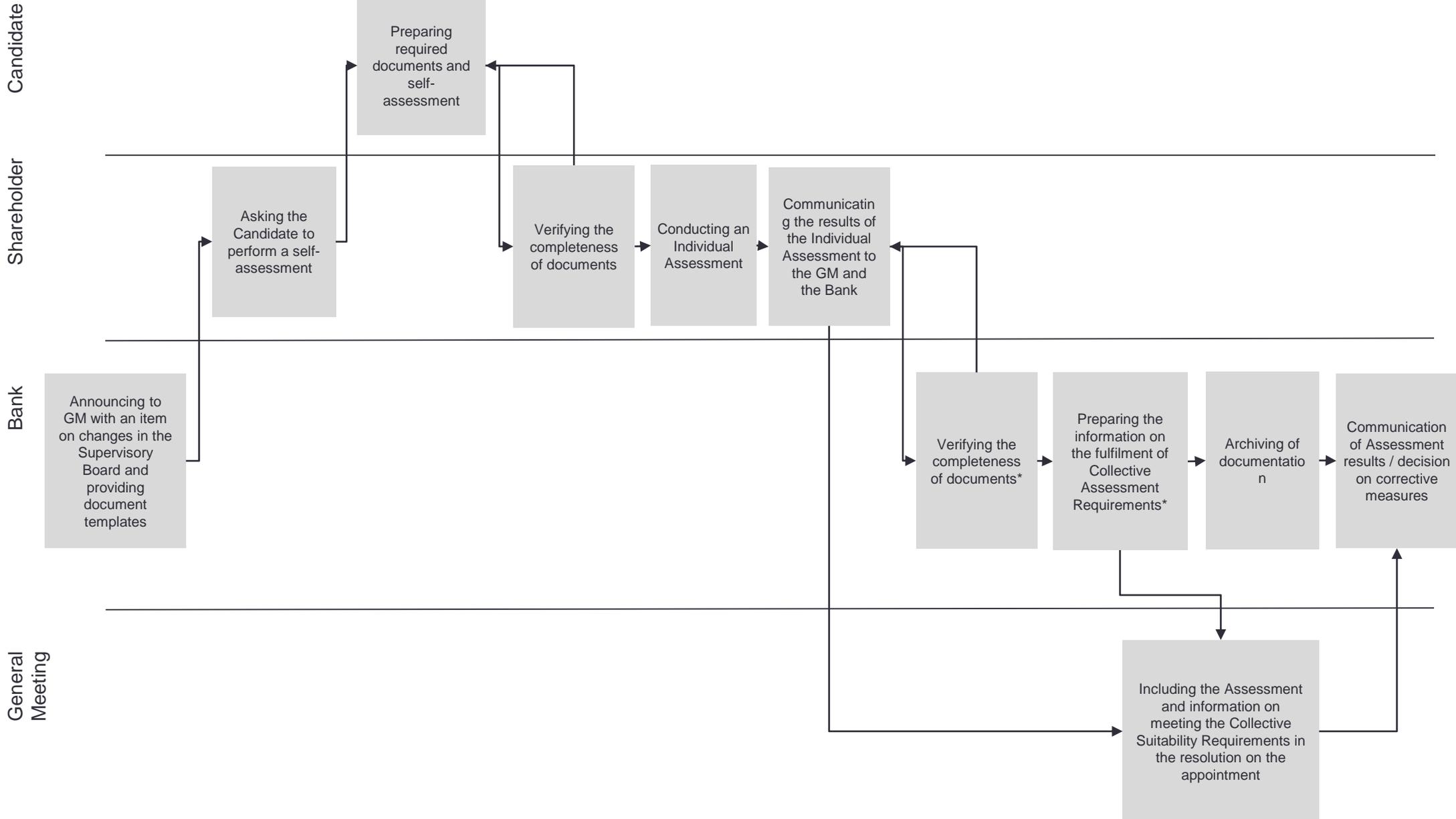
