**FIT AND PROPER QUESTIONNAIRE**

Name of the supervised entity: ……………………………………………....

Name(s) of the signatory (or signatories): …………………………….……

Position(s) in the supervised entity: ………………………………………..

Signature(s): ……………………………………………………………….….

Date: ……………………………………………………………………….…..

# Identity of the supervised entity and appointee

IMPORTANT: throughout Section 1 “you” means “the appointee”

| Information on the supervised entity |
| --- |
| Name of the supervised entity | Free text |
| Legal Entity Identifier Code | Free text |
| National company code | Free text |
| Is the supervised entity a “CRD significant institution”[[1]](#footnote-2) in accordance with national law?[[2]](#footnote-3) | ☐ Yes☐ No☐ Not applicable |
| Governance structure of the supervised entity[[3]](#footnote-4) | ☐ One-tier structure☐ Two-tier structure☐ Other structure |
| If “Other structure” is selected, please specify which governance structure is adopted | Free text |
| Contact person within the supervised entity (name/email/phone number) | Free text |

| Information on the appointee |
| --- |
| AName |
| Gender | ☐ Male☐ Female☐ Other |
| Family name | Free text |
| First name | Free text |
| Middle name(s) | Free text |
| Have you had or used other names at any time? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details, specifying all names that you have ever used (e.g. family name at birth, other legal names, assumed names) |
| Gender | ☐ Male☐ Female☐ Other |
| Family name | Free text |
| First name | Free text |
| Middle name(s) | Free text |
| Date of name change | (YYYY-MM) |

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| --- |
| BCurrent residence |
| Address | Free text |
| Postcode and city | Free text |
| Country | Free text |
| Start date of residence at this address: | (YYYY-MM) |
| Have you lived in a country other than your current country of residence at any time during the past five years? | ☐ Yes☐ No |
| If “Yes” is selected, please specify which country (or countries) and the period(s) of residence. | Free text |
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| --- |
| COther information on the appointee |
| Date of birth | (YYYY-MM-DD) |
| Place of birth | Free text |
| Country | Free text |
| Nationality (or nationalities) | Free text |
| Number of current valid identity document or passport | Free text |
| Issuing country | Free text |
| Expiry date | (YYYY-MM-DD) |
| Contact phone number (including country code) | Free text |
| Email address | Free text |

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| DPrevious supervisory assessments |
| Have you ever been subject to any supervisory assessment in the financial sector (including assessments for functions abroad[[4]](#footnote-5))? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details on any supervisory assessments that the appointee has been subject to in the financial sector in the last five years, carried out by any supervisory authority in the financial sector. |
| Competent authority involved | Institution involved | Function involved |
| Free text | Free text | Free text |
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| Start date of the term of office | End date of the term of office | Date of the decision (if not applicable, date of application for an assessment) |
| (YYYY-MM) | (YYYY-MM) | (YYYY-MM-DD) |
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| If any previous assessment has resulted in a negative decision, withdrawal of authorisation, or a positive assessment but with conditions, recommendations or obligations, please explain the reasons for thisFree text |

# Function for which the questionnaire is submitted

|  |
| --- |
| Information on the function for which the questionnaire is submitted |
| State the name of the function (to be) heldFree text |
| Select whether the function is executive, non-executive[[5]](#footnote-6), key function holder or branch manager | ☐ Executive☐ Non-executive☐ Key function holder☐ Branch manager |
| Select the specific function(s)  | ☐ Chair of the supervisory board☐ Deputy chair of the supervisory board☐ Member of the supervisory board☐ Independent member of the supervisory board☐ Chair of the board of directors☐ Deputy chair of the board of directors☐ Member of the board of directors☐ Independent member of the board of directors☐ Chair of the management body in its supervisory function☐ Chair of the management body in its executive function☐ Deputy chair of the management body in its supervisory function☐ Deputy chair of the management body in its executive function☐ Member of the management body in its supervisory function☐ Member of the management body in its executive function☐ CEO☐ Deputy CEO☐ General manager☐ Executive manager☐ Director general☐ CFO☐ CRO☐ CFRO☐ CIO☐ COO☐ Chair of the risk committee☐ Member of the risk committee☐ Chair of the remuneration committee☐ Member of the remuneration committee☐ Chair of the nomination committee☐ Member of the nomination committee☐ Chair of the audit committee☐ Member of the audit committee☐ Head of risk☐ Head of compliance☐ Head of audit☐ Statutory auditor of the board of statutory auditors☐ Procurator |
| Provide a detailed description of the duties, responsibilities and reporting lines of the function. Please specify which other functions, if any, the appointee will exercise within the supervised entityFree text |
| Specify whether the appointee will be qualified as a formal independent[[6]](#footnote-7) member of the management body in its supervisory function | ☐ Yes☐ No☐ Not applicable |
| Is the application for the renewal of an appointment? | ☐ Yes☐ No |
| Additional details about the (planned) start date and length of the term of office[[7]](#footnote-8) |
| (Planned) date of the formal decision on the appointment issued by the competent governance body of the supervised entity | (YYYY-MM-DD) |
| (Planned) start date of the term of office | (YYYY-MM-DD) |
| (Planned) end date of the term of office | (YYYY-MM)If the exact month is not known, please estimate a month using the free text box below, also by referring to a specific, not yet calendarised, event (e.g. approval of financial statements for YYYY):Free text |
| Is the appointee replacing another person? | ☐ Yes☐ No |
| If “Yes” is selected, please state the name of the person being replaced and the reasons for the replacementFree text |
| Is the application or notification submitted within the time period stipulated in \*national law\*?[[8]](#footnote-9) | ☐ Yes☐ No☐ Not applicable |
| If “No” is selected, please state the reasonsFree text |

