

Goldman Sachs Paris Inc. et Cie
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Report presenting the information related to the compensation policy and practices for year 2022

Pursuant to Article 199 of the order of November 3, 2014, (the “Order”), Goldman Sachs Paris Inc et Cie (hereinafter “GSPIC”) is not required to comply with Articles L. 511-81 and L. 511-82, and the second paragraph of Article L.511-84 of the French Monetary and Financial Code (the “FMFC”), which can be disapplied due to GSPIC having a 4 year average of balance sheet assets below €5 billion. It identified the people having a significant impact on GSPIC’s risk profile (the “Material Risk Takers” or “MRTs”) according to the criteria defined in the Delegated Regulation (EU) 2021/923 and set up and implemented rules for limiting, deferring and diversifying the payment instruments for the variable part of the compensation of these people, rules which also apply to all of the company’s personnel, while respecting the company’s long-term interests and subject to not limiting the company’s ability to strengthen its equity.

It should also be noted that Article 241-1 of the Order of November 3, 2014 set, pursuant to Article L. 511-89 of the Monetary and Financial Code, the threshold for setting up a Remuneration Committee and an Appointments/Nominations Committee (“Remuneration Committee”) to €5 billion. GSPIC’s balance sheet total being €8.4 billion at the end of December 2021, the General Meeting of May 31, 2022, which approved the accounts as of December 31, 2021, noted that the regulatory thresholds had been exceeded and that GSPIC was therefore required to set up a Remuneration Committee. On the 17 January 2023, a General Meeting was held and approved the creation of the GSPIC Remuneration Committee. The first Remuneration Committee met on the same day, which notably approved 2022 remuneration and confirmed that it was in accordance with Goldman Sachs’ remuneration policy and principles.

1. Decision making process implemented to define the firm’s compensation policy, including the composition and the mandate of the compensation committee or, failing that, the identity of any external consultants whose services were used to define the firm’s compensation policy.

The decision of the GSPIC general meeting on 17 January 2023 re-affirmed the implementation within GSPIC of the Compensation Policy Statement and Compensation Principles of The Goldman Sachs Group, Inc. (“GS Group”).

The Compensation Committee

The Board of Directors of GS Group (the “Board”) oversees the development, implementation and effectiveness of the firm’s global compensation practices, which it generally exercises directly or through delegation to the Compensation Committee of the Board (the “Compensation Committee”). The responsibilities of the Compensation Committee include:

- Review and approval of (or recommendation to the Board to approve) the firm’s variable compensation structure, including the portion to be paid as share-based awards, all year-end share-based grants for eligible employees (including those employed by GSPIC), and the terms and conditions of such awards.
- Assisting the Board in its oversight of the development, implementation and effectiveness of policies and strategies relating to the Human Capital Management (“HCM”) function, including recruiting, retention, career development and progression, management succession (other than that within the purview of the Corporate Governance and Nominating Committee) and diversity.

The Compensation Committee held 8 meetings in 2022 to discuss and make determinations regarding compensation.

The members of the Compensation Committee at the end of 2022 were Mark O. Winkelman (Chair), M. Michele Burns, Drew G. Faust, Kimberley D. Harris, Kevin R. Johnson, Ellen J. Kullman, Lakshmi N. Mittal and Adebayo O. Ogunlesi (ex-officio). None of the members of the Compensation Committee was an employee of the firm. All members of the Compensation Committee were “independent” within

the meaning of the New York Stock Exchange Rules and the GS Group Board Policy on Director Independence.

Other Stakeholders

In carrying out the responsibilities of the Compensation Committee, the Chair of the Compensation Committee met multiple times with senior management during the year, including the firm's Chief Operating Officer ("COO"), the Executive Vice President, the Global Head of HCM and other members of senior management.

The firm's Chief Risk Officer ("CRO") presented an annual compensation-related risk assessment to the Compensation Committee, meeting jointly with the Risk Committee of the GS Group Board, to assist the Compensation Committee in its assessment of the effectiveness of the firm's compensation programme, and particularly, whether the programme is consistent with the principle that variable compensation does not encourage employees to expose the firm to imprudent risk. This assessment most recently occurred in December 2022.

External Consultants

The Compensation Committee recognises the importance of using a compensation consultant that is appropriately qualified and is determined to be independent.

For 2022, the Compensation Committee received the advice of a compensation consultant from Meridian.

