

Bank management competences		ASSESSMENT THRESHOLDS				
Item	Competence	Very high	High	Medium	Basic	None
1	<p>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.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 10 years of managerial experience in banking, including banking as part of the Polish market. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking, including banking as part of the Polish market. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to the banking sector in Poland (subject to the assessment of the Supervisory Board). ☐ 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 6 years of experience in the financial market, including at least 4 years of managerial experience in banking, including banking as part of the Polish market. 2. University degree in any field and at least 8 years of experience in the financial market, including at least 6 years of managerial experience in banking, especially banking as part of the Polish market. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to the banking sector in Poland (subject to the assessment of the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. Higher education qualification in a field relevant to finance, banking or the management of a financial institution (or postgraduate studies in this field) and at least 2 years' managerial experience in the financial sector. 2. University degree in any field and at least 4 years of managerial experience in the financial sector. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to the financial sector (subject to the assessment of the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or has at least 2 years of managerial or academic-research experience related to the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
2	<p>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.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in law and at least 8 years of managerial or supervisory experience in banking, in a position related to practical application of regulations, recommendations of supervisory authorities and codes of good practice that govern banking activities. 2. University degree in any field and at least 12 years of managerial or supervisory experience in banking, in a position related to practical application of regulations, recommendations of supervisory authorities and codes of good practice that govern banking activities. 3. Minimum a doctorate degree and at least 8 years of academic and research experience related to regulations, recommendations of supervisory authorities and codes of good practice that govern banking activities (subject to the assessment of the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in law and minimum 5 years of managerial or supervisory experience in banking, in a position related to practical application of regulations, recommendations of supervisory authorities and codes of good practice that govern banking activities. 2. University degree in any field and at least 10 years of managerial or supervisory experience in banking, in a position related to practical application of regulations, recommendations of supervisory authorities and codes of good practice that govern banking activities. 3. Minimum a doctorate degree and minimum 5 years of academic and research experience related to regulations, supervisory authorities' recommendations and codes of good practice that govern banking activities (the assessment of the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. Higher education (economic, legal or science faculties or postgraduate studies in this field) and minimum 2 years of managerial or supervisory experience, in a position related to practical application of regulations, recommendations of supervisory authorities and codes of good practice in the financial sector. 2. University degree in any field and at least 4 years of managerial or supervisory experience in banking, in a position related to practical application of regulations, recommendations of supervisory authorities and codes of good practice that govern banking activities. 2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to regulations, supervisory authorities' recommendations and codes of good practice in the financial sector (subject to the assessment of the Supervisory Board). 	<p>The assessed person has a university degree (preferred faculties in economics, law or science, or postgraduate studies in this area) or at least 2 years of managerial or academic and research experience related to regulations, supervisory authorities' recommendations and codes of good practice in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

3	<p>Strategic planning (having management skills) The assessed person understands the institution's business strategy/business plan and is able to implement them.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> Higher education qualifications in the field of finance, banking or management (or postgraduate studies in this field) and minimum 10 years of managerial experience in banking in a position which included development of strategic principles or their approval based on economic analysis, University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, University degree in any field and an MBA (or equivalent) and minimum 8 years of managerial experience in banking in a position which involved development or validation of strategic principles based on economic analysis, Minimum a doctorate degree and minimum 10 years of academic and research experience related to strategic management and transformation in the financial sector (refers to the supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree in the field of finance, banking or management (or postgraduate studies in this field) and minimum 6 years of managerial experience in banking in a position which included development of strategic principles or their approval based on economic analysis, University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, University degree in any field and an MBA degree (or equivalent) and a minimum of 4 years of the managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, Minimum a doctorate degree and minimum 6 years of academic and research experience related to strategic management and transformation in the financial sector (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree (in economics, law or science, or postgraduate studies in this field or an MBA degree) and at least 2 years managerial experience related to strategic management and transformation in the financial sector. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, Minimum a doctorate degree and minimum 2 years of academic and research experience related to strategic management and transformation in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree in finance, banking or management of a financial organisation (or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to strategic management and transformation in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
4	<p>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.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree in Finance, Banking, Economics or Mathematics (or postgraduate studies in this field) and at least 10 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which is competent to make decisions related to risk (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or audits on risk management in banking. University degree in any field (no postgraduate additional studies are required) and at least 12 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was responsible for making risk-related decisions (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. Minimum a doctorate degree and minimum 10 years of academic and research experience related to finance or accounting in the financial sector (refers to the 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree in Finance, Banking, Economics or Mathematics (or postgraduate studies in this field) and at least 6 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank where the competencies included decision-making related to risk (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was responsible for making risk-related decisions (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. Minimum a doctorate degree and minimum 6 years of academic and research experience related to finance or accounting in the financial sector (refers to the 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree (in economics, law or science, or postgraduate studies in this field, or ACCA, CIA or CFA certificate, or expert auditor qualification) and at least 2 years of managerial experience related to finance or accounting in the financial sector. University degree in any field (no postgraduate additional studies are required) and at least 4 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was responsible for making risk-related decisions (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. Minimum a doctorate degree and minimum 2 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to risk management in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

