

Collective Suitability Assessment

Basic data of the Body	
Entity:	BNP Paribas Bank Polska S.A.
Body:	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
	(person 5)
	(person 6)
	(person 7)
	(person 8)
	(person 9)
	(person 10)
Comments:	

Basic data of the Audit Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Basic data of the Appointment Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Basic data of the Remuneration Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Basic data of the Risk Committee	
Date of the assessment:	
Reasons for the assessment:	
Date of the previous assessment:	
Composition of the Body (first names and surnames):	(person 1)
	(person 2)
	(person 3)
	(person 4)
Comments:	

Collective Suitability Assessment																				
Bank management requirements																				
											Entity:	BNP Paribas Bank Polska S.A.								
											Body:	0								
											Date of the assessment:	0								
		(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
	Knowledge of the market											0 - NA		0 - NA		0 - NA		0 - NA		
	Knowledge of legal requirements and regulatory framework											0 - NA		0 - NA		0 - NA		0 - NA		
	Strategic planning (having management skills)											0 - NA		0 - NA		0 - NA		0 - NA		
	Knowledge of the management system, including risk management											0 - NA		0 - NA		0 - NA		0 - NA		
	Accounting and financial audit											0 - NA		0 - NA		0 - NA		0 - NA		
Supervision, control and internal audit											0 - NA		0 - NA		0 - NA		0 - NA			
Interpretation of financial information (financial and accounting skills)											0 - NA		0 - NA		0 - NA		0 - NA			
Command of the Polish language											0 - NA		0 - NA		0 - NA		0 - NA			
Other – what (please enter):											0 - NA		0 - NA		0 - NA		0 - NA			

Score scale

4 - Very high

3 - High

2 - Average

1 - Basic

0 - NA

Always exhibits described behaviours, can easily give examples of situations and people when/with whom he exercised such level of the competence.

Almost always exhibits described behaviours, can easily give examples of situations and people when/with whom he exercised such level of the competence.

Usually exhibits described behaviours.

Makes efforts and as a result sometimes exhibits described behaviours.

Rarely or never exhibits described behaviours.

Collective Suitability Assessment																			
Risk management requirements																			
										Entity:	BNP Paribas Bank Polska S.A.								
										Body:	0								
										Date of the assessment:	0								
	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
Risks vital in the banking sector																			
Business model area: business risk												0 - NA		0 - NA		0 - NA		0 - NA	
Business model area: strategic risk												0 - NA		0 - NA		0 - NA		0 - NA	
Credit risk area: credit risk												0 - NA		0 - NA		0 - NA		0 - NA	
Credit risk area: concentration risk												0 - NA		0 - NA		0 - NA		0 - NA	
Credit risk area: risk of collective default of borrowers												0 - NA		0 - NA		0 - NA		0 - NA	
Credit risk area: counterparty risk												0 - NA		0 - NA		0 - NA		0 - NA	
Credit risk area: settlement/delivery risk												0 - NA		0 - NA		0 - NA		0 - NA	
Credit risk area: foreign currency credit risk												0 - NA		0 - NA		0 - NA		0 - NA	
Market risk area: position risk												0 - NA		0 - NA		0 - NA		0 - NA	
Market risk area: currency risk												0 - NA		0 - NA		0 - NA		0 - NA	
Market risk area: commodity price risk												0 - NA		0 - NA		0 - NA		0 - NA	
Market risk area: risk of interest rate credit valuation adjustment												0 - NA		0 - NA		0 - NA		0 - NA	
Operational risk area: risk of conducting business activities												0 - NA		0 - NA		0 - NA		0 - NA	
Operational risk area: IT risk												0 - NA		0 - NA		0 - NA		0 - NA	
Operational risk area: legal risk												0 - NA		0 - NA		0 - NA		0 - NA	
Operational risk area: model risk												0 - NA		0 - NA		0 - NA		0 - NA	
Operational risk area: AML risk												0 - NA		0 - NA		0 - NA		0 - NA	
Liquidity and financing area: liquidity risk												0 - NA		0 - NA		0 - NA		0 - NA	
Liquidity and financing area: market liquidity risk												0 - NA		0 - NA		0 - NA		0 - NA	
Liquidity and financing area: Intra-day liquidity risk												0 - NA		0 - NA		0 - NA		0 - NA	
Liquidity and financing area: liquidity concentration risk												0 - NA		0 - NA		0 - NA		0 - NA	
Liquidity and financing area: financing risk												0 - NA		0 - NA		0 - NA		0 - NA	
Capital management area: excessive financial leverage risk												0 - NA		0 - NA		0 - NA		0 - NA	
Capital management area: insolvency risk												0 - NA		0 - NA		0 - NA		0 - NA	
Management area: non-compliance risk												0 - NA		0 - NA		0 - NA		0 - NA	
Management area: reputation risk												0 - NA		0 - NA		0 - NA		0 - NA	
Management area: reputation risk												0 - NA		0 - NA		0 - NA		0 - NA	
Systemic risk area: systemic risk												0 - NA		0 - NA		0 - NA		0 - NA	
Systemic risk area: contagion risk												0 - NA		0 - NA		0 - NA		0 - NA	
Risks specific to the Bank																			
What risks? (Please enter)											0 - NA		0 - NA		0 - NA		0 - NA		

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(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary
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Entity:

BNP Paribas Bank Polska S.A.

