

Theoretical knowledge assessment

Secondary school

School name			
Educational profile			
Year of graduation		Appendix – diploma	

Higher education studies

University name:		Title obtained:	
Faculty/organisational unit:		Regime:	
Major:		Degree:	
Additional information:		Year of graduation	
		Appendix – diploma	
Completed to fill in the deficiencies		Date of the assessment, on which	
University name:		Title obtained:	
Faculty/organisational unit:		Regime:	
Major:		Degree:	
Additional information:		Year of graduation	
		Appendix – diploma	
Completed to fill in the deficiencies		Date of the assessment, on which	
University name:		Title obtained:	
Faculty/organisational unit:		Regime:	
Major:		Degree:	
Additional information:		Year of graduation	
		Appendix – diploma	

Completed to fill in the deficiencies		Date of the assessment, on which	
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Postgraduate studies, applications, certifications and other forms of supplementary education

Name of the institution organising the education:		Subject:	
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Title/privileges obtained:		Year of graduation:	
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Additional information:		Appendix – diploma	
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Completed to fill in the deficiencies		Date of the assessment, on which	
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Name of the institution organising the education:		Subject:	
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Title/privileges obtained:		Year of graduation:	
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Additional information:		Appendix – diploma	
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Completed to fill in the deficiencies		Date of the assessment, on which	
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Name of the institution organising the education:		Subject:	
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Title/privileges obtained:		Year of graduation:	
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Additional information:		Appendix – diploma	
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Completed to fill in the deficiencies		Date of the assessment, on which	
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Specific trainings

Name of the institution organising the education:			
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Subject:		Year of graduation:	
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Additional information:		Appendix – diploma	
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Completed to fill in the deficiencies		Date of the assessment, on which	
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Name of the institution organising the education:			
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Subject:		Year of graduation:	
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Additional information:		Appendix – diploma	
Completed to fill in the deficiencies		Date of the assessment, on which	
Name of the institution organising the education:			
Subject:		Year of graduation:	
Additional information:		Appendix – diploma	
Completed to fill in the deficiencies		Date of the assessment, on which	

Specific professional entitlements

Type of entitlements		Year of obtaining	
Number of entry		Appendix – certificate	
Obtained to fill in the deficiencies		Date of the assessment, on which	
Type of entitlements		Year of obtaining	
Number of entry		Appendix – certificate	
Obtained to fill in the deficiencies		Date of the assessment, on which	
Type of entitlements		Year of obtaining	
Number of entry		Appendix – certificate	
Obtained to fill in the deficiencies		Date of the assessment, on which	

Date and signature:	
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REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	62
Recommendation Z	7.15, 7.16
Act – Banking Law	22aa.11.2
PFSA methodology	Appendix P.A., W.A.

Professional biography

1	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			
	Reason for termination of cooperation		Legal form of employment		Appendices			
2	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			
	Reason for termination of cooperation		Legal form of employment		Appendices			
3	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			
	Reason for termination of cooperation		Legal form of employment		Appendices			
4	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			

	Reason for termination of cooperation		Legal form of employment		Appendices			
5	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			
	Reason for termination of cooperation		Legal form of employment		Appendices			
6	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			
	Reason for termination of cooperation		Legal form of employment		Appendices			
7	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	
	Scope of duties				Subordinate organisational units ³			
	Reason for termination of cooperation		Legal form of employment		Appendices			
8	Employment period ¹		Work place (name and registered office)		Sector		Employer contact details	
	Name of position		Type of position ²		Reporting (N – level of the Management Board)		Number of subordinates (direct / indirect)	

Scope of duties				Subordinate organisational units ³
Reason for termination of cooperation		Legal form of employment		Appendices

¹ Start and end dates of employment in year-month-day format

²Type of position:

supervisory – in the case of a supervisory function (e.g. the supervisory board or a non-executive director's function in a single management body)

management – in the case of a management function (e.g. the management board or an executive director's function in a single management body)

managerial – in the case of a position directly subordinate to the management board, holding a separate scope of competences and related to the actual management of employees

academic/administrative – in the case of non-supervisory functions, offering useful experience in supervising the activities of a financial institution

other – for other positions

³ Specify all the subordinate units and briefly describe their type of business activity

Date and signature:	
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REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	63, 64, 65
Recommendation Z	7.11, 7.15, 7.16
PFSa methodology	Appendix P.B, P.C.