5	<p>Accounting and financial audit</p> <p>The assessed person has current knowledge in the field of accounting, accounting standards and financial audit.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in Finance, Banking or Economics (or postgraduate studies in Finance, Banking or Economics, or ACCA, CIA or CFA certificate or expert auditor qualification) and minimum 8 years of managerial experience in banking in the field of Finance, Financial Audit, Financial Controlling or Budget Reporting, or in an external commercial or non-commercial organization that dealt with financial audit of banks. 2. University degree in any field (no postgraduate additional studies are required) and at least 10 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation that dealt with financial audit of banks. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to finance in banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in Finance, Banking or Economics (or postgraduate studies in Finance, Banking or Economics or an ACCA, CIA or CFA certificate or expert auditor qualification) and minimum 6 years of managerial experience in banking in the area of Finance, Financial Audit, Financial Controlling or Budgeting Reporting, or in an external commercial or non-commercial organization that dealt with financial audit of banks. 2. University degree in any field (no postgraduate additional studies required) and at least 8 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation that dealt with financial audit of banks. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to finance in banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field, or ACCA, CIA or CFA certificate, or expert auditor qualification) and at least 2 years of managerial experience related to finance or accounting in the financial sector. 2. University degree in any field (no postgraduate additional studies are required) and at least 4 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation that dealt with financial audit of banks. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field, or an ACCA, CIA or CFA certificate, or expert auditor qualification) or a minimum of 2 years of managerial or academic and research experience related to finance or accounting in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
6	<p>Supervision, control and internal audit</p> <p>The assessed person shall comprehend the principles and standards of the audit and internal control system.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management (or postgraduate studies in that field) and a minimum of 10 years' managerial or supervisory experience in banking in a control and internal audit position, or in an external commercial or non-commercial organisation that was involved in the financial audit of banks, or in an external commercial or non-commercial organisation involved in the supervision or audit of the banking sector. 2. University degree in any field (no postgraduate additional studies are required) and at least 12 years of managerial or supervisory experience in banking in a control and internal audit position or in an external commercial or non-commercial organisation that was involved in the financial audit of banks, or in an external commercial or non-commercial organisation that was involved in the supervision or audit of the banking sector. 2. Minimum a doctorate degree and minimum 10 years of academic and research experience related to internal control or audit in the financial sector (refers to Supervisory Board Assessment). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management (or postgraduate studies in that field) and minimum 6 years of managerial or supervisory experience in banking in a control and internal audit position or in an external commercial or non-commercial organisation that was involved in the financial audit of banks, or in an external commercial or non-commercial organisation that was involved in supervision or audit of the banking sector. 2. University degree in any field (no postgraduate additional studies are required) and at least 8 years of managerial or supervisory experience in banking in a control and internal audit position or in an external commercial or non-commercial organisation that was involved in the financial audit of banks, or in an external commercial or non-commercial organisation that was involved in the supervision or audit of the banking sector. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to internal control or audit in the financial sector (refers to the Supervisory Board Assessment). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field) and minimum 2 years of managerial or supervisory experience, in an internal control or audit position, or supervisory experience in the financial sector. 2. University degree in any field (no postgraduate studies are required) and at least 4 years of managerial or supervisory experience in banking in a control and internal audit position or in an external commercial or non-commercial organisation that was involved in the financial audit of banks or in an external commercial or non-commercial organisation that was involved in the supervision or audit of the banking sector. 2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to internal control or audit in the financial sector (refers to the Supervisory Board Assessment). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to supervision, internal control or audit in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

7	<p>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.</p>	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in Finance, Banking or Economics (or postgraduate studies in Finance, Banking or Economics or an ACCA, CIA or CFA certificate or expert auditor qualification) and minimum 10 years of managerial experience in banking in the area of Finance, Financial Audit, Financial Controlling or Budgeting Reporting, or in an external commercial or non-commercial organization that dealt with financial audit of banks. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in Finance, Banking or Economics (or postgraduate studies in Finance, Banking or Economics or an ACCA, CIA or CFA certificate or expert auditor qualification) and minimum 6 years of managerial experience in banking in the area of Finance, Financial Audit, Financial Controlling or Budgeting Reporting, or in an external commercial or non-commercial organization that dealt with financial audit of banks. 3. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field, or ACCA, CIA or CFA certificate, or expert auditor qualification) and at least 2 years of managerial experience related to finance or accounting in the financial sector. 2. University degree in any field (no postgraduate additional studies are required) and at least 4 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field, or an ACCA, CIA or CFA certificate, or expert auditor qualification) or minimum 2 years of managerial or academic and research experience related to finance or accounting in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
8	<p>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.</p>	<p>The assessed person shall be a Polish citizen or have a permanent residence permit and have lived for a minimum of 20 years in the territory of Poland.</p>	<p>The assessed person shall be able to speak and write Polish at C1 level and meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. The assessed person has lived in Poland for a minimum of 15 years, however as recently as 2 years ago. 2. The assessed person shall have a certificate that confirms practical knowledge of the Polish language at a minimum of C1 level. 	<p>The assessed person shall be able to speak and write Polish at B2 level and meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. The assessed person has lived in Poland for a minimum of 10 years, however as recently as 2 years ago. 2. The assessed person shall have a certificate that confirms practical knowledge of the Polish language at a minimum of B2 level. 	<p>The assessed person shall be able to speak and write Polish at B1 level and meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. The assessed person has lived in Poland for a minimum of 5 years, however as recently as 2 years ago. 2. The assessed person shall have a certificate that confirms practical knowledge of the Polish language at a minimum of B1 level. 	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

Total period of professional experience in management positions shall not include positions held for less than six months.