# Experience

| AEducation |
| --- |
| Official degree or certificate | Level of educational qualification obtained | Field of study | Date issued | Educational organisation (e.g. university, centre of studies, etc.) |
| Free text | ☐ Bachelor☐ Master☐ PhD☐ Certificate☐ Other | Free text | (YYYY-MM) | Free text |
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| BPractical experience related to banking and/or the financial sector gained in the last ten years |
| --- |
| Position | Main responsibilities | Degree of seniority of the position[[9]](#footnote-10) / hierarchical level | Name of the entity. Please indicate the nature of the business and/or type of licence |
| Free text | Free text | ☐ Senior level☐ High level☐ Other managerial☐ Other | Free text |
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| Approximate number of subordinates in the appointee’s area of responsibility | Areas of activity | Held from | Held to |
| Free text | Free text | (YYYY-MM) | (YYYY-MM) |
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| COther relevant experience outside of banking and/or the financial sector (e.g. academic positions, political mandates, other non-commercial mandates, or other specialised experience) |
| Position | Main responsibilities | Degree of seniority of the position / hierarchical level | Name of the entity. Please indicate the nature of the business and/or type of licence |
| Free text | Free text | Free text | Free text |
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| Approximate number of subordinates in the appointee’s area of responsibility | Areas of activity | Held from | Held to |
| Free text | Free text | (YYYY-MM) | (YYYY-MM) |
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| DPresumption of sufficient experience |
| Does the appointee meet the presumption of sufficient experience in Tables 1 and 2 of Section 3.1.3.2 of the Guide to fit and proper assessments which has been transposed in paragraph 10(10) of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020? | ☐ Yes☐ No |
| If “No” is selected, please list below any potential complementary (or compensating) factors as provided for in the Guide to fit and proper assessments and the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020 Free text |

| EAssessment of the level of banking experience |
| --- |
| General banking experience, including, inter alia, in the fields indicated in EBA/GL/2017/12[[10]](#footnote-11) which have been transposed in paragraph 10(7) of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020 | Assessment by the appointee of the level of experience (high, medium, low) | Grounds for your answer |
| banking and financial markets | ☐ High☐ Medium☐ Low | Free text |
| legal requirements and regulatory framework | ☐ High☐ Medium☐ Low | Free text |
| prevention of money laundering and terrorist financing | ☐ High☐ Medium☐ Low | Free text |
| strategic planning, the understanding of a credit institution’s business strategy or business plan and accomplishment thereof | ☐ High☐ Medium☐ Low | Free text |
| risk management (identifying, assessing, monitoring, controlling and mitigating the main types of risk of a credit institution) | ☐ High☐ Medium☐ Low | Free text |
| knowledge and experience of climate-related and environmental risks | ☐ High☐ Medium☐ Low | Free text |
| accounting and auditing | ☐ High☐ Medium☐ Low | Free text |
| assessing the effectiveness of a credit institution’s arrangements, ensuring effective governance, oversight and controls | ☐ High☐ Medium☐ Low | Free text |
| interpreting a credit institution’s financial information, identifying key issues based on this information and appropriate controls and measures | ☐ High☐ Medium☐ Low | Free text |