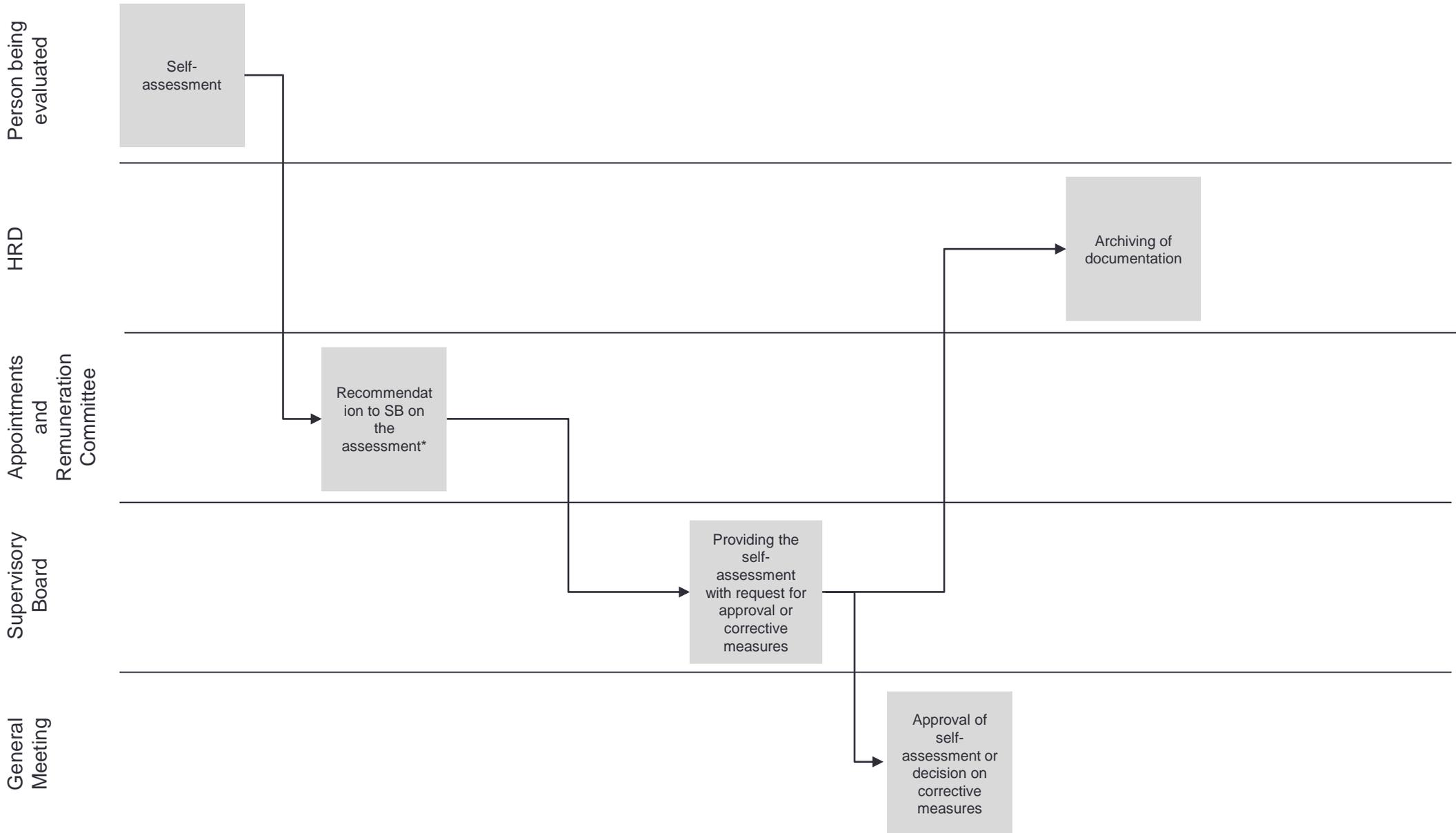