Bank management competences

Item	Competence	Scoring*	Justification	Has your level of competence changed since your appointment/last evaluation date? (concerns a secondary assessment)	Justification for changing the level of competence
1	Knowledge of the market The assessed person knows the financial market in general, with a particular emphasis on the banking sector and with a particular emphasis on the knowledge of the Polish market.				
2	Knowledge of legal requirements and regulatory framework The assessed person is familiar with the regulations, recommendations of the supervisory authorities and codes of good practice that govern activities in the banking sector.				
3	Strategic planning (having management skills) The assessed person understands the institution's business strategy/business plan and is able to implement them.				
4	Knowledge of the management system, including risk management The assessed person understands the risk management methodology – identifying, assessing, monitoring, controlling and minimising the main risks associated with the institution.				
5	Accounting and financial audit The assessed person has current knowledge in the field of accounting, accounting standards and financial audit.				
6	Supervision, control and internal audit I understand the rules and standards of functioning of the audit and internal control system.				
7	Interpretation of financial information (financial and accounting skills) The assessed person is able to interpret financial and accounting data, is able, on the basis of the presented data, to carry out the analysis and draw conclusions necessary for management in the entity with simultaneous consideration of the market situation.				
8	Command of the Polish language The assessed person has a proven knowledge of the Polish language, communicates efficiently in Polish with employees (both in day-to-day and professional matters), understands the issues raised during a meeting of the body; can use Polish in presentations and speeches during conferences, workshops or crucial meetings.				
9	[Other]				

10	[Other]				
11	[Other]				

Risk Management Competencies

Item	Risk Area	Risk	Scoring*	Justification	Has your level of competence changed since your appointment/last evaluation date? <small>(concerns a secondary assessment)</small>	Justification for changing the level of competence
1	Business model area	business risk				
2		strategic risk				
3	Credit Risk area	credit risk				
4		concentration risk				
5		risk of collective default of borrowers				
6		counterparty risk				
7		settlement/delivery risk				

8		foreign currency credit risk				
9	Market risk area	position risk				
10		currency risk				
11		commodity price risk				
12		risk of interest rate credit valuation adjustment				
13		risk of conducting business activities				
14		IT risk				
15		legal risk				
16		model risk				
17		AML risk				
18		liquidity risk				

19	Liquidity and financing area	market liquidity risk				
20		intra-day liquidity risk				
21		liquidity concentration risk				
22		financing risk				
23	Capital management area	excessive financial leverage risk				
24		insolvency risk				
25	Management area	non-compliance risk				
26		reputation risk				
27		reputation risk				
28	Systemic risk area	systemic risk				
29		contagion risk				

Competencies to manage the main areas of business of the supervised entity

Item	Business Line	Scoring*	Justification	Has your level of competence changed since your appointment/last evaluation date? <small>(concerns a secondary assessment)</small>	Justification for changing the level of competence
1	CIB banking				
2	Retail and Business Banking				
3	SME and Corporate Banking				
4	Personal Finance Banking				
5	Finance				
6	New Technologies and Cyber Security				
7	Operations and Business Support				
8	Risk				
9	Transformation and Integration				

10	Bank Management and Strategy				
11	Human Resources Management				

Personal competences

Item	Competence	Scoring*	Justification - provide examples of specific professional situations	Has your level of competence changed since your appointment/last evaluation date? <small>(concerns a secondary assessment)</small>	Justification for changing the level of competence
1	Authenticity The behaviour of the assessed person is consistent with the communicated intentions as well as values and beliefs. He/she communicates openly his/her intentions, ideas and opinions to an extent consistent with the needs and expectations of his/her role and in compliance with the rules of information security and confidentiality. The assessed person provides the supervisor with factual information, taking into account risks and difficulties. He/she encourages others to be open and honest in relation to their duties and the situation in the area under their responsibility.				
2	Language The assessed person communicates orally and in writing in a transparent and organised manner and in accordance with accepted social and corporate standards resulting from the organisational culture in his or her mother tongue or the language used at work in the location of the institution.				
3	Firmness The assessed person makes decisions in a timely manner, acting in accordance with the adopted schedule or, in the absence thereof, as soon as possible taking into account current priorities. He/she makes decisions based on available information.				
4	Communication The assessed person communicates in such a way as to provide clear and transparent information. He/she encourages and allows the interlocutor to express feedback.				
5	Judgment The assessed person draws conclusions on the basis of an analysis of available information and possible modes of action. He/she considers the situation in a holistic manner, which goes beyond the perspective of the position held, especially when dealing with problems which may threaten the continuity of the company.				