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| FRelevant training in the last five years |
| Has the appointee undertaken any relevant training in the last five years? | ☐ Yes☐ No |
| If “Yes” is selected, please provide details of the training |
| Content of the training | Length (hours) | Year of completion |
| Free text | Free text | (YYYY) |
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| GTraining prior to the commencement of the function or within the first year of the commencement of the function |
| Will the appointee undertake training prior to the commencement of the function or within the first year of the commencement of the function?[[11]](#footnote-12) | ☐ Yes☐ No |
| If “Yes” is selected, please provide details of the training |
| Content of the training | Training provider (specify whether the provider is internal or external and state the names of external organisations) | Term (hours) | If the training will take place later than six months after the authorisation is granted, state the start and end date |
| ☐ banking and financial markets☐ legal requirements and regulatory framework☐ prevention of money laundering and terrorist financing☐ strategic planning, the understanding of a credit institution’s business strategy or business plan and accomplishment thereof☐ risk management (identifying, assessing, monitoring, controlling and mitigating the main types of risk of a credit institution☐ risk management of climate-related and environmental risks;☐ accounting and auditing☐ assessing the effectiveness of a credit institution’s arrangements, ensuring effective governance, oversight and controls☐ interpreting a credit institution’s financial information, identifying key issues based on this information and appropriate controls and measures☐ other. In this case, please specify the content of the training in the row beneath this column | Free text | Free text | (YYYY-MM) - (YYYY-MM) |
| Free text | Free text | Free text | (YYYY-MM) - (YYYY-MM) |

# Reputation

IMPORTANT: throughout Section 4 “you” means “the appointee personally” and also includes all corporate entities, partnerships or unincorporated entities with which the appointee is or has been associated as a board member[[12]](#footnote-13), key function holder, senior manager, owner, partner, associate, or qualifying shareholder. Information should be provided only for alleged wrongdoing which happened in the period in which the appointee was associated with the entity.

The answers to the questions below must include any situations that occurred in countries outside the European Union.

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| --- |
| A |
| Are you or have you been subject to any criminal[[13]](#footnote-14) or relevant administrative or civil proceedings[[14]](#footnote-15) (including any that are pending, concluded or under appeal)? Investigations, sanctioning proceedings or measures conducted or imposed by public or supervisory authorities or professional bodies (i.e. warnings, reprimands, etc.) in any jurisdiction are included in the scope of this question | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| Type of proceedings | ☐ Criminal☐ Administrative☐ Civil☐ Other |
| If “Other” is selected, please specify the type of proceedings | Free text |
| Stage of proceedings | ☐ Pending☐ Concluded☐ Under appeal |
| Provide a brief description of the charge, nature of the alleged wrongdoing (e.g. intentional or owing to negligence, etc.) and of the stage of the proceedings |
| Free text |
| Authority in charge of the proceedings and file reference (if available) |
| Free text |
| Are the proceedings related to you personally or related to an entity with which you are or have been associated? | ☐ Yes, they are related to me personally☐ Yes, they are related to an entity with which I am or have been associated☐ No |
| In the case of alleged wrongdoing, proceedings, investigations or sanctions involving you directly: |
| i. Specify the circumstances of and reasons for your direct involvementFree text |
| ii. Specify what you did to prevent and/or avoid the wrongdoingFree text |
| iii. Could you have done more to avoid the alleged wrongdoing and did you learn anything from it?Free text |
| In the case of alleged wrongdoing, proceedings, investigations or sanctions involving entities in which you hold or have held functions: |
| i. Specify the name of the entity involvedFree text |
| ii. Specify your role in the entity involved and whether you are or were responsible for a division or business line to which the proceedings (including sanctions or measures imposed) relateFree text |
| iii. Were you a member of the management body, a key function holder or a senior manager at the time of the alleged wrongdoing?Free text |
| iv. In your role in the entity, what did you do to prevent and/or avoid the alleged wrongdoing?Free text |
| v. Could you have done more to avoid the alleged wrongdoing and did you learn anything from it?Free text |
| Date and/or time frame of the alleged wrongdoing  | (YYYY-MM) |
| Date on which the decision, ruling or finding was made (if applicable) | (YYYY-MM-DD) |
| Summary of the reasoning of the decision, ruling or findingFree text |
| Sanction or penalty received (or likely if convicted in the case of pending proceedings)Free text  |
| Provide the range (namely the minimum and maximum level) of the sanctions that potentially could be or could have been appliedFree text |
| Have the proceedings been settled (including through any out-of-court settlement)? | ☐ Yes☐ No |
| If “Yes” is selected, please provide details (including the parties to the settlement, date, agreed settlement amounts and other relevant information)Free text |
| Provide details on your subsequent conduct, including lessons learned and remedial action takenFree text |
| Describe any other mitigating or aggravating factors using the Guide to fit and proper assessments as well as the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020 [[15]](#footnote-16) as a basisFree text |
| Were there any remuneration clawbacks linked to the above proceedings? | ☐ Yes☐ No |
| If “Yes” is selected, please provide detailsFree text |