Appendix 6A. The process of Individual Assessment of a Candidate for a Supervisory Board Member and Collective Assessment of the Supervisory Board conducted in the cases referred to in § 48 point 2 and point 4 of the Policy



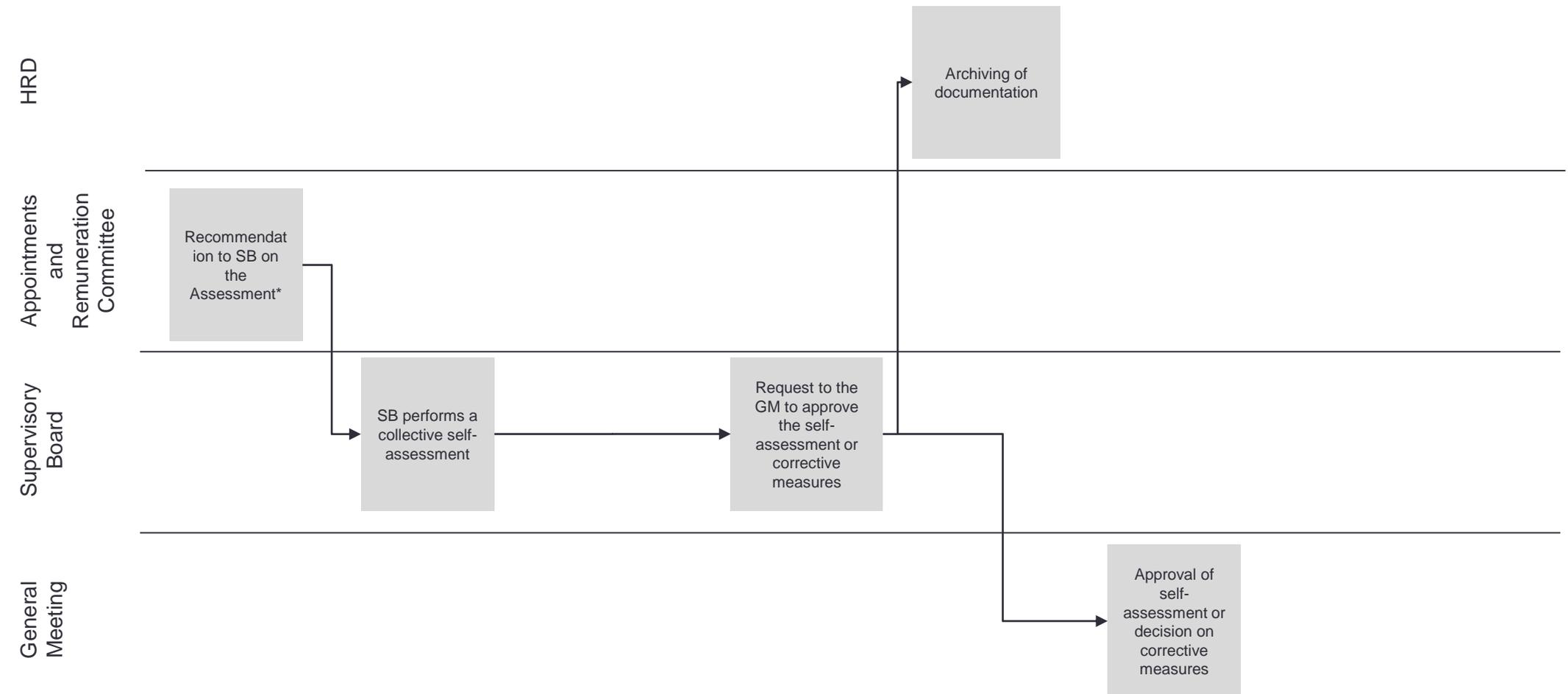
* the task may be entrusted by the Bank to an external advisor