6	<p>Customer care and high standards</p> <p>The assessed person focuses on ensuring high standards and, where possible, finding ways to raise them. In particular: he/she refuses consent to the development and marketing of products and services and to incur capital expenditure in circumstances where he/she cannot adequately measure the risks due to a lack of understanding of the design, principles or underlying assumptions of the proposed solution. He/she identifies and investigates customers' expectations and needs and ensures that correct, complete and understandable information is provided to customers. He/she takes into account in particular the value of the product for the customer, as well as the adequacy and suitability of the product.</p>				
7	<p>Leadership abilities</p> <p>When managing a subordinate team and project work, the assessed person indicates directions of action, supports teamwork, motivates employees and ensures that they have the professional competences appropriate to the functions performed or necessary to achieve the objectives set. He/she receives feedback and shows openness for the purpose of conducting a constructive discussion.</p>				
8	<p>Loyalty</p> <p>The assessed person, by his or her behaviour, shows that he/she identifies himself/herself with the organisation, its vision and goals and shows commitment. He/she devotes time to work in accordance with his/her duties and performs his/her tasks as expected. He/she defends the interests of the organisation and acts in an objective and critical manner. He/she identifies and anticipates potential conflicts of interest and takes measures to mitigate their negative impact on the operation of the company.</p>				
9	<p>External awareness</p> <p>The assessed person monitors the state of the organisation, its balance of power and the adopted methods of operation on an ongoing basis. He/she is well acquainted with the national and global economic situation (including financial, economic and social development), which may affect the organisation and the interests of individual entities. At the same time, he/she uses this information effectively.</p>				
10	<p>Negotiations</p> <p>The assessed person identifies and reveals interests in a manner aimed at achieving consensus while pursuing negotiation objectives.</p>				
11	<p>Persuasion</p> <p>The assessed person is able to influence the opinions of others, using his/her ability to convince, authority and tact. He/she has a strong personality and remains steadfast in all situations where it is reasonable.</p>				
12	<p>Team work</p> <p>The assessed person acts based on the interest of the group and contributes to a common objective.</p>				
13	<p>Strategic skills</p> <p>The assessed person creates and develops feasible plans and strategies for the development of the company (e.g. using scenario analysis), taking into account long-term objectives. He/she considers the risks to which the organisation is exposed in the strategic plans and takes appropriate measures to manage those risks.</p>				

14	Stress resistance The assessed person understands and takes into account – in the decision-making process – internal and external conditions that constitute a context in which the company operates. When making decisions and taking actions, he/she takes into account their impact on stakeholders.				
15	Feeling of responsibility The assessed person understands and takes into account – in the decision-making process – internal and external conditions that constitute a context in which the company operates. When making decisions and taking actions, he/she takes into account their impact on stakeholders.				
16	Chairing the meetings By chairing the meetings, the assessed person creates the atmosphere of openness and encourages the participants to take part in them on equal terms and ensures that they run smoothly. he/she has knowledge regarding the participants' tasks and duties.				

Date and signature:	
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REGULATORY J1	
EBA	64, Appendix 2
Recommendation Z	7.11, 7.17, 7.18, 7.19
Act – Banking Law	22aa.11.2
PFSA methodology	Appendix P.D., W.D.

