



## POLICY ON PRICING AND COMPENSATION ARRANGEMENTS

May 2019

The present policy is disclosed in accordance with Point 1 of Section E of Annex 1 of Regulation (EC) 1060/2009 of the European Parliament and of the Council of 16 September 2009 on Credit Rating Agencies (the "CRA Regulation").

This document is an abstract of the relevant provisions of Inbonis policies relating to Inbonis compensation arrangements.

### Index

1) Determination of credit rating fees.....	2
2) Inbonis compensation arrangements as regards employees or other individuals whose services are placed at the disposal of Inbonis.....	2

## 1) Determination of credit rating fees

Inbonis shall charge fees for the provision of credit rating and ancillary services that are not discriminatory and are based on actual costs. Inbonis fee ranges is justified by the agency's cost structure and do not result in discriminatory pricing. Inbonis has a fee setting process which is documented, the cost of the credit rating being the key factor. The fee schedule is documented and explained to any new, prospective and existing client. Inbonis fixes standard, clear and objective criteria when granting deviations from its fee schedule which are documented and recorded.

Fees charged for credit rating services shall not depend on the level of the credit rating issued by the credit rating agency or on any other result or outcome of the work performed.

Fees charged for credit rating services do not depend on other services purchased by the rated entities to Inbonis.

In case of unsolicited rating, Inbonis does not receive any fee from the rated entity for the issuance of the credit rating.

## 2) Inbonis compensation arrangements as regards employees or other individuals whose services are placed at the disposal of Inbonis

In order to ensure their Independence of judgement, the compensation of the Compliance Officer, of the INEDs and of Inbonis rating analysts and persons approving the credit ratings are not linked to the business performance of Inbonis. In addition, the compensation and performance evaluation of rating analysts and persons approving credit ratings shall not be contingent on the amount of revenue that Inbonis derives from the rated entities or related third parties.