Appendix 6B. Individual Assessment Process for a Supervisory Board Member



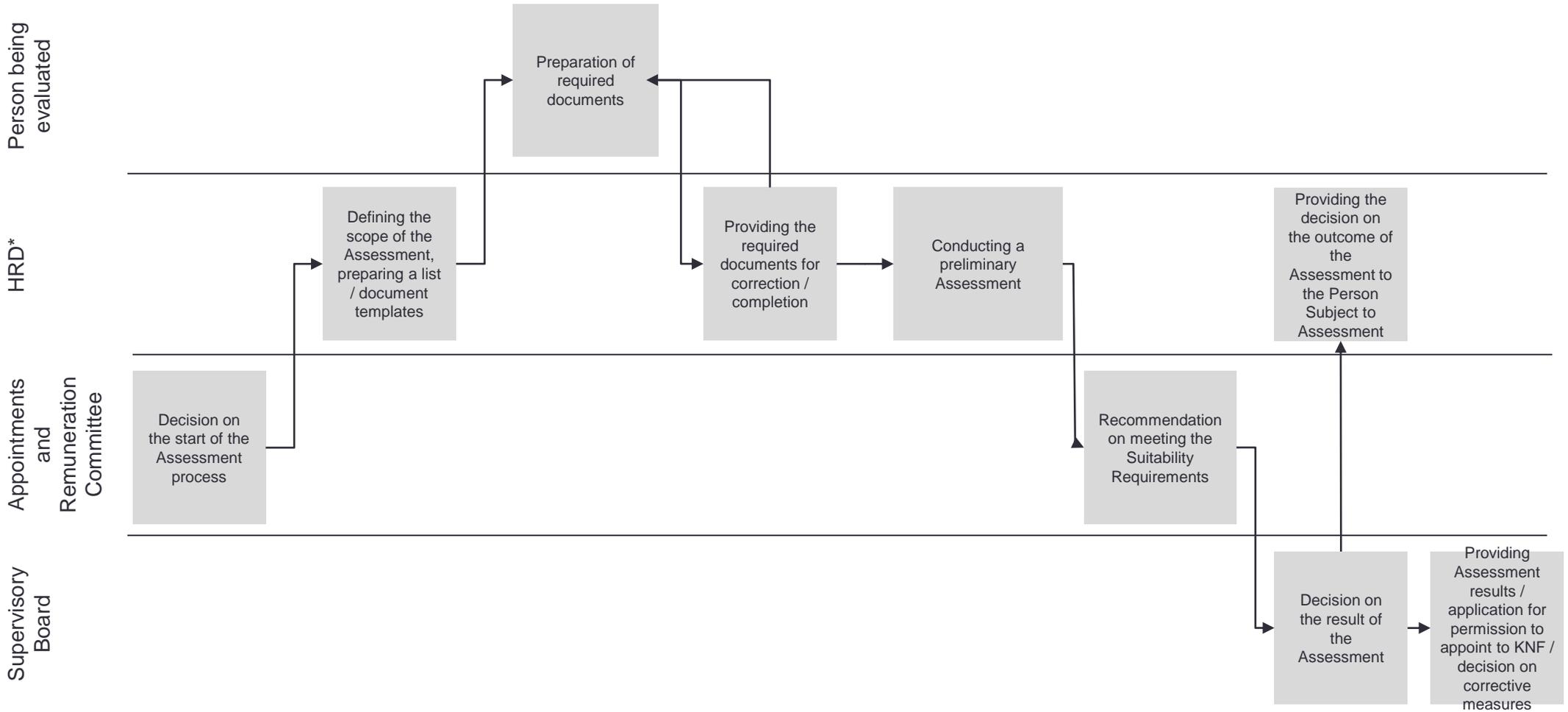
* When preparing the recommendations, the Appointments and Remuneration Committee may use the support of the relevant unit or organisational unit of the Bank or an external advisor

Appendix 6C. The Process of Collective Assessment of the Supervisory Board (except for the assessment in cases referred to in § 48 point 2 and point 4 of the Policy)



