

## Collective Suitability Assessment

Basic data of the Body	
Entity:	BNP Paribas Bank Polska S.A.
Body:	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
	(person 5)
	(person 6)
	(person 7)
	(person 8)
	(person 9)
	(person 10)
Comments:	

Basic data of the Audit Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Basic data of the Appointment Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Basic data of the Remuneration Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Basic data of the Risk Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

## Collective Suitability Assessment

### Bank management requirements

<b>Entity:</b>	BNP Paribas Bank Polska S.A.
<b>Body:</b>	0
<b>Date of the assessment:</b>	0

	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
Knowledge of the market											0 - NA		0 - NA		0 - NA		0 - NA		
Knowledge of legal requirements and regulatory framework											0 - NA		0 - NA		0 - NA		0 - NA		
Strategic planning (having management skills)											0 - NA		0 - NA		0 - NA		0 - NA		
Knowledge of the management system, including risk management											0 - NA		0 - NA		0 - NA		0 - NA		
Accounting and financial audit											0 - NA		0 - NA		0 - NA		0 - NA		
Supervision, control and internal audit											0 - NA		0 - NA		0 - NA		0 - NA		
Interpretation of financial information (financial and accounting skills)											0 - NA		0 - NA		0 - NA		0 - NA		
Command of the Polish language											0 - NA		0 - NA		0 - NA		0 - NA		
Other – what (please enter):											0 - NA		0 - NA		0 - NA		0 - NA		

Score scale

- 4 - Very high
- 3 - High
- 2 - Average
- 1 - Basic
- 0 - NA

Always exhibits described behaviours, can easily give examples of situations and people when/with whom he exercised such level of the competence.☑

Almost always exhibits described behaviours, can easily give examples of situations and people when/with whom he exercised such level of the competence.☑

Usually exhibits described behaviours.☑

Makes efforts and as a result sometimes exhibits described behaviours.☑

Rarely or never exhibits described behaviours.☑

## Collective Suitability Assessment

### Risk management requirements

Entity: **BNP Paribas Bank Polska S.A.**  
 Body: **0**  
 Date of the assessment: **0**

(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)
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Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:
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Summary
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Risks vital in the banking sector	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
Business model area: business risk											0 - NA		0 - NA		0 - NA		0 - NA		
Business model area: strategic risk											0 - NA		0 - NA		0 - NA		0 - NA		
Credit risk area: credit risk											0 - NA		0 - NA		0 - NA		0 - NA		
Credit risk area: concentration risk											0 - NA		0 - NA		0 - NA		0 - NA		
Credit risk area: risk of collective default of borrowers											0 - NA		0 - NA		0 - NA		0 - NA		
Credit risk area: counterparty risk											0 - NA		0 - NA		0 - NA		0 - NA		
Credit risk area: settlement/delivery risk											0 - NA		0 - NA		0 - NA		0 - NA		
Credit risk area: foreign currency credit risk											0 - NA		0 - NA		0 - NA		0 - NA		
Market risk area: position risk											0 - NA		0 - NA		0 - NA		0 - NA		
Market risk area: currency risk											0 - NA		0 - NA		0 - NA		0 - NA		
Market risk area: commodity price risk											0 - NA		0 - NA		0 - NA		0 - NA		
Market risk area: risk of interest rate credit valuation adjustment											0 - NA		0 - NA		0 - NA		0 - NA		
Operational risk area: risk of conducting business activities											0 - NA		0 - NA		0 - NA		0 - NA		
Operational risk area: IT risk											0 - NA		0 - NA		0 - NA		0 - NA		
Operational risk area: legal risk											0 - NA		0 - NA		0 - NA		0 - NA		
Operational risk area: model risk											0 - NA		0 - NA		0 - NA		0 - NA		
Operational risk area: AML risk											0 - NA		0 - NA		0 - NA		0 - NA		
Liquidity and financing area: liquidity risk											0 - NA		0 - NA		0 - NA		0 - NA		
Liquidity and financing area: market liquidity risk											0 - NA		0 - NA		0 - NA		0 - NA		
Liquidity and financing area: Intra-day liquidity risk											0 - NA		0 - NA		0 - NA		0 - NA		
Liquidity and financing area: liquidity concentration risk											0 - NA		0 - NA		0 - NA		0 - NA		
Liquidity and financing area: financing risk											0 - NA		0 - NA		0 - NA		0 - NA		
Capital management area: excessive financial leverage risk											0 - NA		0 - NA		0 - NA		0 - NA		
Capital management area: insolvency risk											0 - NA		0 - NA		0 - NA		0 - NA		
Management area: non-compliance risk											0 - NA		0 - NA		0 - NA		0 - NA		
Management area: reputation risk											0 - NA		0 - NA		0 - NA		0 - NA		
Management area: reputation risk											0 - NA		0 - NA		0 - NA		0 - NA		
Systemic risk area: systemic risk											0 - NA		0 - NA		0 - NA		0 - NA		
Systemic risk area: contagion risk											0 - NA		0 - NA		0 - NA		0 - NA		
<b>Risks specific to the Bank</b>																			
What risks? (Please enter)											0 - NA		0 - NA		0 - NA		0 - NA		