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| B |
| Are you or have you been personally subject to any disciplinary decisions[[16]](#footnote-17) (including disqualification as a member of a management body or discharge from a position of trust)? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| i. reason for the disciplinary decisionFree text |
| ii. date or time frame of the alleged wrongdoingFree text |
| iii. have you appealed against the disciplinary decision?Free text |
| iv. if applicable, provide details of the entity involved in the decisionsFree text |
| v. any mitigating or aggravating factorsFree text |

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| C |
| Are you or have you been subject to any bankruptcy, insolvency or similar procedures? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| i. length of time since the date of the decision (if applicable)Free text |
| ii. status and (if not ongoing) outcome of the procedure (if final, please indicate whether it was considered intentional or owing to negligence)Free text |
| iii. precautionary or attachment measuresFree text |
| iv. was the procedure triggered by you or by the entity concerned?Free text |
| v. if applicable, provide details of the entity involved in the procedureFree text |
| vi. details of your personal involvement, particularly if you were declared responsible for the insolvency of the entityFree text |
| vii. any mitigating or aggravating factorsFree text |

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| --- |
| D |
| Has any financial institution in which you hold or have held any managerial function, or whose management you influence or have influenced materially in any other way, ever been the subject of a bailout or a restructuring, recovery or resolution procedure? | ☐ Yes☐ No |
| If “Yes” is selected, please provide detailsFree text |

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| E |
| To your knowledge, have you personally ever been included in a list of unreliable debtors or do you have a negative record on a list established by a recognised credit bureau or have you been subject to an enforcement measure for a debt on any such list? | ☐ Yes☐ No |
| If “Yes” is selected, please provide detailsFree text |

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| F |
| Have you ever been the subject of a refusal of registration, authorisation, membership or licence to carry out a trade, business or profession, or have you had such a registration, authorisation, membership or licence withdrawn, revoked, suspended or terminated? This question refers also to previous suitability assessments by other competent authorities (including abroad[[17]](#footnote-18)) | ☐ Yes☐ No |
| If “Yes” is selected, please provide detailsFree text |

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| G |
| Apart from the cases already mentioned elsewhere in your replies, have you been directly or indirectly involved in a situation that led to concerns or suspicions of money laundering or terrorist financing? | ☐ Yes☐ No |
| If “Yes” is selected, please provide detailsFree text |

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| H |
| Have you personally ever failed to appropriately disclose any information of which the supervisor would reasonably have expected notice?  | ☐ Yes☐ No |
| If “Yes” is selected, please provide detailsFree text |

| I |
| --- |
| To be completed by the supervised entity: If the answer to any question above is “Yes”, assess the appointee’s reputation taking the relevant facts into consideration and expressly stating the reasons why such facts are not considered to affect his/her suitability.Free text |

# Conflicts of interest

IMPORTANT: throughout Section 5 “you” means “the appointee personally”, but also their close relatives (spouse, registered partner, cohabitee, child, parent or other relation with whom they share living accommodation) and any legal person in which the appointee is or was a board member, or a qualifying shareholder, at the relevant time.

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| A |
| Do you have any personal relationship with any of the following:- other members of the management body and/or key function holders of the supervised entity, the parent undertaking or their subsidiaries- qualifying shareholders of the supervised entity, the parent undertaking or their subsidiaries- clients, suppliers or competitors of the supervised entity, the parent undertaking or the supervised entity’s subsidiaries | ☐ Yes ☐ No |
| If “Yes” is selected, please provide detailsFree text |

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| B |
| Are you currently involved either directly or indirectly in any legal proceedings or out-of-court disputes[[18]](#footnote-19) against the supervised entity, the parent undertaking or their subsidiaries? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| i. The content and current status of the proceedings in questionFree text |
| ii. Which entity (or entities) is (are) involvedFree text |