*Score scale

Very high	Always exhibits described behaviours, can easily give examples of situations and people when/with whom he exercised such level of the competence.☒
High	Almost always exhibits described behaviours, can easily give examples of situations and people when/with whom he exercised such level of the competence.☒
Average	Usually exhibits described behaviours.☒
Basic	Makes efforts and as a result sometimes exhibits described behaviours.☒
NA	Rarely or never exhibits described behaviours.☒

Requirements for the Audit Committee

Item	Requirements	Scoring	Justification	Has your level of competence changed since your appointment/last evaluation date? (concerns a secondary assessment)	Justification for changing the level of competence
1	Accounting knowledge:				
2	Accounting skills:				
3	Knowledge of financial statements auditing:				
4	Skills in financial statements auditing:				
5	Knowledge of banking:				
6	Banking skills:				

Requirements for the Nominations Committee

Item	Requirements	Scoring	Justification	Has your level of competence changed since your appointment/last evaluation date? (concerns a secondary assessment)	Justification for changing the level of competence
1	Knowledge of and experience in the Bank's operations				
2	Knowledge and skills in relation to the selection process and qualification requirements				

Requirements for the Compensations Committee

Item	Requirements	Scoring	Justification	Has your level of competence changed since your appointment/last evaluation date? (concerns a secondary assessment)	Justification for changing the level of competence
1	Knowledge and experience in the field of remuneration policy and practice				
2	Knowledge and experience related to remuneration with respect to risk management and risk control (i.e., with respect to the use of the mechanism to adjust the remuneration structure to the Bank's risk profile and capital)				

Requirements for the Risk Committee

Item	Requirements	Scoring	Justification	Has your level of competence changed since your appointment/last evaluation date? (concerns a secondary assessment)	Justification for changing the level of competence
1	Knowledge and skills in relation to the risk management practices and control mechanisms				

Living abroad and information about clean criminal record	
For the last 10 years:	
I did not reside outside the Republic of Poland. The information on clean criminal record issued by the National Criminal Register was attached to the assessment form.	
I resided outside the Republic of Poland. The information on clean criminal record issued by the National Criminal Register and the certificates of clean criminal record issued by the competent authorities of all the States in which I resided during this period have been attached to the assessment form.	
Conducted proceedings	
Currently and over the last 5 years:	
There are, and have been, no criminal proceedings against me and no proceedings in fiscal crime cases pending before Polish or foreign judicial authorities. I have not been charged in criminal proceedings, except for charges concerning an offence prosecuted on private charge, or in proceedings concerning a fiscal offence before Polish or foreign judicial authorities.	
I have not been given a final judgment in criminal proceedings involving, in particular: 1) Offences under the laws governing banking, financial, securities, insurance activity, or concerning securities markets or securities or payment instruments, including laws on money laundering, market manipulation, or insider dealing and usury; 2) Offences of dishonesty, fraud, or financial crime; 3) Tax offences; 4) Other offences under legislation relating to companies, bankruptcy, insolvency, or consumer protection.	
There are, or have been, the following criminal proceedings against me or proceedings in cases of fiscal offences pending before Polish or foreign judicial authorities. I have been charged in criminal proceedings, except for charges concerning an offence prosecuted on private charge, or in proceedings concerning a fiscal offence before Polish or foreign judicial authorities, as follows:	
From the date of the statement made in the previous assessment (only current members of the body fill in):	
Within 30 days from the date of the above mentioned charges I informed the supervisory authority.	
No indictment has been brought against me in connection with the presentation of charges in criminal proceedings, except for charges concerning an offence prosecuted on private charge, or in proceedings concerning a fiscal offence before Polish or foreign judicial authorities.	
Indictment has been brought against me in connection with the presentation of charges in criminal proceedings, except for charges concerning an offence prosecuted on private charge, or in proceedings concerning a fiscal offence before Polish or foreign judicial authorities, as follows:	
I confirm the statements made in this form and am aware of the penalties of perjury for making a false statement in accordance with Article 233 of the Penal Code.	
Date and signature:	

REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	4.1, 4.2, 4.3
Recommendation Z	7.14
Act – Banking Law	22aa.11.2
PFSA methodology	Appendix P.Eb, W.Eb