(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)
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<b>Entity:</b>	BNP Paribas Bank Polska S.A.
<b>Body:</b>	0
<b>Date of the assessment:</b>	0

Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:
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Summary
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Score scale  
4 - Very high  
3 - High  
2 - Average  
1 - Basic  
0 - NA

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

## Collective Suitability Assessment

Requirements for the main business areas/business lines

Entity: BNP Paribas Bank Polska S.A.																			
Body: 0																			
Date of the assessment: 0																			
	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
CIB banking												0 - NA		0 - NA		0 - NA		0 - NA	
Retail and Business Banking												0 - NA		0 - NA		0 - NA		0 - NA	
SME and Corporate Banking												0 - NA		0 - NA		0 - NA		0 - NA	
Personal Finance Banking												0 - NA		0 - NA		0 - NA		0 - NA	
Finance												0 - NA		0 - NA		0 - NA		0 - NA	
New Technologies and Cyber Security												0 - NA		0 - NA		0 - NA		0 - NA	
Operations and Business Support												0 - NA		0 - NA		0 - NA		0 - NA	
Risk												0 - NA		0 - NA		0 - NA		0 - NA	
Transformation and Integration												0 - NA		0 - NA		0 - NA		0 - NA	
Bank Management and Strategy												0 - NA		0 - NA		0 - NA		0 - NA	
Human Resources Management												0 - NA		0 - NA		0 - NA		0 - NA	

Score scale

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

## Collective Suitability Assessment

### Behavioural requirements

Entity: **BNP Paribas Bank Polska S.A.**  
 Body: **0**  
 Date of the assessment: **0**

	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
Authenticity											0 - NA		0 - NA		0 - NA		0 - NA		
Language											0 - NA		0 - NA		0 - NA		0 - NA		
Firmness											0 - NA		0 - NA		0 - NA		0 - NA		
Communication											0 - NA		0 - NA		0 - NA		0 - NA		
Judgment											0 - NA		0 - NA		0 - NA		0 - NA		
Customer care and high standards											0 - NA		0 - NA		0 - NA		0 - NA		
Leadership abilities/team management											0 - NA		0 - NA		0 - NA		0 - NA		
Loyalty											0 - NA		0 - NA		0 - NA		0 - NA		
External awareness											0 - NA		0 - NA		0 - NA		0 - NA		
Negotiations											0 - NA		0 - NA		0 - NA		0 - NA		
Persuasion											0 - NA		0 - NA		0 - NA		0 - NA		
Team work											0 - NA		0 - NA		0 - NA		0 - NA		
Strategic skills											0 - NA		0 - NA		0 - NA		0 - NA		
Stress resistance											0 - NA		0 - NA		0 - NA		0 - NA		
Feeling of responsibility											0 - NA		0 - NA		0 - NA		0 - NA		
Chairing the meetings											0 - NA		0 - NA		0 - NA		0 - NA		