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| C |
| Do you personally or as a board member have any business, professional[[19]](#footnote-20) or commercial relationship or have you had such a relationship in the past two years with any of the following:- the supervised entity, the parent undertaking or their subsidiaries- clients, suppliers or competitors of the supervised entity, the parent undertaking or the supervised entity’s subsidiaries | ☐ Yes ☐ No |
| If “Yes” is selected, please provide the following details |
| Name of the entity | Main activities of the entity | Type of relationship with the entity | Start date and (if applicable) end date of the relationship |
|
| Free text | Free text | Free text | Free text |
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| Annual payments made by the payer(in EUR thousands) | Annual payments made by the payer expressed as a percentage of the payer’s (consolidated) gross revenue | Annual payments received by the payee expressed as a percentage of the payee’s (consolidated) gross revenue |
| Free text | Free text | Free text |
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| D |
| Are you subject to any cooling-off period (either under an agreement or under the law)? | ☐ Yes☐ No |

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| E |
| Do you have any financial obligations towards the supervised entity, the parent undertaking or their subsidiaries cumulatively exceeding EUR 200,000 (excluding private mortgages[[20]](#footnote-21)) or any loans of any value that are not negotiated “at arm’s length” or that are non-performing[[21]](#footnote-22) (including mortgages)? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| Name of the debtor(if other than the appointee, indicate the relationship with the appointee) | Name of the entity | Nature of the obligation(s)(e.g. mortgage, personal loan, credit line) | Amount of the obligation(s), specifying the granted and the drawn amount(in EUR millions) | Guarantee (if any)(type and amount) |
| Free text | Free text | Free text | Free text | Free text |
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| Status of the obligation(s)(e.g. performing, non-performing) | Conditions of the obligation(s) | Start date of the obligation(s) | Value of the obligation expressed as a percentage of the total loans of the debtor | Value of the obligation expressed as a percentage of the total eligible capital[[22]](#footnote-23) of the supervised entity |
| ☐ Performing☐ Non-performing | ☐ Market conditions☐ Negotiated at arm’s length☐ Special conditions☐ Supported under the collective bargaining agreements☐ Contracts with standardised terms applied together and on a regular basis to a large number of customers☐ Other |  (YYYY-MM) | Free text | Free text |
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| F |
| Do you have any financial interest (such as ownership or investment)[[23]](#footnote-24) in any of the following?- the supervised entity, the parent undertaking or their subsidiaries-clients, suppliers or competitors of the supervised entity, the parent undertaking or the supervised entity’s subsidiaries | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| Name of the entity | Main activities of the entity | Type of relationship between the entity and the supervised entity | Start date of the financial interest | Size of the financial interest (expressed as a percentage of the capital and voting rights of the entity or value of the investment) |
| Free text | Free text | Free text | (YYYY-MM-DD) | Free text |
|  |  |  |  |  |
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| G |
| Do you in any way represent a shareholder of the supervised entity, the parent undertaking or their subsidiaries? | ☐ Yes☐ No☐ Not applicable |
| If “Yes” is selected, please provide the following details |
| i. Name of the shareholderFree text |
| ii. Size of the participation (as a percentage of the capital and voting rights)Free text |
| iii. Nature of the representationFree text |

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| H |
| Do you personally have or have you had in the past two years any position of high political influence (internationally, nationally or locally)? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| i. The nature of the positionFree text |
| ii. The specific role and responsibilities of this positionFree text |
| iii. The relationship between this position (or the entity where this position is or was held) and the supervised entity, the parent undertaking or their subsidiariesFree text |

|  |
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| I |
| Do you have any other relationships, positions or involvement that are not covered in the questions above and could affect the interests of the supervised entity? | ☐ Yes☐ No |
| If “Yes” is selected, please provide the following details |
| i. Nature and content of the relationship, position or involvementFree text |
| ii. Start date of the relationship, position or involvementFree text |
| iii. How this relationship, position or involvement may affect your appointmentFree text |

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| J |
| To be completed by the supervised entity: If the answer to any questions above is “Yes”, assess whether the potential conflict of interest is material (if it is not considered material, give the grounds for this finding) and indicate how the potential conflict of interest is proposed to be mitigated or managed.To assess the materiality of the potential conflict of interest, please see Section 3.3 of the Guide to fit and proper assessments and paragraph 14 of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020 and include relevant documentation (if applicable by-laws, rules of procedure, conflict of interest policy etc.).Free text |

