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| **Appendix 4** 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. (Bank)  **COMPETENCES** |

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| 1. **Competences in the necessary areas of activity enabling the performance of supervisory and control functions over the Bank’s operations** | | | | | |
| No | Competence  Description | Competence level  (self-assessment – to be completed by the candidate)[[1]](#footnote-2) | Recommendation concerning the candidate’s competence level made by the shareholder proposing the candidate[[2]](#footnote-3)[[3]](#footnote-4) | Minimum level of competences recommended by the Bank | Summary of information on the candidate’s self-assessment and the shareholder's recommendation – to be completed by the shareholder proposing the candidate[[4]](#footnote-5) |
|  | **Knowledge of the market**  The candidate for a Supervisory Board member knows the financial market in general, with particular focus on the sector in which the supervised entity operates and with particular emphasis on knowledge of the Polish market - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification[[5]](#footnote-6):  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:………………………. | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Knowledge of legal requirements and regulatory frameworks**  The candidate for a Supervisory Board member is familiar with the legislation (including requirements for the implementation of regulations on counteracting money laundering and terrorist financing at banks), recommendations of supervisory authorities and codes of good practice governing activities in the financial market sector in which the supervised entity operates - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Strategic planning (possession of management skills)**  The candidate for a Supervisory Board member understands the institution’s business strategy/business plan and is able to put them into action - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Knowledge of the management system, including risk management**  The candidate for a Supervisory Board member understands the risk management process - identification, measurement and assessment, control, monitoring, reporting and minimisation of material risks related to financial institutions - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High[[6]](#footnote-7)  Very high | meets the criterion  does not meet the criterion |
|  | **Accounting and financial audit**  The candidate for a Supervisory Board member has up-to-date knowledge of accounting, accounting standards, financial audit or audit of financial statements of a public interest entity (Bank) - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High[[7]](#footnote-8)  Very high | meets the criterion  does not meet the criterion |
|  | **Supervision, control and internal audit**  The candidate for a Supervisory Board member understands the rules and standards of functioning of the audit and internal control system - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High[[8]](#footnote-9)  Very high | meets the criterion  does not meet the criterion |
|  | **Interpretation of financial information (possession of financial and accounting skills)**  The candidate for a Supervisory Board member can interpret financial and accounting data and is able - on the basis of data presented to him/her - to carry out an analysis and draw the conclusions necessary to manage the entity, while also taking into account the market situation - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High[[9]](#footnote-10)  Very high | meets the criterion  does not meet the criterion |
|  | **Command of the Polish language**  The candidate for a Supervisory Board member has a proven command of the Polish language, communicates proficiently in Polish with employees (both on casual and business-related topics), understands the topics discussed during the body’s meetings; is able to use Polish in presentations and speeches at conferences, workshops or key meetings. | None  Basic  Medium  High  Very high  Justification:  mother tongue/nationality,  certified knowledge of the language  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Ability to manage human resources**  The candidate for a Supervisory Board member has the competences to take actions necessary to effectively manage his/her subordinates, including the competences related to the delegation of tasks, assessment of the subordinates’ skills, employee acquisition, development and retention - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Knowledge of information technology and cybersecurity**  The candidate for a Supervisory Board member has knowledge of issues relating to information processing and information security technologies, methods, means and activities (IT, telecommunications) - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Knowledge of the Capital Group’s structure and ability to manage national or international groups**  The candidate for a Supervisory Board member is familiar with the structure of the Bank’s Capital Group and is cognizant of issues necessary to understand the principles of capital group management (including, among other things, issues relating to methods of managing a capital group, setting group objectives, analysing a group’s financial statements) - to the extent enabling the candidate to perform the supervisory function. | None  Basic  Medium  High  Very high  Justification:  education or training in a given field  professional experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies,  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |

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| 1. **Competence to manage risks inherent in the Bank's operations[[10]](#footnote-11)** - to the extent enabling the candidate to perform the supervisory function. | | | | | |
| No | Competence  Description | Competence level  (self-assessment – to be completed by the candidate)[[11]](#footnote-12) | Recommendation concerning the candidate’s competence level made by the shareholder proposing the candidate[[12]](#footnote-13)[[13]](#footnote-14) | Minimum level of competences recommended by the Bank | Summary of information on the candidate’s self-assessment and the shareholder's recommendation – to be completed by the shareholder proposing the candidate[[14]](#footnote-15) |
| 1. | **Business model area:** business risk, strategic risk, macroeconomic risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[15]](#footnote-16)  High[[16]](#footnote-17)  Very high | meets the criterion  does not meet the criterion |
| 2. | **Credit risk area:** Credit risk area: credit risk, concentration risk, risk of collective default by borrowers, counterparty risk, settlement/delivery risk, foreign currency lending risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[17]](#footnote-18)  High[[18]](#footnote-19)  Very high | meets the criterion  does not meet the criterion |
| 3. | **Market risk area**: position risk, currency risk, commodity price risk, risk of credit valuation adjustment, interest rate risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[19]](#footnote-20)  High[[20]](#footnote-21)  Very high | meets the criterion  does not meet the criterion |
| 4. | **Operational risk area:** business risk, ICT risk[[21]](#footnote-22), legal risk, model risk, AML risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[22]](#footnote-23)  High[[23]](#footnote-24)  Very high | meets the criterion  does not meet the criterion |
| 5. | **Liquidity and financing area:** liquidity risk, market liquidity risk, intraday liquidity risk, liquidity concentration risk, financing risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[24]](#footnote-25)  High[[25]](#footnote-26)  Very high | meets the criterion  does not meet the criterion |
| 6. | **Capital management area:** risk of excessive leverage, insolvency risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[26]](#footnote-27)  High[[27]](#footnote-28)  Very high | meets the criterion  does not meet the criterion |
| 7. | **Management area:** compliance risk, reputational risk | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[28]](#footnote-29)  High[[29]](#footnote-30)  Very high | meets the criterion  does not meet the criterion |
| 8. | **Systemic risk area:** systemic risk, contagion risk. | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory, bodies or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[30]](#footnote-31)  High[[31]](#footnote-32)  Very high | meets the criterion  does not meet the criterion |
| 9. | **ESG risk**[[32]](#footnote-33)  (applicable to all areas, as far as the risks attributed to the areas are concerned) | None  Basic  Medium  High  Very high  Justification:  education in the field of specific risks or knowledge of such risks  professional and/or academic experience, including that related to the exercise of managerial functions or functions in governing or supervisory bodies, or participation in risk committees  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium[[33]](#footnote-34)  High[[34]](#footnote-35)  Very high | meets the criterion  does not meet the criterion |

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| 1. **Competence involving skillful supervision of the Management Board’s activities with regard to the Bank's main business areas** | | | | | |
| No | Competence  Description | Competence level  (self-assessment – to be completed by the candidate)[[35]](#footnote-36) | Recommendation concerning the candidate’s competence level made by the shareholder proposing the candidate[[36]](#footnote-37)[[37]](#footnote-38) | Minimum level of competences recommended by the Bank | Summary of information on the candidate’s self-assessment and the shareholder's recommendation – to be completed by the shareholder proposing the candidate[[38]](#footnote-39) |
| 1. | **President of the Management Board area**  (macroeconomic strategy and analysis, internal audit, security, compliance risk, conduct risk, reputational risk, legal service, human resources management, communications and marketing, corporate governance) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 2. | **Finance and Accounting area**  (financial planning and controlling, accounting and financial reporting, taxes) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 3. | **Administrative area**  (purchase and management of the Bank’s real estate) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 4. | **Corporate and Enterprise Banking area**  (institutional banking, creation of treasury product offers and the Bank’s own activities in the financial market, creation of product offers for businesses and enterprises, as well as customers of corporate banking and public sector, sale of products to such customers, excluding businesses) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 5. | **Retail and Business Banking area**  (creation of product offers for private individuals, which includes the shaping of offers comprised of investment and insurance banking products, sale of products and service of private individuals and businesses, service of enterprises) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 6. | **Operations and International Banking area**  (handling of operations, customer advocacy function, provision of custody services, sale of products and service of international banking customers, customer service using means of remote communication, product administration and cash management) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 7. | **Technology area**  (IT and cybersecurity) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
| 8. | **Risk Management area**  (management of all types of risk relating to the Bank’s operations, excluding compliance risk, conduct risk and reputational risk, as well as restructuring and debt recovery) | None  Basic  Medium  High  Very high  Justification:  area-specific education or training  professional experience related to the exercise of functions in governing or supervisory bodies, involving matters specific to the area concerned  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  positive opinion issued by the Council for companies with Treasury shareholding and state legal persons  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |

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| 1. **Personal competences** | | | | | |
| No | Competence  Description | Competence level  (self-assessment – to be completed by the candidate)[[39]](#footnote-40) | Recommendation concerning the candidate’s competence level made by the shareholder proposing the candidate[[40]](#footnote-41)[[41]](#footnote-42) | Minimum level of competences recommended by the Bank | Summary of information on the candidate’s self-assessment and the shareholder's recommendation – to be completed by the shareholder proposing the candidate[[42]](#footnote-43) |
|  | **Authenticity**  The candidate for a Supervisory Board member is consistent in his/her words and deeds and behaves in accordance with own stated values and beliefs. The candidate for a Supervisory Board member openly communicates his/her intentions, ideas and feelings, encourages an environment of openness and honesty, and correctly informs his/her supervisor about the actual situation, thus acknowledging existing risks and problems. | I meet the criterion  I do not meet the criterion  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | meets the criterion  does not meet the criterion  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | meets the criterion/has the competence  does not meet the criterion | meets the criterion  does not meet the criterion |
|  | **Language**  The candidate for a Supervisory Board member is able to communicate orally in a structured and conventional way and to write in the national language or the working language of the institution’s location. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Decisiveness**  The candidate for a Supervisory Board member takes timely and well-informed decisions, by acting promptly or by committing to a particular course of action, for example by expressing his/her views and not procrastinating. | I meet the criterion  I do not meet the criterion  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | meets the criterion  does not meet the criterion  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | meets the criterion/has the competence  does not meet the criterion | meets the criterion  does not meet the criterion |
|  | **Communication**  The candidate for a Supervisory Board member is capable of conveying a message in an understandable and socially acceptable manner and in an appropriate form. He/she focuses on providing and obtaining clear and transparent information and encourages active feedback. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Judgement**  The candidate for a Supervisory Board member is capable of adequately assessing information and different courses of action and arriving at logical conclusions. He/she examines, recognises and understands the essential issues. He/she has the ability to assess a situation in a comprehensive manner, beyond the perspective of the position held, especially when dealing with problems that may jeopardise the continuity of the enterprise. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Customer care and high standards**  The candidate for a Supervisory Board member focuses on providing high standards and, wherever possible, finding ways of improving them. Specifically: the candidate withholds consent to the development and marketing of products and services and to the incurrence of capital expenditure in circumstances where he/she is unable to properly gauge the risks due to the lack of understanding of the structure, principles or basic assumptions of the proposed solution. He/she identifies and studies customers' expectations and needs and arranges for the communication of correct, complete and balanced information to customers. In particular, the candidate takes into account the value of the product for the customer, as well as the relevance and appropriateness of the product. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Leadership skills**  The candidate for a Supervisory Board member provides direction and guidance to the group, fosters teamwork, motivates staff and ensures that they have the professional competences appropriate to their functions or necessary to achieve their goals. He/she is receptive to criticism and provides scope for critical debate. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Loyalty**  The candidate for a Supervisory Board member identifies with the organisation and demonstrates involvement. The candidate shows that he/she is able to devote sufficient time to the job and can discharge his/her duties properly, defends the interests of the organisation and operates in an objective and critical manner. He/she identifies and anticipates potential conflicts of interest. | I meet the criterion  I do not meet the criterion  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | meets the criterion  does not meet the criterion  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | meets the criterion/has the competence  does not meet the criterion | meets the criterion  does not meet the criterion |
|  | **External awareness**  The candidate for a Supervisory Board member monitors on an ongoing basis the state of the organisation, the power bases within the organisation and the adopted methods of operation. He/she is well versed in the prevailing domestic and global economic situation (including financial, economic and social development) which may have an impact on the organisation and the interests of the various stakeholders. At the same time, the candidate for a Supervisory Board member is able to make effective use of this information. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Negotiating**  The candidate for a Supervisory Board member identifies and reveals interests in a manner designed to build consensus in pursuing the negotiation objectives. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Persuasion**  The candidate for a Supervisory Board member is capable of influencing the views of others by exercising his/her persuasive powers and tapping into his/her natural authority and tact. He/she has a strong personality and is capable of standing firm. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Teamwork**  The candidate for a Supervisory Board member is aware of the group interest and contributes to the common objective; he/she is able to function as part of the group. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Strategic acumen**  The candidate for a Supervisory Board member is capable of creating and developing viable plans and strategies for future development (e.g. by applying scenario analysis), which translates into the ability to set long-term goals. He/she takes proper account of risks to which the organisation is exposed and applies appropriate measures to control them. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Resistance to stress**  The candidate for a Supervisory Board member is resilient and able to act logically, even under great pressure and in times of uncertainty. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |
|  | **Sense of responsibility**  The candidate for a Supervisory Board member understands internal and external conditions and motivations, evaluates them carefully and takes them into account. He/she is able to draw conclusions and realises that his/her actions affect the interests of stakeholders. | I meet the criterion  I do not meet the criterion  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | meets the criterion  does not meet the criterion  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | meets the criterion/has the competence  does not meet the criterion | meets the criterion  does not meet the criterion |
|  | **Chairing meetings**  The candidate for a Supervisory Board member is capable of chairing meetings efficiently and effectively, by creating an open atmosphere and encouraging everyone to participate in them on an equal footing; he/she is aware of other people’s duties and responsibilities. | None  Basic  Medium  High  Very high  Justification:  previous work experience demonstrating that the candidate has the requisite competences  other:……………………… | None  Basic  Medium  High  Very high  Justification:  consistent with the justification provided by the candidate for a Supervisory Board member  other:……………………… | None  Basic  Medium  High  Very high | meets the criterion  does not meet the criterion |

|  |  |
| --- | --- |
| Date and signature of the candidate for a Supervisory Board member: |  |

|  |  |
| --- | --- |
| Date and signature of the representative of the shareholder proposing the candidate for a Supervisory Board member: |  |