Risk Management Competencies				ASSESSMENT THRESHOLDS				
Item	Risk Area	Risk	Definition of the Polish Financial Supervision Authority	Very high	High	Medium	Basic	None
1	Business model area	business risk	shall mean a risk of failure to achieve expected and necessary economic objectives due to failure as part of market competition.	The assessed person shall meet one of the following criteria:	The assessed person shall meet one of the following criteria:	The assessed person shall meet one of the following criteria:	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to identification, assessment, monitoring, control and minimisation of business and strategic risk related to a financial organisation, or academic and research experience related to the risk of a business model in the financial sector.	The assessed person does not meet the criteria defined for the Basic Level.
2		strategic risk	shall mean a risk related to disadvantageous or wrong strategic decisions, lack or incorrect performance of adopted strategy and to changes in the external environment and an incorrect response to such changes.	<p>1. University degree in finance, banking, economics or management (or postgraduate studies in this field) and minimum 10 years of managerial experience in banking in a position which involves identification, assessment, monitoring, control and minimisation of business and strategic risks related to the bank through development or approval of strategic and business principles.</p> <p>2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking in a position which involved identification, assessment, monitoring, control and minimisation of business and strategic risk related to the bank through development or approval of strategic and business principles.</p> <p>3. University degree in any field and an MBA (or equivalent) and minimum 8 years of managerial experience in banking in a position which involved identification, assessment, monitoring, control and minimisation of business and strategic risk for the bank through development or approval of strategic and business objectives.</p>	<p>1. University degree in finance, banking, economics or management (or postgraduate studies in this field) and minimum 7 years of managerial experience in banking in a position which involves identification, assessment, monitoring, control and minimisation of business and strategic risks related to the bank through development or approval of strategic and business principles.</p> <p>2. University degree in any field (no postgraduate additional studies are required) and minimum 9 years of managerial experience in banking in a position which involved identification, assessment, monitoring, control and minimisation of business and strategic risk related to the bank through development or approval of strategic and business principles.</p> <p>3. University degree in any field and an MBA (or equivalent) and minimum 5 years of managerial experience in banking in a position which involved identification, assessment, monitoring, control and minimisation of business and strategic risk for the bank through development or approval of strategic and business objectives.</p>	<p>1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and minimum 2 years of managerial experience in a position which included identification, assessment, monitoring, control and minimisation of business and strategic risks for financial institutions.</p> <p>2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to the risk of a business model in the financial sector.</p>		
3	Credit Risk area	credit risk	shall mean a risk of potential loss due to failure of the client or contractor to perform an obligation by the contractual deadline.	The assessed person shall meet one of the following criteria:	The assessed person shall meet one of the following criteria:	The assessed person shall meet one of the following criteria:	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to the risk of a business model in the financial sector.	The assessed person does not meet the criteria defined for the Basic Level.
4		concentration risk	shall mean a threat resulting from excessive concentration resulting from exposures to individual clients, groups of related clients, clients operating in the same economic sector, geographical region, conducting the same activity or trading in the same goods, entities belonging to the bank's capital group (both cross-border and domestic), exposures denominated in the same currency or indexed to the same currency, on account of an applied credit risk mitigation techniques and large indirect credit exposures, such as a single collateral issuer, characterised by a potential to generate losses large enough to threaten the financial condition of the bank or the ability to conduct its principal activity or lead to a significant change in the bank's risk profile.	<p>1. University degree in finance, banking or economics (or postgraduate studies in this field) and at least 8 years of managerial experience in banking in the area of credit risk or as a member of the bank's credit committee, whose competences included identification, assessment, monitoring, control and minimization of credit risk related to the bank through making decisions within the indicated range.</p> <p>2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking in the area of credit risk or as a member of the bank's credit committee, whose competences included identification, assessment, monitoring, control and minimization of credit risk related to the bank through decision-making in the indicated range.</p>	<p>1. University degree in finance, banking or economics (or postgraduate studies in this field) and at least 5 years of managerial experience in banking in the area of credit risk or as a member of the bank's credit committee, whose competences included identification, assessment, monitoring, control and minimization of credit risk related to the bank through making decisions within the indicated range.</p> <p>2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking in the area of credit risk or as a member of the bank's credit committee, whose competences included identification, assessment, monitoring, control and minimization of credit risk related to the bank through decision-making in the indicated range.</p>	<p>1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to credit risk in the financial sector.</p> <p>2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to credit risk in the financial sector.</p>		
5		risk of collective default of borrowers	shall mean a specific concentration risk resulting from the institution's potential to incur significant credit losses as a result of the concentration of exposures to a group of borrowers characterised by similar default behaviour, as well as related to the potential possibility of an event (e.g. natural or social/political) of a nationwide nature resulting in the default of a large group of debtors.					
6		counterparty risk (credit)	shall mean a risk of default of the counterparty to a transaction before the final settlement of the cash flows associated with that transaction.					