# Time commitment

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| A |
| Information to be provided by the supervised entity: the supervised entity is required to provide its assessment on how much time is the appointee expected to commit to his/her functions (the time commitment for similar positions within the institution, similar entities in the group or other supervised entities[[24]](#footnote-25) must be taken into account as a peer comparison)When providing the above information, the supervised entity must take into account the factors set forth in the joint ESMA and EBA Guidelines on suitability (EBA/GL/2017/12) which have been transposed in the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020[[25]](#footnote-26)Free text |

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| B |
| Assessment by the appointee regarding his / her time commitment for the functions[[26]](#footnote-27)Free text |

|  |
| --- |
| C |
| Has an additional non-executive directorship been authorised by a competent authority (Article 91(6) CRD which has been transposed in paragraph 9(10) of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020)? | ☐ Yes☐ No☐ Not applicable |
| If “Yes” is selected, please specify the competent authorityFree text |

| D |
| --- |
|  | List of executive and non-executive directorships and other professional activities |
| Entity (please state whether the entities are listed) | Country | Description of the entity’s activity | Size of the entity[[27]](#footnote-28)(in EUR millions) | Function within the entity |
| Function for which this questionnaire is being completed | Free text | Free text | Free text | Free text | ☐ Executive function☐ Non-executive function☐ Key function holder☐ Branch manager☐ Other activities[[28]](#footnote-29) |
| All other directorships and/or activities[[29]](#footnote-30) |  |  |  |  |  |
|  |  |  |  |  |  |

|  | Privileged counting (Article 91(4) CRD)[[30]](#footnote-31) or no counting[[31]](#footnote-32) | Additional responsibilities (such as membership of committees, Chair functions, etc.) | Time commitment per year(in days)[[32]](#footnote-33) | Term of mandate(start date and end date) | Number of meetings per year[[33]](#footnote-34) | Any additional information or comments |
| --- | --- | --- | --- | --- | --- | --- |
| Function for which this questionnaire is being completed | ☐ Yes, part of a group☐ Yes, part of an institutional protection scheme☐ Yes, a qualifying holding☐ No, nor part of any group, institutional protection scheme or qualifying holding☐ No counting | Free text | Number | Free text | Number | Free text |
|  |  |  |  |  |  |  |
| All other directorships and/or activities[[34]](#footnote-35) |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

|  |
| --- |
| E |
| Total number of executive directorships if privileged counting[[35]](#footnote-36) is applied and if exceptions[[36]](#footnote-37) are not counted[[37]](#footnote-38) | Free text |

|  |
| --- |
| F |
| Total number of non-executive directorships if privileged counting is applied and if exceptions are not counted[[38]](#footnote-39) | Free text |

|  |
| --- |
| G |
| If privileged counting is applied, please provide details of any synergies that exist between the entities concerned, such that there is a legitimate overlap in terms of the time commitment with respect to those entitiesFree text |

|  |
| --- |
| H |
| Total days per year of time committed to all functions over and above the function for which this questionnaire is being completed[[39]](#footnote-40) | Free text |

# Collective suitability

To be completed by the supervised entity if the appointee is being appointed as a member of the management body.

|  |
| --- |
| A |
| Is the supervised entity subject to national requirements[[40]](#footnote-41) on gender diversity? | ☐ Yes☐ No |
| If “Yes” is selected, in making this appointment, is the supervised entity compliant with the national requirements on gender diversity? | ☐ Yes☐ No |

|  |
| --- |
| B |
| In making this appointment, is the supervised entity compliant with its internal target or rules for gender diversity in the composition of the management body? | ☐ Yes☐ No☐ No internal target or rules exists |

|  |
| --- |
| C |
| In making this appointment, is the supervised entity compliant with its internal principles for other aspects of diversity? | ☐ Yes☐ No☐ Not applicable/no internal principles exist |

|  |
| --- |
| D |
| Describe the extent to which the appointee contributes to the collective suitability of the management body. In addition, explain in general terms the weaknesses that have been identified in the management body’s collective composition and the extent to which the appointee contributes to solving some or all of these weaknessesFree text |