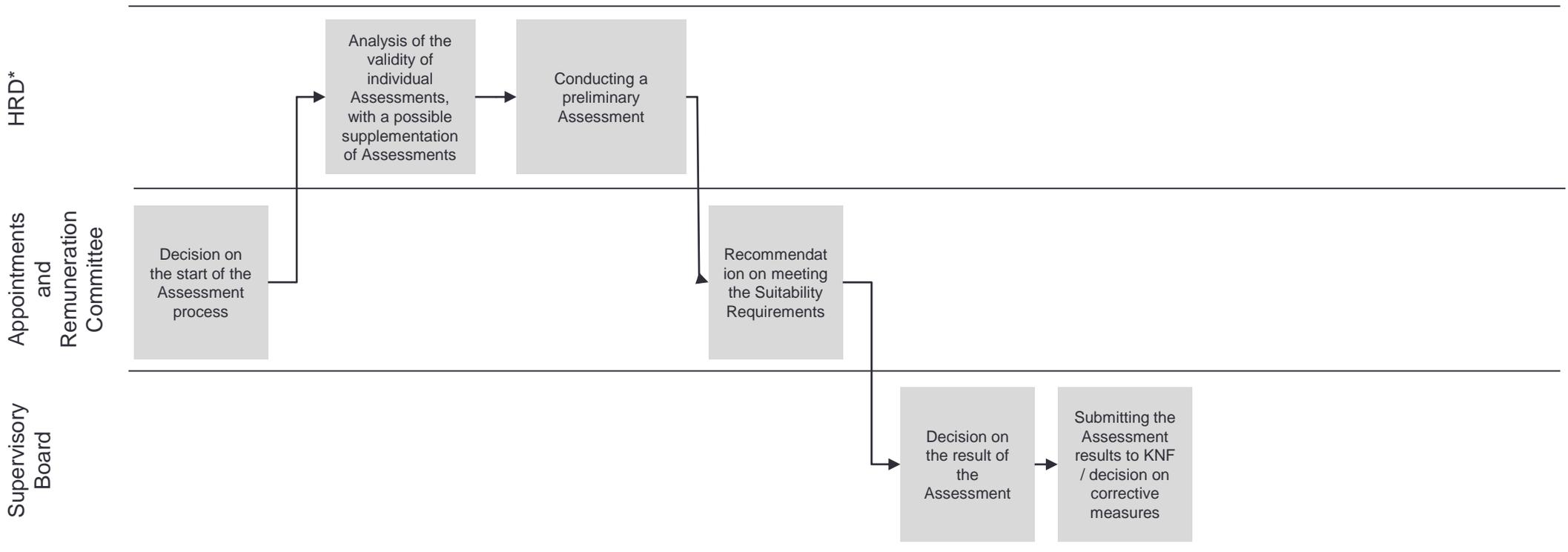
* When preparing the recommendations, the Appointments and Remuneration Committee may use the support of the relevant unit or organisational unit of the Bank or an external advisor

Appendix 6D. The Process of Individual Assessment of a Management Board Candidate / Member



* HRD may delegate all or part of the activities to a designated organisational unit of the Bank or to an external advisor.

Appendix 6E. The Process of Collective Assessment of the Management Board

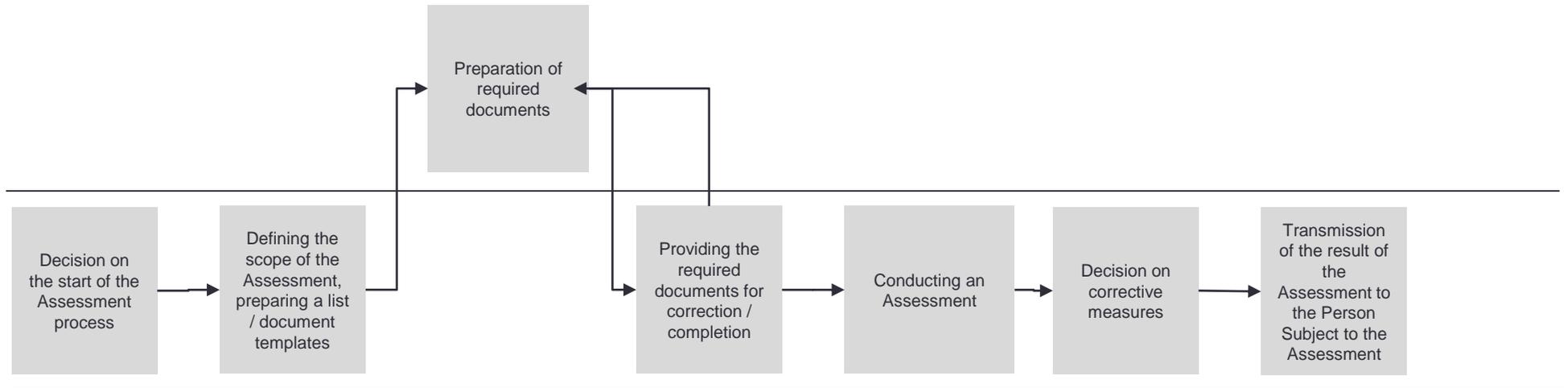


* HRD may delegate all or part of the activities to a designated organisational unit of the Bank or to an external advisor.

Attachment 6F. The Process of Assessment of a Person Performing a Key Function in the Bank

Person being evaluated

HRD*



* HRD together with the line manager and in consultation with the executive manager of the Person Subject to the Assessment. HRD may delegate all or part of the activities to a designated organisational unit of the Bank.