

Information related to remuneration of Identified Staff for 2020

Special payments	Guaranteed bonuses		Sign-on awards		Severance payments	
	Number of employees	Total amount	Number of employees	Total amount	Number of employees	Total amount
Senior management	0	0	0	0	0	0
Other material risk-takers	0	0	0	0	0	0

		a	b	
		Remuneration amount	Senior management	Other material risk-takers
1	Fixed remuneration	Number of employees	14	32
2		Total fixed remuneration (rows 3 + 5 + 7)	7,380,695	14,086,265
3		Of which: cash-based	7,380,695	14,086,265
4		Of which: deferred	-	-
5		Of which: shares or other share-linked instruments	-	-
6		Of which: deferred	-	-
7		Of which: other forms	-	-
8		Of which: deferred	-	-
9	Variable remuneration	Number of employees	11	32
10		Total variable remuneration (rows 11 + 13 + 15)	2,346,954	1,600,034
11		Of which: cash-based	1,056,129	800,017
12		Of which: deferred	469,391	308,757
13		Of which: shares or other share-linked instruments	1,290,824	800,017
14		Of which: deferred	1,290,824	800,017
15		Of which: other forms	-	-

16		Of which: deferred	-	-
17	Total remuneration (rows 2 + 10)		9,727,648	15,686,298

	a	b	c	d	e
Deferred and retained remuneration	Total amount of outstanding deferred remuneration	Of which: total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment	Total amount of amendment during the year due to ex post explicit adjustments	Total amount of amendment during the year due to ex post implicit adjustments	Total amount of deferred remuneration paid out in the financial year
Senior management	11,120,819	11,120,819	-	-	3,675,018
Cash	4,379,920	4,379,920	-	-	1,416,192
Shares	6,740,899	6,740,899	-	-	2,258,826
Cash-linked instruments	-				-
Other	-				-
Other material risk-takers	1,884,408	1,884,408	-	-	1,477,695
Cash	541,301	541,301	-	-	335,897
Shares	1,343,107	1,343,107	-	-	1,141,798
Cash-linked instruments	-				-
Other	-				-
Total	13,005,227	13,005,227	-	-	5,152,713