleblower of the measures taken in response to their report or of the outcome of those measures.

11. Information concerning the identity of the whistleblower, the whistleblower's assistant, a person associated with the whistleblower and the person reported, as well as any information that could reveal their identities, together with any other information contained in the report and its supporting documentation, shall be protected against unauthorised access and classified as confidential, in accordance with the internal general acts of the Central Bank governing the protection of classified and personal data. Such information shall otherwise be handled in accordance with the law governing the confidentiality of information.

12. The impartial officer shall protect the information obtained from the report and shall not use or disclose it for any purpose other than that necessary for the further handling of the report.

13. By 31 March of the current year at the latest, in respect of the preceding year, the Central Bank shall submit to the Agency a report containing information on the number of reports received, the number of reports in which irregularities were established, and the measures taken to prevent irregularities from occurring or to remedy them. The report shall be submitted in such a manner as to ensure the protection of confidentiality and personal data.

III. IMPLEMENTATION OF THE AGENCY'S RECOMMENDATIONS AND REPORTING TO THE AGENCY

14. Where, following the procedure conducted in relation to a whistleblower report, the Agency submits to the Central Bank an opinion containing recommendations on measures to be taken to prevent the jeopardising of the public interest where such jeopardising indicates the existence of corruption, the Central Bank shall act upon the recommendations submitted by the Agency, in accordance with the law.

15. In the case referred to in item 14 herein, the impartial personshall draw up a report on the actions taken to implement the recommendation. The Central Bank shall submit that report to the Agency within the deadline specified by the Agency.

IV. FINAL PROVISIONS

16. On the date of entry into force of these Instructions, the Procedure for Recording and Handling Whistleblower Reports, No. 0102-7162-2/2025 of 11 September 2025, shall cease to have effect.

17. These Instructions shall enter into force on the day following their publication on the notice board, intranet and website of the Central Bank.

GOVERNOR

dr Irena Radović, M.P.

No. 0102-8582-2/2026
Podgorica, 30 October 2026