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

## Collective Suitability Assessment

### Dedicating time

<b>Entity:</b>	BNP Paribas Bank Polska S.A.
<b>Body:</b>	0
<b>Date of the assessment:</b>	0
<b>Number of meetings in the last 24 months:</b>	
<b>Average turnout at meetings (%):</b>	

## Collective Suitability Assessment

Independence (concerns the Supervisory Board)

Entity: BNP Paribas Bank S.A.  
 Date of the assessment: 0

	(osoba 1)	(osoba 2)	(osoba 3)	(osoba 4)	(osoba 5)	(osoba 6)	(osoba 7)	(osoba 8)	(osoba 9)	(osoba 10)			
Meeting the criterion of being independent											<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="background-color: #e0e0e0; text-align: center;">Summary</td> </tr> <tr> <td style="background-color: #e0e0e0;">At least a half of the members of the Supervisory Board meet the criterion of independence</td> </tr> </table>	Summary	At least a half of the members of the Supervisory Board meet the criterion of independence
Summary													
At least a half of the members of the Supervisory Board meet the criterion of independence													

## Collective Suitability Assessment

### Assessment of the Audit Committee

<b>Entity:</b>	BNP Paribas Bank S.A.
<b>Date of the assessment:</b>	0

	(person 1)	(person 2)	(person 3)	(person 4)
Independence				
Accounting knowledge:				
Accounting skills:				
<b>Total accounting knowledge and skills:</b>	<b>0-Nie</b>	0-Nie	0-Nie	0-Nie
Knowledge of financial statements auditing:				
Skills in financial statements auditing:				
<b>Total knowledge of and skills in financial statements auditing:</b>	<b>0-Nie</b>	0-Nie	0-Nie	0-Nie
Knowledge of banking:				
Banking skills:				
<b>Total banking knowledge and skills:</b>	<b>0-Nie</b>	0-Nie	0-Nie	0-Nie

Summary	
The majority of members, including the chairperson, meet the criterion of independence.	
At least one member has accounting knowledge and skills.	
At least one member has knowledge of and skills in financial statements auditing.	
At least one member has banking knowledge and skills.	
Summary	

## Collective Suitability Assessment

### Assessment of the Appointment Committee

Entity: **BNP Paribas Bank S.A.**  
 Date of the assessment: **0**

	(person 1)	(person 2)	(person 3)	(person 4)
Independence				
Knowledge of and experience in the Bank's operations				
Knowledge and skills in relation to the selection process and qualification requirements				

Summary	
The majority of members, including the chairperson, should be independent.	
At least one member has knowledge of and experience in the Bank's operations.	
At least one member has knowledge and skills in relation to the selection process and qualification requirements.	
Summary	

## Collective Suitability Assessment

### Assessment of the Remuneration Committee

<b>Entity:</b>	BNP Paribas Bank S.A.
<b>Date of the assessment:</b>	0

	(person 1)	(person 2)	(person 3)	(person 4)
Independence				
Knowledge and experience in the field of remuneration policy and practice				
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)				

Summary	
The majority of members, including the chairperson, should be independent.	
At least one member has knowledge and experience in the field of remuneration policy.	
At least one member has knowledge 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).	

Summary	
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# Collective Suitability Assessment

## Assessment of the Appointment Committee

Entity: **BNP Paribas Bank S.A.**  
 Date of the assessment: **0**

	(person 1)	(person 2)	(person 3)	(person 4)
Independence				
Knowledge and skills in relation to the risk management practices and control mechanisms				

Summary	
The majority of members, including the chairperson, should be independent.	
At least one member has knowledge of and experience in the Bank's operations.	

Summary