Warranty

<p>For the last 5 years, I have been subject to administrative sanctions for non-compliance with provisions governing banking, financial, securities, or insurance activities or those concerning securities markets, securities or payment instruments, or any legislation on financial services;</p>		<p>If yes, - which:</p>	
<p>For the last 5 years, administrative sanctions have been imposed on other entities due to the scope of my responsibility</p>		<p>If yes, - which:</p>	
<p>For the last 5 years I acted or have been acting as a party in court proceedings.</p>		<p>If yes, - which:</p>	
<p>For the last 5 years I acted or have been acting as a party to civil, administrative, disciplinary or enforcement proceedings.</p>		<p>If yes, - which:</p>	
<p>I am the subject to relevant current or past investigations and/or enforcement actions, in particular by any other regulatory or professional bodies for non-compliance with any relevant provisions.</p>		<p>If yes, - which:</p>	
<p>I am entered in the register of insolvent debtors or there are any other such entries in the list maintained by the credit information bureau.</p>			
<p>There have ever been doubtful financial and business performance of the entities owned or directed by me, or the entities in which I had or have significant shares, with particular focus on any rehabilitation, bankruptcy or winding-up proceedings.</p>		<p>If yes, - which:</p>	
<p>A consumer bankruptcy has been declared against me / the entities I manage.</p>			

<p>I am a party to civil, administrative or criminal proceedings, large investments or have exposures and loans that may have a significant impact on my financial condition.</p>		<p>If yes, - which:</p>	
<p>There are significant facts about me concerning: 1) administrative or enforcement proceedings or sanctions imposed by a supervisory authority, 2) the carrying out of a reputational assessment by a competent authority of the financial or non-financial sector, 3) large investments or loans that may have a significant impact on my financial condition, the financial condition of economic entities owned or directed by me or in which I have a significant share.</p>		<p>If yes, - which:</p>	
<p>For the last 5 years I have been banned from doing business.</p>		<p>If yes, under what circumstances:</p>	
<p>For the last 5 years, I have been forbidden by a competent authority to act as a representative or proxy of an entrepreneur, a member of a supervisory board and an audit committee in a joint stock company, limited liability company, limited joint-stock partnership or cooperative or other managerial function.</p>		<p>If yes, - which:</p>	
<p>For the last 5 years, I have received: refusal of any registration, authorisation, membership or licence to carry out a business or hold a function or exercise a profession; or revocation, withdrawal, or termination of such registration, authorisation, membership, or license; or expulsion by a regulatory or government body;</p>		<p>If yes, under what circumstances:</p>	
<p>For the last 5 years, I have been given notice of termination of my employment relationship or have been dismissed from any position of trust or related to a fiduciary relationship or similar situation, or have been induced to resign from such a position</p>		<p>If yes, under what circumstances:</p>	
<p>For the last 5 years, I have been the subject of business contacts in the past in which I have been proven to lack transparency, openness or willingness to cooperate with supervisory or regulatory authorities.</p>		<p>If yes, - which:</p>	
<p>For the last 5 years, there have been or are pending proceedings related to liquidation, bankruptcy, composition or reorganisation (leading to the status of an insolvent debtor) or restructuring proceedings conducted against the entities in which I hold or have held managerial positions, or in which I hold or have held a share equal to or exceeding 10% of the total number of votes at the General Meeting of Shareholders or in the share capital, or against which I hold or have held a dominant position.</p>		<p>If yes, - which:</p>	

<p>For the last 5 years, supervisory measures have been taken by a competent supervisory authority (or analogous actions of another eligible entity under separate acts) against me in relation to irregularities in the activities of entities subject to the supervision of a competent supervisory authority, in which I am or have been a member of the management body at the time of taking supervisory measures.</p>		<p>If yes, - which:</p>	
<p>For the last 5 years, supervisory measures have been taken by a competent supervisory authority (or analogous actions of another eligible entity under separate acts) against an entity in which I hold or have held a share equal to or exceeding 10% of the total number of votes at the General Meeting of Shareholders or in the share capital, or against which I am or have been a parent entity, due to irregularities in the activities of that entity, if that entity performs or has performed activities subject to the supervision of a competent supervisory authority in the country where it has its registered office.</p>		<p>If yes, - which:</p>	

I confirm the statements made in this form and am aware of the penalties of perjury for making a false statement pursuant to Article 31a of the Banking Law Act and Article 233 of the Penal Code.

