



Annex No 7 to the Policy

The expected level of the Suitability Assessment for selected functions of the Bank's Statutory Bodies

I. Individual requirements related to performing certain functions

- 1) In the case of the Chairman of the Supervisory Board, a very high level of the following competencies is expected:
 - a. Leadership skills / team leadership,
 - b. Chairing meetings.
- 2) In the case of the President of the Management Board, a very high level of the following competencies is expected:
 - a. Leadership skills / team leadership,
 - b. Chairing of meetingsand at least a high level of the following competencies:
 - a. Strategic planning,
 - b. Market knowledge.
- 3) As regards the Vice President of the Bank's Management Board supervising the Risk Management Division, the following competencies are expected to be at a very high level:
 - a. Knowledge of the management system, including risk managementand at least a high level of competencies with regard to risk management in most risk areas.
- 4) As regards the Vice President of the Bank's Management Board supervising the Finance Division, the following competencies are expected to be at a very high level:
 - a. Accounting and financial auditing,
 - b. Interpreting financial information (having skills in finance and accounting).



- II. Requirements to ensure that the Statutory Body of the Bank collectively holds a certain level of competencies**
- 1) For Bank management competencies, management of core areas of the Bank and personal competencies, it is expected that:
 - a. in the case of each category of competencies subject to the assessment, the so-called “leader” in its scope, i.e. a member of the Bank's Statutory Body whose competencies in the given category were assessed the highest, will be rated at the very high level on the rating scale adopted by the Bank,
 - b. in the case of each category of competencies subject to assessment, the so-called “vice leader” in its scope, i.e. a member of the Bank's Statutory Body whose competencies in a given category were assessed the highest after the “leader” referred to in item a, will be assessed at least at a high level on the rating scale adopted by the Bank,
 - c. for each category of competencies subject to the assessment, all other members of the Bank's Statutory Body will be assessed at the minimum average level on the rating scale adopted by the Bank.
 - 2) For risk management competencies, it is expected that:
 - a. in the case of at least 75% of the categories of competencies subject to the assessment, the so-called “leader” in its scope, i.e. a member of the Bank's Statutory Body whose competencies in a given category have been assessed the highest, will be rated at a very high level on the rating scale adopted by the Bank, and in the case of the remaining categories of competencies subject to assessment, the “leader” will be rated at least at the high level on the rating scale adopted by the Bank,
 - b. in the case of each category of competencies subject to assessment, the so-called “vice leader” in its scope, i.e. a member of the Bank's Statutory Body whose competencies in a given category were assessed the highest after the “leader” referred to in item a, will be assessed at least at a high level on the rating scale adopted by the Bank,
 - c. for each category of competencies subject to the assessment, all other members of the Bank's Statutory Body will be assessed at the minimum average level on the rating scale adopted by the Bank.