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| **Appendix 10** to the form summarising information on the criteria for initial suitability assessment of Mr/Ms ……………….  - candidate for a member of the Supervisory Board of PKO Bank Polski S.A.  **TIME COMMITMENT** |

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| **SECTION 1 – to be completed by the person under assessment – candidate for a Supervisory Board member** |
| |  |  | | --- | --- | | 1. **Candidate’s declaration** | | | I declare my willingness to devote the time necessary to properly fulfil my duties[[1]](#footnote-2). | yes  no | | I am ready to devote more time during periods of intensive activity, such as restructuring, institutional transfers, acquisitions, mergers, takeovers or other crisis situations. | yes  no | |

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| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | 1. **Time devoted to other jobs/functions**[[2]](#footnote-3) | | | | | | | | No | Job/function | | Current time commitment | | Planned time commitment after being appointed to the position under consideration | | | Number of meetings per year | Days per year[[3]](#footnote-4) | Number of meetings per year | Days per year | | 1. Other positions/functions performed in the same entity | | | | | | | |  | Job title: |  |  |  |  |  | | 1. Job/functions performed in other entities of the same capital group | | | | | | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | Job title: |  | | Size of the entity[[4]](#footnote-5) |  |  |  |  | | Entity name: |  | | | Business profile: |  | | Micro  Small  Medium-sized  Large | | Registered office/place of duty: | Country: | City/town: | |  |  |  |  | | --- | | 1. Jobs/functions in other commercial entities (including self-employment) |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | Job title: |  | | Size of the entity |  |  |  |  | | Entity name: |  | | | Business profile: |  | | Micro  Small  Medium-sized  Large | | Registered office/place of duty: | Country: | City/town: | |  |  |  |  | | --- | | 1. Other non-profit activities (e.g. social/educational activities) |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | Job title: |  | | Size of the entity |  |  |  |  | | Entity name: |  | | | Business profile: |  | | Micro  Small  Medium-sized  Large | | Registered office/place of duty: | Country: | City/town: | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | | Total a) + b) + c) + d) |  |  |  |  | |  | | | | | | | | 1. Synergies related to functions performed within one capital group[[5]](#footnote-6) | | | | | | | | No | Description of duties | Indication of the synergised job positions | Current time savings resulting from the synergies (days per year) | | Planned time savings resulting from the synergies (days per year) | | |  |  |  |  |  |  |  | |  | | Total time (sum of items from point (e)) |  |  |  |  | |  | | | | | | | |  | | Total time commitment, taking into account synergies [sum of items from points (a)-(d) minus (e)] |  |  |  |  |  |  | | --- | | 1. **Additional duties not included in point II** | |  |  |  |  | | --- | --- | | Date and signature of the candidate for a Supervisory Board member: |  | |

1. **The minimum time commitment required of members of the Bank’s Supervisory Board to perform their duties** is determined by the number of meetings set for a given calendar year in the schedule of the Supervisory Board’s and the Committees’ meetings, and in the absence of a meeting plan, it is determined by the minimum number of meetings per calendar year specified in the Bank’s Articles of Association and in the Supervisory Board’s and the Board Committees’ Bylaws, which includes:

   * the time needed to prepare for the meetings, which is determined in relation to specific functions performed in the Supervisory Board or the Committees and their number, and
   * the time required to commute to the Bank’s premises, in the case of on-site meetings.

   In accordance with the meeting plan, there are respectively (12 meetings of the Supervisory Board, 6 meetings of the Nomination and Remuneration Committee, 11 meetings of the Audit Committee, 10 meetings of the Risk Committee, 5 meetings of the Strategy and Information Technology Committee) scheduled for 2025. Meetings of the Supervisory Board and Supervisory Board’s committees as a general rule are held on the same dates.

   The expected time commitment in the performance of one’s duties is the time requisite to ensure the timely and proper execution of the assigned tasks, that is ample to enable the function holder to understand the institution’s operations, its main risks, the impact of its operations and its risk strategy - to the extent enabling the performance of the supervisory function - which is estimated at an average of 16 days per year, plus the time needed to prepare for meetings, taking into account the functions performed in the Supervisory Board or the Committees, as well as the time required to commute to the Bank's premises - in the case of on-site meetings. During periods that require increased activity, including those resulting from int. al. restructuring, institutional transfers, acquisitions, mergers, takeovers or crisis situations (e.g. a pandemic or sudden changes in the economic and political environment due to armed conflicts that may affect the Bank’s operations), the number of meetings and the expected time committed to one’s duties may increase. [↑](#footnote-ref-2)
2. In this section you should also include the time devoted to duties performed as part of a long-term (longer than 3 months) substitution. [↑](#footnote-ref-3)
3. Understood as full 8-hour working days [↑](#footnote-ref-4)
4. In accordance with the classification set out in Article 7 of the Entrepreneurs Law act, i.e.:

   1) micro-enterprise - an economic operator that in at least one of the last two financial years met the following cumulative conditions:

   a) had fewer than 10 employees on average per year, and

   b) achieved an annual net turnover from the sale of goods, products and services and from financial operations not exceeding the PLN equivalent of EUR 2 million, or the total assets in its balance sheet prepared as at the end of one of these financial years did not exceed the PLN equivalent of EUR 2 million;

   2) small enterprise - an economic operator that in at least one of the last two financial years met the following cumulative conditions:

   a) had fewer than 50 employees on average per year, and

   b) achieved an annual net turnover from the sale of goods, products and services and from financial operations not exceeding the PLN equivalent of EUR 10 million, or the total assets in its balance sheet prepared as at the end of one of these financial years did not exceed the PLN equivalent of EUR 10 million,

   - and that is not a micro-enterprise;

   3) medium-sized enterprise - an economic operator that in at least one of the last two financial years met the following cumulative conditions:

   a) had fewer than 250 employees on average per year, and

   b) achieved an annual net turnover from the sale of goods, products and services and from financial operations not exceeding the PLN equivalent of EUR 50 million, or the total assets in its balance sheet prepared as at the end of one of these financial years did not exceed the PLN equivalent of EUR 43 million,

   - and that is neither a micro-enterprise nor a small enterprise; [↑](#footnote-ref-5)
5. Concurrent duties performed by the candidate at the same time in the exercise of several functions within the capital group,   
   with particular emphasis on acting on behalf of an entity or as an alternate member of a body of the supervised entity. [↑](#footnote-ref-6)