Body:

0

Date of the assessment:

0

Collective Suitability Assessment																				
Requirements for the main business areas/business lines																				
											Entity:		BNP Paribas Bank Polska S.A.							
											Body:		0							
											Date of the assessment:		0							
	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader	achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary	
CIB banking											0 - NA		0 - NA		0 - NA		0 - NA			
Retail and Business Banking											0 - NA		0 - NA		0 - NA		0 - NA			
SME and Corporate Banking											0 - NA		0 - NA		0 - NA		0 - NA			
Personal Finance Banking											0 - NA		0 - NA		0 - NA		0 - NA			
Finance											0 - NA		0 - NA		0 - NA		0 - NA			
New Technologies and Cyber Security											0 - NA		0 - NA		0 - NA		0 - NA			
Operations and Business Support											0 - NA		0 - NA		0 - NA		0 - NA			
Risk											0 - NA		0 - NA		0 - NA		0 - NA			
Transformation and Integration											0 - NA		0 - NA		0 - NA		0 - NA			
Bank Management and Strategy											0 - NA		0 - NA		0 - NA		0 - NA			
Human Resources Management											0 - NA		0 - NA		0 - NA		0 - NA			

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Collective Suitability Assessment																						
Behavioural requirements																						
											Entity:	BNP Paribas Bank Polska S.A.										
											Body:	0										
											Date of the assessment:	0										
	(person 1)	(person 2)	(person 3)	(person 4)	(person 5)	(person 6)	(person 7)	(person 8)	(person 9)	(person 10)	Minimum level for the leader	achievement:	Minimum level for the vice-leader		achievement:	Average level in the body	achievement:	Minimum level in the body	achievement:	Summary		
	Authenticity																					
	Language																					
	Firmness																					
	Communication																					
	Judgment																					
Customer care and high standards																						
Leadership abilities/team management																						
Loyalty																						
External awareness																						
Negotiations																						
Persuasion																						
Team work																						
Strategic skills																						
Stress resistance																						
Feeling of responsibility																						
Chairing the meetings																						

Score scale

4 - Very high

3 - High

2 - Average

1 - Basic

0 - NA

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Collective Suitability Assessment

Dedicating time

Entity:	BNP Paribas Bank Polska S.A.
Body:	0
Date of the assessment:	0
Number of meetings in the last 24 months:	
Average turnout at meetings (%):	

Collective Suitability Assessment											
Independence (concerns the Supervisory Board)											
										Entity: BNP Paribas Bank S.A.	
										Date of the assessment: 0	
	(osoba 1)	(osoba 2)	(osoba 3)	(osoba 4)	(osoba 5)	(osoba 6)	(osoba 7)	(osoba 8)	(osoba 9)	(osoba 10)	Summary
Meeting the criterion of being independent											

Collective Suitability Assessment									
Assessment of the Audit Committee									
		Entity:		BNP Paribas Bank S.A.					
		Date of the assessment:		0					
		(person 1)	(person 2)	(person 3)	(person 4)				
Independence						Summary			
						The majority of members, including the chairperson, meet the criterion of independence.			
Accounting knowledge:									
Accounting skills:									
Total accounting knowledge and skills:	0-Nie	0-Nie	0-Nie	0-Nie		At least one member has accounting knowledge and skills.			
Knowledge of financial statements auditing:									
Skills in financial statements auditing:									
Total knowledge of and skills in financial statements auditing:	0-Nie	0-Nie	0-Nie	0-Nie		At least one member has knowledge of and skills in financial statements auditing.			
Knowledge of banking:									
Banking skills:									
Total banking knowledge and skills:	0-Nie	0-Nie	0-Nie	0-Nie		At least one member has banking knowledge and skills.			
						Summary			

Collective Suitability Assessment					
Assessment of the Appointment Committee					
Entity:		BNP Paribas Bank S.A.			
Date of the assessment:		0			
	(person 1)	(person 2)	(person 3)	(person 4)	
Independence					
Knowledge of and experience in the Bank's operations					
Knowledge and skills in relation to the selection process and qualification requirements					
Summary					

Collective Suitability Assessment					
Assessment of the Remuneration Committee					
Entity:		BNP Paribas Bank S.A.			
Date of the assessment:		0			
	(person 1)	(person 2)	(person 3)	(person 4)	
Independence					
Knowledge and experience in the field of remuneration policy and practice					
Knowledge and experience related to remuneration with respect to risk management and risk control (i.e., with respect to the use of the mechanism to adjust the remuneration structure to the Bank's risk profile and capital)					
Summary					

Collective Suitability Assessment					
Assessment of the Appointment Committee					
Entity:		BNP Paribas Bank S.A.			
Date of the assessment:		0			
	(person 1)	(person 2)	(person 3)	(person 4)	<div>Summary</div> <div>The majority of members, including the chairperson, should be independent.</div> <div>At least one member has knowledge of and experience in the Bank's operations.</div> <div>Summary</div>
Independence					
Knowledge and skills in relation to the risk management practices and control mechanisms					