

Collective Suitability Assessment

Questionnaire for the purpose of assessing the Management Board's suitability as a whole

Basic data of the Body	
Entity:	
Authority:	
Assessment date:	
Reasons for conducting the assessment:	
Date of previous assessment:	
Composition of the body (full names):	
Comments:	

Collective suitability assessment

Competences related to Bank management

Entity:	0
Authority:	0
Assessment date:	0

	0	0	0	0	0	0	0	0	0	0	Minimum level in the leader	actual:	Minimum level in the vice-leader	actual:	Average level in the body	actual:	Minimum level in the in the body	actual:	Summary
Market knowledge The person assessed knows the financial market in general, with particular emphasis on the banking sector and the knowledge of the Polish market.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Knowledge of legal requirements and regulatory frameworks The assessed person is familiar with the regulations, recommendations of supervisory authorities and codes of good practice governing operations in the banking sector.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Strategic planning (having management skills) The assessed person understands the institution's business strategy/business plan and can implement them.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Knowledge of management system, including risk management The assessed person understands the methodology of risk management – identifying, assessing, monitoring, controlling and minimising the major risks affecting the institution.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Accounting and financial audit The assessed person has current knowledge of accounting, accounting standards and financial auditing.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Supervision, control and internal audit I understand the principles and standards of the audit and internal control system.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Interpretation of financial information (having financial and accounting skills) The assessed person is able to interpret financial data and accounting data, can carry out an analysis and draw conclusions on the basis of presented data, necessary to manage the entity while taking into account the market situation.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Knowledge of Polish The assessed person has a proven command of the Polish language, communicates efficiently in Polish with the employees (both on everyday and industry-related matters), understands the matters discussed during the meeting of the authority; is able to use Polish in presentations and speeches during conferences, workshops or key meetings. Has a proven command of the Polish language, communicates efficiently in Polish with the employees (both on everyday and industry-related matters), understands the matters discussed during the meeting of the authority; is able to use Polish in presentations and speeches during conferences, workshops or key meetings.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Other – which (please enter):												0 - Brak		0 - Brak		0 - Brak		0 - Brak	Spełnia

	Assessment	Date
Initial Suitability Assessment by the Human Resources Division		
Recommendation on Suitability Assessment by the Appointments and Remuneration Committee		
Suitability Assessment		

Collective suitability assessment

competences in core business areas/business lines

Entity:	0
Authority:	0
Assessment date:	0

	0	0	0	0	0	0	0	0	0	Minimum level in the leader	actual:	Minimum level in the vice-leader	actual:	Average level in the body	actual:	Minimum level in the in the body	actual:	Summary
Retail Banking										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
SME Banking										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Corporate Banking										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Private and Investment Banking										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Strategy and Transformation										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Finance										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Risk Management										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Technology & Operations										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia
Areas of support										4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia

	Assessment	Date
Initial Suitability Assessment by the Human Resources Division		
Recommendation on Suitability Assessment by the Appointments and Remuneration Committee		
Suitability Assessment		