| EList of members of the management body (as applicable) |
| --- |
| First name, last name | Function(s)(Member of the management body in its management function; Chair of the management body in its management function; Deputy Chair of the management body in its management function; Chief Executive Officer (CEO); Deputy Chief Executive Officer (CEO); Chief Financial Officer (CFO); Chief Risk Officer (CRO); Member of the management body in its supervisory function; Chair of the management body in its supervisory function; Deputy Chair of the management body in its supervisory function) | Date of appointment or renewal | Skills and main areas of expertise or trainings received(banking and financial markets; legal requirements and regulatory framework; prevention of money laundering and terrorist financing; strategic planning, the understanding of a credit institution’s business strategy or business plan and accomplishment thereof; risk management (identifying, assessing, monitoring, controlling and mitigating the main types of risk of a credit institution); climate-related and environmental risks; accounting and auditing; assessing the effectiveness of a credit institution’s arrangements, ensuring effective governance, oversight and controls; interpreting a credit institution’s financial information, identifying key issues based on this information and appropriate controls and measures; insurance; IT; human resources; other) |
| Free text | Free text | (YYYY-MM-DD) | Free text |
|  |  |  |  |
|  |  |  |  |

# Additional information and annexes

| A |
| --- |
| If there is any other information that the appointee or supervised entity considers to be relevant to the assessment, it must be included here | Free text |

| B |
| --- |
| Please upload (if applicable) the following accompanying documents | ☐ Criminal record check☐ Board minutes regarding the appointment (draft if final version not yet available)☐ Minutes of the Nomination Committee (draft if final version not yet available), any other minutes regarding the appointment and/or other records of suitability assessments conducted within the supervised entity ☐ Copy of identity card/passport☐ Suitability reports (both individual and collective in the case of tasks performed in a collegiate body)☐ CV☐ Conflict of interest policy☐ Diversity policy ☐ Other documents (in accordance with national specificities) |

# Privacy statement for fit and proper - ECB

The [privacy statement](https://www.bankingsupervision.europa.eu/home/data-protection/privacy-statements/html/ssm.privacy_statement_prudential_supervision.en.html) sets out the legal basis and details for the processing of personal data by the ECB. The ECB is required to process personal data in respect of any application in order to assess the suitability of the appointee for the position.

With the submission of the completed questionnaire you acknowledge that you have read and understand the privacy statement.