The Remuneration Committee

The responsibilities of the Remuneration Committee include:

- Overseeing the development and implementation of the remuneration policies of GSPIC insofar as they relate to employees of GSPIC whose remuneration is subject to the relevant provisions of the Monetary and Financial Code
- To take steps to satisfy itself that the remuneration policies of GSPIC are in accordance with the relevant provisions of the Monetary and Financial Code, including in particular that:
 - the remuneration policies of GSPIC appropriately take into account the long-term interests of shareholders, investors and other stakeholders in GSPIC; and
 - the remuneration policies of GSPIC are consistent with and promote sound and effective risk management and do not encourage risk-taking that exceeds the level of tolerated risk of GSPIC
- Making recommendations at the General Meeting of GSPIC for approval and adoption of the remuneration policies of GSPIC once satisfied that the policies are in accordance with the Monetary and Financial Code

The Remuneration Committee held its first meeting on 17 January 2023, to approve 2022 remuneration and confirmed that it was in accordance with Goldman Sachs' remuneration policy and principles.

The members of the Remuneration Committee were Robert Charnley (Chair) and David Fitch.

2. Main features of the compensation policy, notably in relation to the criteria used for performance measurement and risk adjustment, the linkage between pay and performance, deferral policy and vesting criteria, and the main parameters used for allocating cash versus other forms of compensation.

Retention of talented employees is critical to executing the firm's business strategy successfully. Compensation is, therefore, a key component of the costs the firm incurs to generate revenues, similar to cost of goods sold or manufacturing costs in other industries.

The compensation philosophy and the objectives of the compensation programme for the firm are reflected in the Compensation Principles for GS Group, as posted on the GS public website:

In particular, effective compensation practices should:

- (i) Encourage a real sense of teamwork and communication, binding individual short-term interests to the institution's long-term interests;
- (ii) Evaluate performance on a multi-year basis;
- (iii) Discourage excessive or concentrated risk-taking;
- (iv) Allow an institution to attract and retain proven talent;
- (v) Align aggregate compensation for the firm with performance over the cycle; and
- (vi) Promote a strong risk management & control environment

Compensation Frameworks

The Amended and Restated Firmwide Performance Assessment & Variable Compensation Framework ("Firmwide Compensation Framework") formalises the variable compensation practices of the firm.

The primary purpose of this Firmwide Compensation Framework is to assist the firm in assuring that its variable compensation program does not provide "covered employees" (i.e., senior executives as well as other employees of the firm, who, either individually or as part of a group, have the ability to expose the firm to material amounts of risk) with incentives to take imprudent risks and is consistent with the safety and soundness of the firm. Each business (e.g., Asset & Wealth Management, Global Banking & Markets) maintains a Performance Assessment & Variable Compensation Framework that is specific to the business and that is consistent with the Firmwide Compensation Framework (collectively, the "Compensation Frameworks").

Link Between Pay and Performance

In 2022, annual compensation for employees generally comprised fixed compensation (including base salary and, for certain roles, role-based allowances) and variable compensation. The firm's compensation practices provide for variable compensation determinations to be made on a discretionary basis. Variable compensation is based on multiple factors and is not set as a fixed percentage of revenue or by reference to any other formula, consistent with the process outlined in the Compensation Frameworks. Firmwide performance is a key factor in determining variable compensation.

The firm is committed to aligning variable compensation with performance. To do so, the performance of the firm, business, business unit and desk (if applicable) and individual over the past year, as well as over prior years, are taken into account. The firm believes that the firm's senior leaders have responsibility for overall performance and, as a result, senior employees have experienced more volatility in their compensation year-over-year, particularly in periods when the firm's performance declined significantly.

The firm believes that multi-year guarantees should be avoided as they risk misaligning compensation and performance.

Guaranteed variable compensation

Guaranteed variable compensation should be awarded in exceptional circumstances only (for example, for certain new hires).

Severance

Except as may be required by applicable law (such as contractual notice pay, and any legal indemnities which are due pursuant to French statute or the applicable (Banking) Collective Bargaining Agreement), severance is discretionary and the terms for dismissals in cases such as redundancy or poor

performance are generally agreed with employees and will depend on the circumstances of the particular case.

Performance Measurement

Variable compensation determinations take into account firm, business, business unit and desk (if applicable) and individual performance.