7		settlement/delivery risk	shall mean a risk that debt instruments, equity instruments, foreign currencies and commodities (excluding repurchase transactions and securities or commodities lending or borrowing transactions) will remain unsettled after agreed settlement/delivery dates.					
8		foreign currency credit risk	shall mean actual or potential threat to the bank's financial results and capital related to loans in foreign currencies granted to unsecured borrowers.					
9	Market risk area	position risk	shall mean a risk of impairment of assets, increase in the level of liabilities or changes in the financial results as a consequence of sensitivity to changes in the prices of financial instruments. This type of market risk covers general and specific risks of positions in debt instruments (interest rate risk) and equity instruments (equity price risk), with securitisation positions in the trading book being considered as debt instruments. It should be emphasised that the interest rate risk considered as part of the market risk only applies to trading book activities. In the area of position risk - as defined above - the following elements are distinguished: % rate risk, equity instrument price risk	The assessed person shall meet one of the following criteria: 1. University degree in Finance, Banking or Economics and, in case of legal risk, the minimum degree of Master of Science in Law, and in case of IT risk, at least a degree in IT Technical Science Engineering (or post-graduate studies in this field) and a minimum of 8 years of managerial experience in banking in the area of risk or as a member of one of the committees of the bank whose competence included identification, assessment, monitoring, control and minimization of market, financial, legal and IT risk related to the institution through decision-making process within the indicated scope (e.g. Risk Committee, ALCO, Product Committee).	The assessed person shall meet one of the following criteria: 1. University degree in Finance, Banking or Economics and, in case of legal risk, Master's degree in Law, and, in case of IT risk, at least a degree in Technical Science Engineering covering the scope of IT (or post-graduate studies in this field) and a minimum of 5 years of managerial experience in banking in the risk area or as a member of one of the committees of the bank, whose competences included identification, assessment, monitoring, control and minimization of market, financial, legal and IT risk related to the institution by taking decisions within the indicated scope (e.g. Risk Committee, ALCO, Product Committee).	The assessed person shall meet one of the following criteria: 1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to market risk in the financial sector. 2. Minimum a doctorate degree and at least 2 years of academic and research experience related to market risk in the financial sector.	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to market risk in the financial sector.	The assessed person does not meet the criteria defined for the Basic Level.
10		currency risk	shall mean a risk of asset impairment, increase in liabilities or changes in the financial profit/loss as a result of sensitivity to foreign exchange rate changes.	2. University degree in any field (no postgraduate supplementary studies are required) and at least 12 years of managerial experience in banking in the risk area or as a member of one of the committees of the bank, whose competencies included identification, assessment, monitoring, control and minimization of market, financial, legal and IT risks related to the institution by decision-making process within the indicated scope (e.g. Risk Committee, ALCO, Product Committee).	2. University degree in any field (no postgraduate supplementary studies are required) and at least 8 years of managerial experience in banking in the risk area or as a member of one of the committees of the bank, whose competencies included identification, assessment, monitoring, control and minimization of market, financial, legal and IT risks related to the institution by decision-making process within the indicated scope (e.g. Risk Committee, ALCO, Product Committee).			
11		commodity price risk	shall mean a risk related to impairment of assets or changes in profit or loss as a consequence of sensitivity to changes in commodity prices (homogeneous - e.g. platinum, crude oil)					
12		risk of interest rate credit valuation adjustment	this is a risk related to adjustment of valuation of the portfolio of transactions made with a counterparty in connection with a change in the counterparty's credit risk. Such an adjustment reflects the current market value of the counterparty's credit risk towards the bank, but does not reflect the current market value of the bank's credit risk towards the counterparty.					
13		risk of conducting business activities	shall mean actual or potential risk of loss to an institution as a result of improper provision of financial services, including intentional misconduct or negligence.					
14		IT risk	it is uncertainty related to correct, effective and safe support of the bank's operations by its ICT environment, in particular the IT risk should be recognized in the context of threats and vulnerabilities of existing component or group of components of ICT environment and the impact of these relations on safe functioning of ICT infrastructure and related processes, as well as security of data used for the needs of the bank's operations and to provide services to customers.					
15		legal risk	shall mean a risk related to incurring losses resulting from incorrect or late development or enactment of regulations, their instability, changes in jurisprudence, incorrect formation of legal relations, quality of formal and legal documentation or unfavourable decisions of courts or other bodies in case of disputes with other entities.					
16		model risk	shall mean a potential loss that an institution may incur as a result of decisions that may have relied principally on data obtained using internal models, due to errors in the design, implementation or application of such models (Article 3(1)(11) of CRD IV Directive).					
17		AML risk	it is related to money laundering or terrorist financing.					