Collective suitability assessment

Personal competences

Entity: 0
 Authority: 0
 Assessment date: 0

	0										Minimum level in the leader	actual:	Minimum level in the vice-leader	actual:	Average level in the body	actual:	Minimum level in the in the body	actual:	Summary	
	0	0	0	0	0	0	0	0	0	0										
Authenticity The behaviour of the person assessed is consistent with the intentions communicated as well as his/her values and beliefs. Openly communicates his/her intentions, ideas and opinions to the extent consistent with the needs and expectations of the role and while maintaining the security and confidentiality of the information. The assessed person provides factual information to the supervisor, taking into account risks and difficulties. Encourages others to be open and honest about their tasks and the situation in their managed area.																				
Language The person assessed communicates orally and in writing in a clear and organised manner and in accordance with the accepted social and corporate norms driven by the organisational culture in his/her native language or in the language used at work in the location of the institution.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Firmness The assessed person makes decisions in a timely manner, acting in accordance with an agreed schedule or, if there is no such schedule, as soon as possible taking into account current priorities. When making decisions, he/she relies on the available information.																				
Communication The assessed person conducts communication in a manner that enables clear and transparent information to be given and received. His/her behaviour encourages and gives the interlocutor the space to formulate feedback.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Judgement The assessed person draws conclusions based on an analysis of available information and the possible courses of action. He/she considers the situation holistically, beyond the perspective of his/her position, especially when dealing with problems that may threaten the continuity of the company's operations.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Customer care and high standards The assessed person focuses on ensuring high standards and, where possible, finding ways to raise them. Specifically: refuses to authorise the development and marketing of products and services and incurring capital expenditures in circumstances where he/she is unable to adequately measure the risk due to a lack of understanding of the structure, principles or underlying assumptions of the proposed solution. Identifies and researches customer expectations and needs and ensures that correct, complete and understandable information is provided to customers. Takes into account in particular the value of the product to the customer and the relevance and suitability of the product.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Leadership skills / team leadership When managing a subordinate team and project work, the assessed person indicates the directions of activity, supports teamwork, motivates employees and ensures that they have the professional competencies appropriate to their functions or necessary for achieving the objectives set. Accepts feedback and demonstrates an attitude of openness to engage in a constructive discussion.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Loyalty The assessed person's behaviour demonstrates that he or she identifies with the organisation, its vision and goals, and demonstrates commitment. Spends adequate time on the job and completes his/her tasks as expected. Defends the interests of the organisation and acts in an objective and critical manner. Recognises and anticipates potential conflicts of interest and takes actions aimed at mitigating their negative impact on the company's operations.																				
External awareness The assessed person continuously monitors the state of the organisation, the prevailing balance of power within it and operating methods adopted. Is well versed in the prevailing national and international economic situation (including financial, economic and social developments) that may affect the organisation and the interests of the individual entities. At the same time, he/she uses this information effectively.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Negotiations The assessed person identifies and discloses interests in a manner designed to achieve consensus in pursuit of negotiation objectives.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Persuasion The assessed person is able to influence the opinions of others using persuasive skills, authority and fact. He/she has a strong personality and remains relentless in all situations where it is justified.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Teamwork The assessed person acts based on the interest of the group and contributes to a common goal.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Strategic skills The assessed person creates and develops realistic plans and strategies for the development of the company (e.g. using scenario analysis), taking into account long-term objectives. Strategic plans consider the risks to which the organisation is exposed and take appropriate steps to manage those risks.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Resistance to stress The assessed person understands and takes into account in decision making the internal and external conditions that form the context in which the enterprise operates. When making decisions and taking actions, he/she takes into account their impact on stakeholders.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Sense of responsibility The assessed person understands and takes into account in decision making the internal and external conditions that form the context in which the enterprise operates. When making decisions and taking actions, he/she takes into account their impact on stakeholders.																				
Chairing meetings When chairing meetings, the assessed person creates an atmosphere of openness and encourages participants to take part on equal terms, and ensures that the meetings run smoothly. He/she has knowledge of the tasks and responsibilities of the participants.											4 - V. high	0 - Brak	3 - High	0 - Brak	2 - Medium	0 - Brak	2 - Medium	0 - Brak	Nie spełnia	
Other risks specific to the Bank Which (please enter)												0 - Brak		0 - Brak		0 - Brak		0 - Brak	Spełnia	

	Assessment	Date
Initial Suitability Assessment by the Human Resources Division		
Recommendation on Suitability Assessment by the Appointments and Remuneration Committee		
Suitability Assessment		

Collective suitability assessment	
Time commitment	
Entity:	0
Authority:	0
Assessment date:	0
Number of meetings in the past 24 months:	
Average level of attendance at meetings (%):	

	Assessment	Date
Initial Suitability Assessment by the Human Resources Division		
Recommendation on Suitability Assessment by the Appointments and Remuneration Committee		
Suitability Assessment		