



Compensation Policy

Scope Ratings GmbH
Scope Ratings UK Ltd
Scope Hamburg GmbH

November 2021



Compensation Policy

Scope Ratings GmbH / Scope Ratings UK Ltd / Scope Hamburg GmbH

1. Compensation Principles for Analytical Personnel

Scope Ratings GmbH, Scope Ratings UK Limited and Scope Hamburg GmbH (all together referred to as "Scope Ratings") set forth requirements and restrictions governing the compensation of Analytical Personnel employed by Scope Ratings. To avoid potential conflicts of interest, the performance evaluation of Analytical Personnel shall not be contingent on the amount of revenue that Scope Ratings derives from Credit Rating Services, Ancillary Services and Other Services, but solely on analytical performance.

Analytical Personnel may receive variable remuneration. Variable remuneration can be cash payments and/or virtual grants of the long-term incentive scheme or virtual stock options programme. The decision to grant variable remuneration and its amount or value are governed by Scope Ratings' compensation committee in alignment with Scope Group's Executive Board and may depend on the completion of dedicated tasks. In this context, solely the analytical performance shall be relevant for the performance appraisal of Analytical Personnel.

Compliance employees are excluded from any long-term incentive scheme and virtual stock option programme, and they may receive a variable cash based remuneration based on own performance.

2. Violation of the Compensation Policy

Analytical Personnel must immediately report violations or suspected violations of this Policy to Compliance.

Any action by Scope Ratings or by any Employee that violates or might reasonably be expected to lead to a violation of the provisions set forth in this Policy is strictly prohibited and can result in disciplinary action, up to and including a termination of employment. Any infringements of these requirements will be investigated and reported to Senior Management to determine appropriate intervention.



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