18	Liquidity and financing area	liquidity risk	shall mean a threat to ability to finance assets and timely discharge of liabilities in day-to-day operations of the Bank or under other foreseeable conditions, resulting in unacceptable losses.	The assessed person shall meet one of the following criteria: 1. University degree in Finance, Banking or Economics (or postgraduate studies in this field) and at least 8 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation involved in bank financial audit, or as a member of the ALCO committee.	The assessed person shall meet one of the following criteria: 1. University degree in Finance, Banking or Economics (or postgraduate studies in this field) and at least 5 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation involved in bank financial audit, or as a member of the ALCO committee.	The assessed person shall meet one of the following criteria: 1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to liquidity risk and financing in the financial sector. 2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to liquidity risk and funding in the financial sector.	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to liquidity and financing risk in the financial sector. ☒	The assessed person does not meet the criteria defined for the Basic Level.	
19		market liquidity risk	shall mean a risk of losing possibility to exchange certain products on the market for cash in due time, resulting in financial losses on those products.						
20		intra-day liquidity risk	shall mean a threat to loss of ability to meet monetary obligations on the current day.						
21		liquidity concentration risk	shall mean a risk of failure to meet current obligations due to dependence (lack of diversification) or excessive exposure to a single entity or related entities.	2. University degree in any field (no postgraduate additional studies are required) and at least 10 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or as a member of the ALCO committee.	2. University degree in any field (no postgraduate additional studies are required) and at least 7 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or as a member of the ALCO committee.				
22		financing risk	shall mean a threat of a shortage of medium- and long-term stable sources of financing that result in an actual or potential risk of the bank's failure to meet its financial obligations as these fall due in the medium and long term, either in full or in connection with the necessity to incur unacceptable financing costs.						
23	Capital management area	excessive financial leverage risk	shall mean vulnerability of an institution due to leverage or contingent leverage which may require unplanned corrective action to its business plan, including emergency sale of assets that may result in losses or the need to adjust valuation of its remaining assets.	The assessed person shall meet one of the following criteria: 1. University degree in finance, banking or economics (or postgraduate studies in this field) and at least 8 years of managerial experience in banking in the area of finance, financial audit, financial reporting, controlling or budgeting, or as a member of the bank's ALCO committee, whose competences include identifying, assessing, monitoring, controlling and minimising risk related to the bank's capital.	The assessed person shall meet one of the following criteria: 1. University degree in finance, banking or economics (or postgraduate studies in this field) and at least 5 years of managerial experience in banking in the area of finance, financial audit, financial reporting, controlling or budgeting, or as a member of the bank's ALCO committee, whose competences include identifying, assessing, monitoring, controlling and minimising risk related to the bank's capital.	The assessed person shall meet one of the following criteria: 1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to capital management risk in the financial sector. 2. Minimum a doctorate degree and at least 2 years of academic and research experience related to capital management risk in the financial sector.	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to capital management risk in the financial sector.	The assessed person does not meet the criteria defined for the Basic Level.	
24		insolvency risk	shall mean a risk of failure to provide capital and to achieve a level of capital adequate for the bank's business risks, necessary to cover unexpected losses and meeting the supervisory requirements to enable the bank to continue its operations independently.	2. University degree in any field (no postgraduate additional studies are required) and at least 10 years of managerial experience in banking in the area of finance, financial audit, financial reporting, controlling or budgeting, or as a member of the bank's ALCO committee, whose competences include identifying, assessing, monitoring, controlling and minimising the risk related to the bank's capital.	2. University degree in any field (no postgraduate additional studies are required) and at least 7 years of managerial experience in banking in the area of finance, financial audit, financial reporting, controlling or budgeting, or as a member of the bank's ALCO committee, whose competences include identifying, assessing, monitoring, controlling and minimising the risk related to the bank's capital.				
25	Management area	non-compliance risk	shall mean consequences of non-compliance with laws, internal regulations and market standards.	The assessed person shall meet one of the following criteria: 1. Minimum Master's degree in law and minimum 6 years of managerial or supervisory experience in the banking area, in a position related to practical application of laws, internal regulations, recommendations of supervisory authorities and codes of good practice as well as ethical codes that govern banking activities. 2. University degree in any field and at least 10 years of managerial or supervisory experience in banking, in a position related to practical application of laws, internal regulations, recommendations of supervisory authorities and codes of good practice as well as ethical codes that govern banking activities.	The assessed person shall meet one of the following criteria: 1. Minimum Master's degree in law and minimum 3 years of managerial or supervisory experience in the banking area, in a position related to practical application of laws, internal regulations, recommendations of supervisory authorities and codes of good practice as well as ethical codes that govern banking activities. 2. University degree in any field and at least 4 years of managerial or supervisory experience in the field of banking, in a position related to practical application of laws, internal regulations, recommendations of supervisory authorities and codes of good practice as well as ethical codes that govern banking activities.	The assessed person shall meet one of the following criteria: 1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to compliance and reputation risks in the financial sector. 2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to compliance and reputation risks in the financial sector.	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to lack of compliance and reputation risk in the financial sector.	The assessed person does not meet the criteria defined for the Basic Level.	
26		reputation risk	shall mean current or future risk to the financial result, own funds or liquidity, as a result of damage to the Bank's reputation.						
27									