1. See Section 3.4.1 of the Guide to fit and proper assessments. [↑](#footnote-ref-2)
2. According to paragraph 2 of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020 [↑](#footnote-ref-3)
3. One-tier structure for supervised entities where a single board of directors performs management and supervisory tasks. Two-tier structure in the case of supervised entities where the various functions are performed by separate bodies (e.g. a management body in its management function in charge of the executive (management) function, and a management body in its supervisory function). Some supervised entities may also have hybrid governance structures. [↑](#footnote-ref-4)
4. The term “abroad” means any territory outside of the scope of competence of the ECB or of the CBC. [↑](#footnote-ref-5)
5. See the definitions in Section 2, paragraph 15 (Definitions) of the joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/2017/12) which have been transposed in paragraph 2 of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-6)
6. According to paragraphs 15 and 16 of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-7)
7. If a date is not certain, please give an estimated date. [↑](#footnote-ref-8)
8. According to section 18(1)(b) of the Business of Credit Institutions Laws of 1997 as subsequently amended. [↑](#footnote-ref-9)
9. See Table 1 and Table 2 of Section 3.1.3.2 of the Guide to fit and proper assessments which have been transposed in paragraph 10(10) of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-10)
10. Joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/2021/06). [↑](#footnote-ref-11)
11. The response to this question will be taken as confirmation by the supervised entity that the training programme will take place as shown. [↑](#footnote-ref-12)
12. Board member includes also the position of member of the board of statutory auditors. [↑](#footnote-ref-13)
13. Criminal records that have been deleted from the official criminal registry should not be listed. Criminal records that have not been deleted should be disclosed regardless of the time elapsed since the underlying facts. [↑](#footnote-ref-14)
14. Relevant civil or administrative proceedings include (but are not limited to) proceedings in the following fields: banking, insurance activities, investment services, securities markets, payment instruments, money laundering, pensions, asset management or in any financial regulated sector including any formal notification of investigation or committal for trial, pending disciplinary actions or pending bankruptcy, insolvency or similar procedures, or breach of competition law. In any case, the information on administrative and civil proceedings must include proceedings that are relevant to the five fit and proper criteria in accordance with the national law implementing the CRD. For further information on what should be regarded as relevant, please refer to Section 3.2 of the Guide to fit and proper assessments. [↑](#footnote-ref-15)
15. By way of example, mitigating factors could include (i) the time elapsed since the alleged wrongdoing, (ii) the absence of further investigations or proceedings, (iii) the absence of dismissal from employment or any position of trust. [↑](#footnote-ref-16)
16. For instance, in the context of professional activity or employment. [↑](#footnote-ref-17)
17. The term “abroad” means any territory outside of the scope of competence of the ECB or of the CBC. [↑](#footnote-ref-18)
18. These include alternative dispute resolution procedures provided by neutral out-of-court bodies such as conciliators, mediators and arbitrators, and out-of-court claims. [↑](#footnote-ref-19)
19. Such as holding a management or senior position(s). [↑](#footnote-ref-20)
20. Private mortgages of any value do not need to be disclosed (if they are performing, negotiated at arm’s length and not contrary to any internal credit approval rules) if they are not of a commercial/investment nature. Moreover, all personal loans (e.g. credit cards, overdraft facilities and car loans) granted to the appointee by the supervised entity (if performing, negotiated at arm’s length and not contrary to any internal credit rules) do not need to be disclosed as long as they are cumulatively under the threshold of EUR 200,000. Note that such mortgages or loans should be disclosed if they are, or are likely to become, non-performing for any reason. [↑](#footnote-ref-21)
21. Or subject to forbearance measures. [↑](#footnote-ref-22)
22. As defined in Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012, OJ L 176 27.6.2013, p. 1. [↑](#footnote-ref-23)
23. Current shareholdings of less than 1% or other investments of an equivalent value do not need to be disclosed. [↑](#footnote-ref-24)
24. See the [Report on declared time commitment of non-executive directors in the SSM](https://www.bankingsupervision.europa.eu/ecb/pub/pdf/ssm.report_on_time_commitment_of_non-executives~9cf492137e.en.pdf), August 2019. While this report provides valuable information on the current situation, it does not stipulate requirements or supervisory expectations and its figures do not affect the principle of proportionality or the established case-by-case assessment approach as described in the Guide to fit and proper assessments and the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-25)
25. See the rules provided in Chapter 4, Title III, of the joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/2017/12) which have been transposed in paragraph 8 of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-26)
26. See the rules provided in Chapter 4, Title III, of the joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/2017/12) which have been transposed in paragraph 8 of the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-27)
27. E.g. year-end data on total assets for a financial entity or data on total turnover and international presence for other entities. [↑](#footnote-ref-28)
28. “Other activities” means lecturing, charity work, pursuing a profession different from a directorship, etc. [↑](#footnote-ref-29)
29. For each directorship or other activity, a separate row needs to be filled in. [↑](#footnote-ref-30)
30. Privileged counting applies to directorships held within the same group, in institutions that are part of the same institutional protection scheme and in undertakings in which the institution holds a qualified holding. [↑](#footnote-ref-31)
31. This applies to directorships in organisations that do not pursue predominantly commercial objectives and positions representing the State. [↑](#footnote-ref-32)
32. Please include time needed for attendance at meetings of the management body, additional responsibilities such as (but not limited to) membership of committees, training, preparation and follow-up time needed for the meetings, buffer for crises, etc. [↑](#footnote-ref-33)
33. Meetings of the management body and board committees and any other meetings that the appointee will be involved in owing to the position. [↑](#footnote-ref-34)
34. For each directorship or other activity, a separate row needs to be filled in. [↑](#footnote-ref-35)
35. See Section 3.4.3.1 of the Guide to fit and proper assessments which has been transposed in paragraph 9(2) the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-36)
36. As provided in paragraph 57, Chapter 5, Title III, of the joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/2017/12) which has been transposed in paragraph 9(9) the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-37)
37. In accordance with the rules provided in Chapter 5, Title III, of the joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/201712) which have been transposed in paragraph 9 the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-38)
38. In accordance with the rules provided in Chapter 5, Title III, of the joint ESMA and EBA Guidelines on the assessment of the suitability of members of the management body and key function holders under Directive 2013/36/EU and Directive 2014/65/EU (EBA/GL/201712) which have been transposed in paragraph 9 the Central Bank of Cyprus Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020. [↑](#footnote-ref-39)
39. Do not include the time commitment for the function in the supervised entity for which this questionnaire is being completed (since this time is already recorded in row A). [↑](#footnote-ref-40)
40. According to paragraph 19(2) of the Central Bank's Directive on the Assessment of the Suitability of the Members of the Management Body and Key Function Holders of Authorised Credit Institutions of 2020 [↑](#footnote-ref-41)