

Compensation arrangements

This document has been prepared in accordance with the provisions set out in point 4 of part I of section E of Annex I to Regulation (EC) No. 1060/2009 of the European Parliament and of the Council of 16 September 2009 on credit rating agencies (as amended).

1. Remuneration received by EuroRating from entities ordering a credit rating

- EuroRating may receive remuneration from the rated entities or related third parties for assessing the financial credibility and issuing credit ratings to the entities and financial liabilities subject to the evaluation.
- EuroRating takes all necessary measures to minimize the risk of potential conflicts of interest related to receiving remuneration from rated entities or related third parties.
- In particular, EuroRating ensures that the fact of receiving remuneration from the rated entities or related third parties does not affect the independence and objectivity of the credit ratings assigned to the rated entities and financial liabilities and the rating actions taken.
- The amount of remuneration received by EuroRating from the rated entities or related third parties for providing a credit rating depends primarily on the type, scale and complexity of the activities conducted by the rated entity and on the complexity and estimated workload of the credit risk assessment process of this entity and/or securities issued by it.
- The level of credit ratings issued by EuroRating is in no way dependent on the form or value of remuneration received by EuroRating
- If EuroRating receives remuneration from the rated entity, that is not related to the credit rating services provided by EuroRating, e.g. for ancillary services, EuroRating discloses this fact in rating notes or reports accompanying the credit rating for a given entity.
- EuroRating publicly discloses the names of rated entities or related third parties from which it obtains more than 5% of its annual revenue.

2. Compensation from ratings users

- EuroRating makes its public credit ratings publicly available on its website (<https://www.eurorating.com>) and does not charge any fees to users of these ratings (this also applies to access to rating notes and/or full rating reports).
- Users of credit ratings published by EuroRating may use them free of charge for their own purposes (including regulatory purposes). The condition for using the credit ratings assigned by EuroRating is acceptance of the "Terms of Use" published on the agency's website.

3. Employee remuneration arrangements

- The rules for remunerating employees of the EuroRating credit rating agency are designed in such a way as to eliminate or effectively manage existing or potential conflicts of interest.
- Agency staff who participate in the rating process for a rated entity (or financial instrument) are not remunerated on the basis of the amount of revenue the agency receives from that entity or a related third party.
- Agency employees who participate in the rating process do not initiate or participate in discussions with rated entities or related third parties regarding fees charged to them by the agency.
- Employees performing internal control and supervisory functions in the agency are remunerated in a way that ensures their independence and their remuneration is not related to the results of the agency's operations.