28	Systemic risk area	systemic risk	shall mean a risk of disruption to the financial system, which, if it were to materialise, would affect functions of the financial system and of the national economy as a whole, which could result, in particular, from excessive credit or debt dynamics and related asset price imbalances, volatile financing patterns, risk distribution within the financial system, links between financial institutions or macroeconomic and sectoral imbalances.	The assessed person shall meet one of the following criteria: 1. University degree in finance, banking, economics or management of a financial institution (or postgraduate studies in this field) and a minimum of 12 years of managerial experience in the financial market, including a minimum of 7 years of managerial experience in banking in a position related to the assessment, monitoring, control and minimisation of systemic risk. 2. University degree in any field (no postgraduate additional studies are required) and minimum 15 years of managerial experience in the financial market, including a minimum of 9 years of managerial experience in banking in a position related to assessment, monitoring, control and minimisation of systemic risk.	The assessed person shall meet one of the following criteria: 1. University degree in finance, banking, economics or management of a financial institution (or postgraduate studies in this field) and a minimum of 10 years of managerial experience in the financial market, including a minimum of 5 years of managerial experience in banking in a position related to the assessment, monitoring, control and minimisation of systemic risk. 2. University degree in any field and minimum 12 years of managerial experience in the financial market, including a minimum of 6 years of managerial experience in banking in a position related to evaluation, monitoring, controlling and minimising systemic risk. 3. Minimum a doctorate degree and at least 10 years of academic and research experience related to study of financial markets and the financial system.	The assessed person shall meet one of the following criteria: 1. University degree (preferably in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to systemic risk in the financial sector. 2. Minimum a doctorate degree and at least 2 years of academic and research experience related to systemic risk in the financial sector.	The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial experience related to systemic risk in the financial sector.	The assessed person does not meet the criteria defined for the Basic Level.
29		contagion risk	shall mean a threat of transmission of disorderly conduct to another market or a participant of the financial market, in particular if transmission of disorderly conduct is exceptionally strong (extreme) and is not rooted in widespread market factors or economic circumstances.					

Total period of professional experience in management positions shall not include positions held for less than six months.

Managerial competencies in main areas of the Bank's activity		ASSESSMENT THRESHOLDS				
Item	Business Line	Very high	High	Medium	Basic	None
1	Retail and Business Banking	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 10 years of managerial experience in retail and business banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in retail and business banking. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to retail and business banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 6 years of managerial experience in retail and business banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in retail and business banking. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to retail and business banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to retail and business banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in retail and business banking. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to retail and business banking (refers to the Supervisory Board). 	<p>The assessed person has a university degree in Finance, Banking or Management of a financial institution (or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to retail and business banking.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
2	SME and Corporate Banking	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 10 years of managerial experience in SME and Corporate Banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in SME and Corporate Banking. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to SME and Corporate Banking. 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 6 years of managerial experience in SME and Corporate Banking, gained on the Polish market. 2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in SME and Corporate Banking. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to SME and Corporate Banking. 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to SME and Corporate Banking. 3. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in SME and Corporate Banking. 3. Minimum a doctorate degree and at least 2 years of academic and research experience related to SME and corporate banking. 	<p>The assessed person has a university degree in Finance, Banking or Management of a financial institution (or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to SME and Corporate Banking.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
4	Private Banking & Investment Products	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 10 years of managerial experience in Private and Investment Banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in Private and Investment Banking. 3. Minimum a doctorate degree and at least 10 years of academic and research experience related to private and investment banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or management of a financial institution (or postgraduate studies in this field) and at least 6 years of managerial experience in Private and Investment Banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in Private and Investment Banking. 3. Minimum a doctorate degree and at least 6 years of academic and research experience related to private and investment banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to Private and Investment Banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in Private and Investment Banking. 3. Minimum a doctorate degree and at least 2 years of academic and research experience related to private and investment banking (refers to the Supervisory Board). 	<p>The assessed person has a university degree in Finance, Banking or Management of a financial institution (or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to Private and Investment Banking.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

5	Bank Management, Strategy and Agricultural Markets	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> Higher education qualifications in the field of finance, banking or management (or postgraduate studies in this field) and minimum 10 years of managerial experience in banking in a position which included development of strategic principles or their approval based on economic analysis, University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, University degree in any field and an MBA (or equivalent) and minimum 8 years of managerial experience in banking in a position which involved development or validation of strategic principles based on economic analysis, Minimum a doctorate degree and minimum 10 years of academic and research experience related to strategic management and transformation in the financial sector (refers to the supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree in the field of finance, banking or management (or postgraduate studies in this field) and minimum 6 years of managerial experience in banking in a position which included development of strategic principles or their approval based on economic analysis, University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, University degree in any field and an MBA degree (or equivalent) and a minimum of 4 years of the managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, Minimum a doctorate degree and minimum 6 years of academic and research experience related to strategic management and transformation in the financial sector (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree (in economics, law or science, or postgraduate studies in this field or an MBA degree) and at least 2 years managerial experience related to strategic management and transformation in the financial sector. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in banking in a position which involved development of strategic principles or their approval based on economic analysis, Minimum a doctorate degree and minimum 2 years of academic and research experience related to strategic management and transformation in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree in finance, banking or management of a financial organisation (or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to strategic management and transformation in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
6	Finance	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree in Finance, Banking or Economics (or postgraduate studies in Finance, Banking or Economics, or ACCA, CIA or CFA certificate or expert auditor qualification) and minimum 8 years of managerial experience in banking in the field of Finance, Financial Audit, Financial Controlling or Budget Reporting, or in an external commercial or non-commercial organization that dealt with financial audit of banks. University degree in any field (no postgraduate additional studies are required) and at least 10 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation that dealt with financial audit of banks. Minimum a doctorate degree and minimum 10 years of academic and research experience related to finance in banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree in Finance, Banking or Economics (or postgraduate studies in Finance, Banking or Economics or an ACCA, CIA or CFA certificate or expert auditor qualification) and minimum 6 years of managerial experience in banking in the area of Finance, Financial Audit, Financial Controlling or Budgeting Reporting, or in an external commercial or non-commercial organization that dealt with financial audit of banks. University degree in any field (no postgraduate additional studies required) and at least 8 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation that dealt with financial audit of banks. Minimum a doctorate degree and minimum 6 years of academic and research experience related to finance in banking (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> University degree (in economics, law or science, or postgraduate studies in this field, or ACCA, CIA or CFA certificate, or expert auditor qualification) and at least 2 years of managerial experience related to finance or accounting in the financial sector. University degree in any field (no postgraduate additional studies are required) and at least 4 years of managerial experience in banking in the field of finance, financial audit, financial reporting, controlling or budgeting, or in an external commercial or non-commercial organisation that dealt with financial audit of banks. Minimum a doctorate degree and minimum 2 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field, or an ACCA, CIA or CFA certificate, or expert auditor qualification) or a minimum of 2 years of managerial or academic and research experience related to finance or accounting in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