Date and signature:

REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	4, 5
Recommendation Z	7.12, 7.13, 7.14
Act – Banking Law	22aa.1, 22aa.11.2)
PFSA methodology	Appendix P.Fb, W.Fb

Business activities and legal proceedings

I conduct, or have conducted, business activities at present or for the last 5 years.		If yes, which / whether competitive to the Bank's activities:	
At present or for the last 5 years, people staying with me in the same household conduct or have conducted business activities.		If yes, which / whether competitive to the Bank's activities:	
At present, or for the last 5 years, I remain, or have remained in a mandate relationship or other legal relationship of a similar nature, or I render or have rendered work under an employment relationship or on any other basis for the benefit of other entities conducting business activities that are competitive against the Bank.		If yes, - which:	
At present, or for the last 5 years, persons remaining in the common household with me are or have been in a mandate relationship or other legal relationship of a similar nature, or provide or have provided work under an employment relationship or on any other basis for other entities that conduct business activities that are competitive against the Bank.		If yes, - which:	
At present or for the last 5 years, I hold or have held shares, stocks or other titles of participation in the company.		If yes, - which:	
At present or for the last 5 years, persons remaining with me in the common household hold or have held shares, stocks or other titles of participation in the company.		If yes, - which:	
At present or for the last 5 years I act or have acted as a party in court proceedings.		If yes, - in which one:	
At present or for the last 5 years, I am or have been a party to administrative, disciplinary or enforcement proceedings that may have, or may have had, a negative impact on my financial situation.		If yes, - in which one:	

Certificates from competent tax authorities

The form is accompanied by a certificate of no tax arrears.	
The form is accompanied by a certificate of amount of overdue tax.	

	Currently	The last 5 years	
I hold, directly or indirectly, shares or stocks in a commercial law company or the right to appoint at least one member of the management board of such a company, which conducts activities that are competitive to the Bank.		N/A	Specify the companies that are competitive to the entity in which you hold, or will hold, a function:

I hold, directly or indirectly, shares in another business entity (e.g. mutual insurance company, cooperative bank, savings and loan cooperative) or the right to appoint at least one member of the management board of that entity which conducts activities that are competitive to the Bank.		N/A		
I am connected with the Bank by economic interests in the scope of my business activities, intellectual property rights or other title.		N/A	Specify the subject of your cooperation with the entity in which you will hold your function:	
The company, of which I am a partner/shareholder/stockholder, has a credit/loan granted by the Bank.		N/A		
I have a credit/loan granted by the Bank in connection with my business activity.		N/A		
A person close ¹ to me is a holder of significant blocks of stocks/shares of the Bank.		N/A		
I am/was an employee/cooperator of an entity that holds significant blocks of stocks/shares of the Bank.				
A person close to me is an employee of the Bank or an entity covered by prudential consolidation.		N/A		
I remain/remained in the employment/cooperation relationship with a person who is an employee of the Bank's entity or an entity covered by prudential consolidation.				
I remain/remained in an employment relationship with another entity that may lead to an actual or potential conflict of interests.			Specify the entities subject to the above:	
I am a partner/shareholder/stockholder/member of a body of an entity that is a significant counterparty ³ of the Bank.		N/A	Specify the entities subject to the above:	

A person close to me is a material counterparty or a member of a body of the Bank's material counterparty.		N/A	Specify the entities subject to the above:	
I am in an employment/cooperation relationship with an entity that is a material counterparty or with a person who is a member of a body of the Bank's material counterparty.		N/A	Specify the entities subject to the above:	
I am a member of a body of an entity running business competitive to the Bank.		N/A	Specify the competitive entities subject to the above:	
My social activity gives rise to a conflict of interests in relation to the Bank's activities.				

I declare that I have read the Conflict of Interest Management Regulations of BNP Paribas S.A. Bank.

¹ A close person within the meaning of this questionnaire is a spouse, a cohabiting person, a relative, relative up to the second degree of affinity, and a person who is in an adoption, guardianship or custody relationship with the candidate.

² Cooperation within the meaning of this questionnaire is cooperation based on principles other than an employment agreement, e.g. contract of mandate, contract for specific work, other civil law contract.

³ An important counterparty within the meaning of this questionnaire is e.g. an important service provider, a consulting company.