1. Choose one of the options and provide a justification based on the self-assessment of the candidate for a Supervisory Board member, in particular taking into account the candidate’s professional and academic achievements. [↑](#footnote-ref-2)
2. The recommendation is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-3)
3. Choose one of the options and provide a justification, in particular if the assessment differs from the self-assessment made by the candidate for a Supervisory Board member. [↑](#footnote-ref-4)
4. The summary of information on the assessment criterion is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-5)
5. As far as possible, for each competence provide documents evidencing its possession by the candidate for a Supervisory Board member. [↑](#footnote-ref-6)
6. High level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-7)
7. High level is recommended for members of the Supervisory Board’s Audit Committee [↑](#footnote-ref-8)
8. High level is recommended for members of the Supervisory Board’s Audit Committee [↑](#footnote-ref-9)
9. High level is recommended for members of the Supervisory Board’s Audit Committee [↑](#footnote-ref-10)
10. For information purposes, the following risks were recognised as material in the Bank’s Capital Group: credit risk, risk of mortgage loans in foreign currencies for households, foreign exchange risk, interest rate risk, liquidity risk (including financing risk), operational risk, business risk (strategic risk), macroeconomic risk and model risk. [↑](#footnote-ref-11)
11. Choose one of the options and provide a justification based on the self-assessment of the candidate for a Supervisory Board member, in particular taking into account the candidate’s professional and academic achievements. [↑](#footnote-ref-12)
12. The assessment is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-13)
13. Choose one of the options and provide a justification, in particular if the assessment differs from the self-assessment made by the candidate for a Supervisory Board member. [↑](#footnote-ref-14)
14. The assessment summary is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-15)
15. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-16)
16. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-17)
17. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-18)
18. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-19)
19. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-20)
20. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-21)
21. Risks associated with information and communication technologies [↑](#footnote-ref-22)
22. Average level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-23)
23. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-24)
24. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-25)
25. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-26)
26. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-27)
27. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-28)
28. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-29)
29. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-30)
30. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-31)
31. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-32)
32. **ESG risk -** the risk of negative financial consequences that may materialise at the Bank as a result of current or future impact of ESG factors on the Bank’s customers and counterparties or on its balance sheet items. The Bank manages ESG risk as part of its management of other types of risk as, due to its nature, the ESG risk is not a separate type of risk, but rather a cross-cutting one that affects the Bank’s individual risks listed above; The objective of ESG risk management is to support the sustainable development and create the Bank’s long-term value, in line with the Bank’s Strategy, by managing the impact of ESG factors in an integrated way.

    The following aspects are taken into account as part of ESG risk management:

    the impact of ESG factors on the Bank’s operations, financial results and development,

    the impact of the Bank’s activities on society and the environment.

    ESG factors: environmental, social and governance factors that may have a positive or negative impact on the Bank's customers and counterparties or on its balance sheet items. ESG factors with a negative impact are referred to as ESG risk factors. [↑](#footnote-ref-33)
33. Average level is recommended for members of the Supervisory Board’s Risk Committee [↑](#footnote-ref-34)
34. High level is recommended for the Chairman of the Supervisory Board’s Risk Committee [↑](#footnote-ref-35)
35. Choose one of the options and provide a justification based on the self-assessment of the candidate for a Supervisory Board member, in particular taking into account the candidate’s professional and academic achievements. [↑](#footnote-ref-36)
36. The assessment is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-37)
37. Choose one of the options and provide a justification, in particular if the assessment differs from the self-assessment made by the candidate for a Supervisory Board member. [↑](#footnote-ref-38)
38. The assessment summary is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-39)
39. Choose one of the options and provide a justification based on the self-assessment of the candidate for a Supervisory Board member, in particular taking into account the candidate’s professional and academic achievements. [↑](#footnote-ref-40)
40. The assessment is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-41)
41. Choose one of the options and provide a justification, in particular if the assessment differs from the self-assessment made by the candidate for a Supervisory Board member. [↑](#footnote-ref-42)
42. The assessment summary is part of the justification of the suitability of the candidate for a member of the Bank’s Supervisory Board made by the shareholder proposing the candidate as referred to in § 22 of the Regulations of the General Meeting. [↑](#footnote-ref-43)