7	Risk management	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in Finance, Banking, Economics or Mathematics (or postgraduate studies in this field) and at least 10 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which is competent to make decisions related to risk (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or audits on risk management in banking. 2. University degree in any field (no postgraduate additional studies are required) and at least 12 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was responsible for making risk-related decisions (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in Finance, Banking, Economics or Mathematics (or postgraduate studies in this field) and at least 6 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank where the competencies included decision-making related to risk (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. 2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was responsible for making risk-related decisions (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field, or ACCA, CIA or CFA certificate, or expert auditor qualification) and at least 2 years of managerial experience related to finance or accounting in the financial sector. 2. University degree in any field (no postgraduate additional studies are required) and at least 4 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was responsible for making risk-related decisions (credit committee, ALCO, product committee) or in a commercial or non-commercial organisation that provided advice or auditing on risk management in banking. 2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to finance or accounting in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to risk management in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
	CIB banking	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance or science (or postgraduate studies in this field) and at least 10 years of managerial experience in banking related to carrying out foreign exchange, interest rate and commodity operations. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in carrying out foreign exchange, interest rate and commodity operations. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to financial transactions (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance or science (or postgraduate studies in this field) and at least 6 years of managerial experience in banking related to carrying out foreign exchange, interest rate and commodity operations. 2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in carrying out foreign exchange, interest rate and commodity operations. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to financial transactions (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance or science and at least 2 years of managerial experience in banking related to carrying out foreign exchange, interest rate and commodity operations. 2. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in carrying out foreign exchange, interest rate and commodity operations. 2. Minimum a doctorate degree and minimum 2 years of academic and research experience related to financial transactions (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably finance-related or science-related) or at least 2 years of managerial or academic and research experience related to financial transactions</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

	Operations & Business Support	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or economics (or postgraduate studies in this field) and at least 10 years of managerial experience in banking, of which at least 4 years in the area of operations management. 2. University degree in any field (no postgraduate additional studies are required) and at least 12 years of managerial experience in banking, of which at least 4 years in the area of operations management. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to banking operations (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in finance, banking or economics (or postgraduate studies in this field) and at least 6 years of managerial experience in banking, of which at least 2 years in the area of operations management. 2. University degree in any field (no postgraduate additional studies are required) and at least 8 years of managerial experience in banking, of which at least 2 years in the area of operations management. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to banking operations (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in economics, law or science, or postgraduate studies in this field) and at least 2 years of managerial experience related to operations in the financial sector. 2. Minimum a doctorate degree and at least 2 years of academic and research experience related to operations in the financial sector. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to operations in the financial sector (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably in economics, law or science, or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to operations in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
	New Technologies and Cyber Security	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in technical sciences, including IT (or post-graduate studies in IT), and at least 10 years of managerial experience in banking, including a minimum of 4 years in the area of managing the design or implementation of new technologies and cyber security. 2. University degree in any field (no postgraduate additional studies are required) and at least 12 years of managerial experience in banking, including a minimum of 5 years in the area of management of design or implementation of new technologies and cyber security. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to new technologies and cyber security (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in technical sciences, including IT (or post-graduate studies in IT), and at least 6 years of managerial experience in banking, including a minimum of 2 years in the area of managing the design or implementation of new technologies and cyber security. 2. University degree in any field (no postgraduate additional studies are required) and at least 8 years of managerial experience in banking, of which a minimum of 3 years in the area of management of design or implementation of new technologies and cyber security. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to new technologies and cyber security (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in technology (or postgraduate studies in this field) and a minimum of 2 years' managerial experience in the area of new technologies and cyber security in the financial sector. 2. University degree in any field (no postgraduate additional studies are required) and at least 4 years' managerial experience in technology and cyber security in the financial sector. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to new technologies and cyber security (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably technical or postgraduate studies in this field) or at least 2 years of managerial or academic and research experience related to technologies and cyber-security in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>

