

## Criteria for Assessment of the Supervisory Board Members for Determining the Status of Independence

When assessing the supervisory board members of an institution under Regulation No. 575/2013, the supervisory board member of the relevant institution shall be regarded as not being independent, if he or she meets at least one of the following criteria:

1. the supervisory board member of an institution under Regulation No. 575/2013 has had or, at the moment of assessment, actually has a valid employment legal relationship as the executive board member of an institution under Regulation No. 575/2013 or the executive board member of other companies belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013, unless the supervisory board member has occupied such a position for the previous five years from the moment of assessment;

2. the supervisory board member of an institution under Regulation No. 575/2013 is concurrently the shareholder of an institution under Regulation No. 575/2013, who has obtained control in accordance with the criteria of International Financial Reporting Standard 10, or concurrently the supervisory board member concerned represents the shareholder of an institution under Regulation No. 575/2013, who has obtained control in accordance with the criteria of International Financial Reporting Standard 10, incl., in cases where such shareholder is a Member State or other public administration body;

3. the supervisory board member of an institution under Regulation No. 575/2013 has any type of material financial or business relationship with an institution concerned;

4. the supervisory board member of an institution under Regulation No. 575/2013 is a subordinate employee of, or is otherwise associated with a shareholder, who has obtained control in an institution under Regulation No. 575/2013 in accordance with the criteria of International Financial Reporting Standard 10;

5. the supervisory board member of an institution under Regulation No. 575/2013 concurrently occupies any type of position in other companies belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013, except where the supervisory board member concerned meets both of the following criteria:

a) he or she does not hold such directorship, which is hierarchically subordinate to the management body (i.e., supervisory and executive board);

b) he or she has been elected as a supervisory board member, who concurrently ensures employee representation;

6. the supervisory board member of an institution under Regulation No. 575/2013 has had an employment legal relationship with an institution under Regulation No. 575/2013 or other

companies belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013, as the member of such higher management body, which is directly subordinated to the executive board, and at least a three-year period has not passed since the termination of such employment legal relationship and the appointment of a person concerned as the supervisory board member of an institution under Regulation No. 575/2013;

7. the supervisory board member of an institution under Regulation No. 575/2013 has been, within a period of the last 3 years, a principal of a material professional adviser, an external auditor or a material consultant to the institution under Regulation No. 575/2013 or another company belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013, or in any other employment legal relationship with the referred to service providers, where such employment legal relationship is to be assessed as materially associated;

8. the supervisory board member of an institution under Regulation No. 575/2013 has been, within the last year, a material supplier or material customer of an institution under Regulation No. 575/2013 or another company belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013, or the supervisory board member concerned has had another material business relationship, as well as in the case where the supervisory board member concerned is a senior officer of or is otherwise associated with a material supplier, customer or commercial entity that has a material business relationship with an institution under Regulation No. 575/2013 or another company belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013;

9. the supervisory board member of an institution under Regulation No. 575/2013 receives, in addition to the salary of the supervisory board member position and remuneration for the employment legal relationship, in line with Point 5 of this Annex, other significant incentives from an institution under Regulation No. 575/2013 or another company belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013;

10. the supervisory board member of an institution under Regulation No. 575/2013 has been serving as the supervisory or executive board member in such an institution for at least 12 consecutive years;

11. the supervisory board member of an institution under Regulation No. 575/2013 is a close family member (for example, spouse, parent or child) of:

a) the executive board member of an institution under Regulation No. 575/2013 or another company belonging to the same prudential consolidating group as an institution under Regulation No. 575/2013,

b) other supervisory board member, who is not to be assessed as being independent, based on the provisions of Points 1-8 of this Annex.