Date and signature:

REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	5.1, 82, 83, 84, 85
Recommendation Z	7.21, 7.22
PFSa methodology	Appendix Gb, WGb

Independence of judgement

Describe (and if possible document) the chosen situation from the last 3 years or from a statement made as part of a previous assessment in which you demonstrated your ability to address issues of concern to the members of the supervised entity's bodies:

What actions, in your opinion, can contribute to increasing the ability to oppose group thinking in the supervised entity's bodies? Describe (and if possible document) the chosen situation from the last 3 years or from a statement made as part of a previous assessment in which you demonstrated your ability to oppose group thinking:

Date and signature:

Being independent - Candidate / member of the Supervisory Board

Response

I have or have had a mandate as a member of the governing body holding a managerial position within the Bank, in an entity covered by prudential consolidation for the last 5 years

I am a shareholder holding the Bank's controlling interest determined by reference to the cases listed in Article 22(1) of Directive 2013/34/EU or represent the interests of a stockholder holding a controlling interest in the Bank, including where the shareholder is a Member State or another public body

I am a shareholder's employee holding a controlling interest in the Bank or I am connected with it in other ways

I am employed by an entity covered by the scope of consolidation (except where the assessed person is not at the highest level of the institution's hierarchy, who directly reports to the governing body and has been selected to perform a supervisory function in the context of a system of employee representation, and national law provides for adequate protection against unfair dismissal or other forms of unfair treatment

For the past 3 years I was employed at the highest level in the hierarchy of the Bank or another entity covered by prudential consolidation, directly reporting only to the governing body

For 3 years, I was the principal of an important professional advisor, external auditor or important consultant of the Bank, or another entity covered by the scope of prudential consolidation, or an employee who has a significant relationship with the service provided in another way

I am, or have been within the last year, a significant supplier or significant customer of the Bank or another entity covered by prudential consolidation, or had other significant business connections, or am a senior employee of a significant supplier, customer or commercial entity having significant business connections, or am otherwise directly or indirectly related to it	
In addition to the remuneration on account of my position, I receive significant royalties and other benefits from the Bank or another entity covered by prudential consolidation	
I acted as a member of the governing body within the entity for 12 consecutive years or more	
I am a close family member of a member of the governing body performing a managerial function in the Bank or another entity covered by the scope of prudential consolidation, or a person who in a situation referred to in points 1) to 8)	
Other circumstances affecting the assessment regarding independence (please describe):	

Date and signature:	
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REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	5.1, 82, 83, 84, 85
Recommendation Z	7.21, 7.22
PFSA methodology	Appendix Gb, WGb

Being independent - Candidate/member of the Audit Committee

	Response
<p>I am, or have been for the last 5 years since my appointment, a member of senior management, including being or having been a member of the management board or other governing body of the entity performing the assessment or its related unit.</p>	
<p>I am, or have been for the last 3 years from the date of my appointment, an employee of the entity performing the assessment or its related unit (not applicable if a member of the audit committee is an employee who is not a member of the senior management who has been elected to the supervisory board or other supervisory or control body of the entity performing the assessment as an employee representative).</p>	
<p>I exercise control¹ or represent the persons or entities exercising control over the entity that performs the assessment.</p>	
<p>I receive, or have received, substantial additional remuneration² from the entity performing the assessment or its related unit, with the exception of such remuneration that I have received as a member of the supervisory board or other supervisory or control body, including the audit committee.</p>	
<p>I maintain or have maintained, during the last year from the date of my appointment, significant business relationships with the Bank or its related unit, either directly or as an owner, partner, shareholder, member of the supervisory board or other supervisory or controlling body, or a person belonging to senior management, including a member of the management board or other governing body of the entity maintaining such relationships.</p>	
<p>I am, or have been in the last 2 years since my appointment, an owner, partner (including a general partner) or shareholder of the existing or previous auditing company carrying out an audit of the financial statements of the Bank or its related unit.</p>	
<p>I am, or have been within the last 2 years from the date of my appointment, a member of the supervisory board or other supervisory or controlling body of the existing or previous auditing company carrying out the audit of the Bank's financial statements.</p>	

I am, or have been within the last 2 years since my appointment, an employee or a member of senior management, including a member of the management board or other governing body of the existing or previous auditing firm carrying out an audit of the financial statements of the Bank or its related unit.	
I am, or have been within the last 2 years since my appointment, another natural person whose services have been used or supervised by the existing or previous auditing company or statutory auditor acting on its behalf.	
I am a member of the Management Board or other governing body of a unit in which a member of the Bank's Management Board is a member of the Supervisory Board or other supervisory or controlling body.	
I have been a member of the Bank's Supervisory Board for more than 12 years.	
I am a spouse, a person remaining in cohabitation, in a relationship of adoption, guardianship or custody, or a relative or relative by affinity in a straight line, and in a collateral line to the fourth degree - of a member of the Management Board or a person referred to in the above points.	