	Human resources management	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in management, human resources management, psychology or sociology (or postgraduate studies in this field) and at least 10 years of managerial experience in banking, including 5 years in human resources management. 2. University degree in any field (no postgraduate additional studies are required) and minimum 12 years of managerial experience in banking, including 6 years in human resources management. 3. Minimum a doctorate degree and minimum 10 years of academic and research experience related to human resources management (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree in management, human resources management, psychology or sociology (or postgraduate studies in this field) and at least 6 years of managerial experience in banking, including 3 years in human resources management. 2. University degree in any field (no postgraduate additional studies are required) and minimum 8 years of managerial experience in banking, including 4 years in human resources management. 3. Minimum a doctorate degree and minimum 6 years of academic and research experience related to human resources management (refers to the Supervisory Board). 	<p>The assessed person shall meet one of the following criteria:</p> <ol style="list-style-type: none"> 1. University degree (in management, human resources management, psychology or sociology) and at least 2 years of managerial experience in the financial sector. 2. University degree in any field (no postgraduate additional studies are required) and minimum 4 years of managerial experience in the financial sector. 3. Minimum a doctorate degree and minimum 2 years of academic and research experience related to human resources management (refers to the Supervisory Board). 	<p>The assessed person has a university degree (preferably related to management, human resources management, psychology or sociology) or at least 2 years of managerial experience in the financial market or academic and research experience in the financial sector.</p>	<p>The assessed person does not meet the criteria defined for the Basic Level.</p>
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Total period of professional experience in management positions shall not include positions held for less than six months.

Personal competences

Item	Description
1	<p>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 the difficulties. He/she encourages others to be open and honest in relation to their duties and the situation in the area under their responsibility.</p>
2	<p>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, mother tongue or the language used at work in the location of the institution.</p>
3	<p>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.</p>
4	<p>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.</p>
5	<p>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 person's own position held, especially when dealing with problems which may threaten the continuity of the company.</p>
6	<p>Customer care and high standards 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 that require excessive 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 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.</p>
7	<p>Leadership abilities 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 competence to perform 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 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 the organisation 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 mitigates their negative impact on the operation of the company.</p>
9	<p>External awareness 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	Negotiations The assessed person identifies and reveals interests in a manner aimed at achieving consensus while pursuing negotiation objectives.
11	Persuasion 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.
12	Team work The assessed person acts based on the interest of the group and contributes to a common objective.
13	Strategic skills 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 that the organisation is exposed in the strategic plans and takes appropriate measures to manage those risks.
14	Stress resistance The assessed person shall act logically and effectively, even under considerable pressure and in moments of uncertainty.
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, 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 a clear role regarding the participants' tasks and duties.

* Scale of evaluation

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.☑

Audit Committee

Item	Assessment criterion	Conditions to be met
1	Accounting knowledge	The assessed person has a university degree in accounting (or postgraduate studies in accounting or an ACCA, CIMA or other recognised international certificate of similar scope), or a doctorate degree.
2	Accounting skills	The assessed person has a minimum of 2 years of managerial experience in banking (or in an external commercial or non-commercial institution that provided services to the banking sector) in the area included, or has supervisory experience related to monitoring of the financial reporting process.
3	Knowledge of financial statements auditing	The assessed person has a university degree in accounting (or postgraduate studies in accounting or an ACCA, CIMA or other recognised international certificate of similar scope), or a doctorate degree.
4	Skills in financial statements auditing	The assessed person has at least 10 years of managerial experience in banking in the area of financial audit or in an external commercial or non-commercial organisation that dealt with financial audit (including internal control systems, risk management and internal audit systems (including financial reporting) or provision of financial audit activities).
5	Knowledge of banking	The assessed person has a university degree in banking (or postgraduate studies in this field) or a doctorate degree or a higher degree in the area related to the banking sector.
6	Banking skills	The assessed person has at least 2 years of managerial experience in banking, including experience on the Polish market.

Appointment Committee

Item	Assessment criterion	Conditions to be met
1	Knowledge of and experience in the Bank's operations	The assessed person has a university degree in banking (or postgraduate studies in this field) or a doctorate degree or a higher degree in the area related to the banking sector and has at least 5 years of managerial experience in banking.
2	Knowledge and skills in relation to selection process and qualification requirements	The assessed person has a university degree in a field related to human resources management (or a field of study that included human resources management) or postgraduate studies in that field, or postgraduate studies in human resources management and have at least 5 years of managerial experience in which he/she participated in the process of determining the qualification requirements and the selection process of candidates within a dedicated team).

Remuneration Committee

Item	Assessment criterion	Conditions to be met
1	Knowledge and experience in the field of remuneration policy and practice	The assessed person has a university degree in a field related to human resources management (or a field of study which included human resources management) or post-graduate studies in this area, or postgraduate studies in human resources management, and have at least 5 years of managerial experience, as part of which he/she participated in the process of developing and implementing the provisions of policies and procedures for the remuneration of persons performing functions in an institution within the banking sector.
2	Knowledge and experience with respect to remuneration in relation to risk management and risk control (i.e. with reference to using the mechanism of adjusting remuneration structure to the Bank's risk profile and capital)	The assessed person has a university degree in risk management (or a degree in study which included risk management) or post-graduate studies in this area, or a doctorate degree or a higher degree in risk management, and have at least 5 years of managerial experience in the process of managing the remuneration of persons with a significant impact on the Bank's risk profile (including the development of policies and procedures for the remuneration of persons performing functions in an institution within the banking sector).

Risk Committee

Item	Assessment criterion	Conditions to be met
1	Knowledge and skills in relation to the risk management practices and control mechanisms	The assessed person has a university degree in risk management (or a course of study which included risk management) or a postgraduate degree in risk management, or a doctorate degree - or higher degree in risk management, and have at least 10 years of managerial experience in banking in the risk area or as a member of one of the committees of a bank which was competent to make risk related decisions (credit committee, ALCO, product committee, or a committee for the management of risk) or as a member of an external organisation that provided advice or auditing on risk management in banking.