¹ within the meaning of Article 3(1)(37)(a-e) of the Accounting Act of 29 September 1994, exercising control over another entity means the entity's ability to manage the financial and operational policies of another entity in order to obtain economic benefits from its activities

² Additional remuneration includes participation in the variable remuneration system; it does not include the receipt of fixed amounts of remuneration under the pension plan, including deferred remuneration, on account of previous work in the Bank where the employment continuity is not a prerequisite for payment of such remuneration.

REGULATORY JUSTIFICATION FOR REQUIREMENTS

UBRiNP (Act of 11 May 2017 on statutory auditors, auditing companies and public supervision)

Article 129

Recommendation of the Commission of the European Communities of 15 February 2005	Appendix II
The Polish Financial Supervision Authority: Good practices for public interest entities regarding the principles of appointment, composition and functioning of the audit committee	Individual assessment form for the audit committee's member

Information on functions held in supervisory boards/of non-executive directors

Item	Name of the entity	Function/position name	Capital group/institutional protection system	The assessing entity has a large block of shares ¹	Representative of the Treasury	Currently holding / will hold	Area of business:
1							
2							
3							
4							
5							
6							

Total number of positions in the supervisory boards		Total number of positions in the supervisory boards, including positions counted as one	
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Information on the functions held in the Management Boards/ of Executive Directors

Item	Name of the entity	Function/position name	Capital group/institutional protection system	The assessing entity has a large block of shares ¹	Currently holding / will hold	Area of business:
1						
2						
3						

4						
5						
6						

Total number of positions		Total number of positions in the supervisory boards, including positions counted as one	
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¹ It means any direct or indirect share in an undertaking which represents 10 % or more of the capital or of the voting rights or which makes it possible to exercise a significant influence over the management of that undertaking.

² Positions in the supervisory boards held in the entities belonging to the same capital group or in the entities covered by the same institutional protection system, and the entities in which the bank has a significant block of shares, are considered to be one.

Declaration on combining a function of		
A MEMBER OF THE BANK'S MANAGEMENT BOARD	Response	Comment
I hold or will hold simultaneously the functions of a member of the management board or supervisory board in entities belonging to the same capital group.		
A number of functions held simultaneously exceeds or will exceed the functions of one member of the management board and two members of the supervisory board (not applicable to functions held in entities not conducting business activities and representatives of the Treasury).		
The scope of my competences includes supervising the management of risks significant for the bank's operations. ³		
There is a circumstance of obtaining consent for one additional function (concerns a material body) in the body, which will result in exceeding a number of functions specified in point 2, requiring the European Banking Authority to be informed.		
A MEMBER OF THE BANK'S SUPERVISORY BOARD		
I hold simultaneously the functions of a supervisory board's member in several entities belonging to the same capital group.		

A number of functions held simultaneously exceeds or will exceed four functions of supervisory board's members.		
There is a circumstance of obtaining consent for one additional function (concerns a material body) in the body, which will result in exceeding a number of functions specified in point 2, requiring the European Banking Authority to be informed.		

Date and signature:	
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³ A position of the President of the Management Board cannot be combined with a position of a Member of the Management Board supervising the management of risk material to the Bank's operations, nor may the President of the Management Board be entrusted with the supervision of such risk management. A member of the Management Board supervising the management of a material risk may not be entrusted with the supervision of the area of the bank's activity that poses the risk the management of which he supervises.

REGULATORY JUSTIFICATION FOR REQUIREMENTS	
EBA	43
Recommendation Z	8.6
Act – Banking Law	22aa.3, 22aa.4
PFSA methodology	Appendix P.I, W.I