Firmwide performance

Certain firmwide financial metrics and year-on-year changes in those metrics are reviewed, including the following:

- Return on average common equity;
- Efficiency ratio;
- Book value per common share;
- Pre-tax earnings;
- Net revenues; and
- Diluted earnings per share

Business, business unit and desk performance

Additionally, at both the business and business unit level, quantitative and/or qualitative metrics specific to such levels, respectively, and below are used to evaluate the performance of the business/business unit and their respective employees.

Individual performance

Employees are evaluated annually as part of the performance review feedback process. This process reflects input from a number of employees, including managers, peers and those who are junior to the employee, regarding an array of performance measures. The performance evaluations for 2022 included assessments of Teamwork and Collaboration (One GS); Compliance, Risk Management, Code of Conduct and Firm Reputation; Sensitivity to Risk and Control (revenue-producing employees); Control Side Empowerment (control functions) and Culture. As part of the performance review feedback process, managers with three or more direct reports are assessed and receive feedback on their performance as a manager.

Global Compensation Determination Process

The firm's global process for setting variable compensation (including the requirement to consider risk and compliance issues) applies to GSPIC employees in the same way as to employees in other regions and is subject to oversight by senior management of the firm in the region. The firm uses a highly disciplined and robust process for setting variable compensation across all regions following the process outlined in the Compensation Frameworks.

This process involves compensation managers and compensation committees at various levels in the firm, along with the business and business unit heads, HCM and the Firmwide Management Committee (the firm's most senior leaders), as appropriate.

In addition, as part of the compensation determination process, members of the firm's Compliance, Risk, Employment Law Group and Employee Relations functions make arrangements for divisional management to take into consideration certain compliance, risk or control matters when determining compensation of individuals. Before any individual compensation decisions are finalised, Employee Relations and the Employment Law Group assess the recommended compensation for relevant individuals in the context of overall performance and other factors, and recommendations are reviewed with respect to comparators.

Risk Adjustment

Prudent risk management is a hallmark of the firm's culture and sensitivity to risk and risk management are key elements in assessing employee performance, including as part of the performance review feedback process noted above.

The firm takes risk, including conduct risk, into account both on an ex-ante and ex-post basis when setting the amount and form of variable compensation for employees. As documented in the Compensation Frameworks, different lines of business have different risk profiles and these are taken into account when determining compensation. These include credit, market, liquidity, operational, reputational, legal, compliance and conduct risks. Guidelines are provided to assist compensation managers when applying discretion during the compensation process to promote consistent consideration of the different risks presented by the firm's businesses. Further, to ensure the independence of control function employees, compensation for those employees is not determined by individuals in revenue-producing positions but rather by the management of the relevant control function.

Consistent with prior years, for 2022 certain employees receive a portion of their variable compensation as a share-based award that is subject to a number of terms and conditions that could result in forfeiture or recapture. For further details, see "Structure of Compensation" below.

In the 2022 annual compensation-related risk assessment presented to the Compensation Committee, meeting jointly with the Risk Committee of the GS Group Board, and separately to the Compensation Committees, the CRO confirmed that the various components of the firm's compensation programmes and policies (for example, process, structure and governance) balanced risk and incentives in a manner that does not encourage imprudent risk-taking. In addition, the CRO stated that the firm has a risk management process that, among other things, is consistent with the safety and soundness of the firm and focuses on our:

- (i) *Risk management culture*: the firm's culture emphasises continuous and prudent risk management;
- (ii) *Risk-taking authority*: there is a formal process for identifying employees who, individually or as part of a group, have the ability to expose the firm to material amounts of risk;
- (iii) *Upfront risk management*: the firm has tight controls on the allocation, utilisation and overall management of risk-taking, as well as comprehensive profit and loss and other management information which provide ongoing performance feedback. In addition, in determining variable compensation, the firm reviews performance metrics that incorporate ex-ante risk adjustments; and
- (iv) *Governance*: the oversight of the GS Group Board, management structure and the associated processes all contribute to a strong control environment and control functions have input into compensation structure and design.

Structure of Compensation

Fixed Compensation

The firm has a global salary approach to ensure consistency in salary levels and to achieve an appropriate balance between fixed and variable compensation.

Variable Compensation

For employees with total compensation and variable compensation above specific thresholds, variable compensation is generally paid in a combination of cash and share-based compensation. In general, the portion paid in the form of a share-based award increases as variable compensation increases.

The variable compensation programme is flexible to allow the firm to respond to changes in market conditions and to maintain its pay-for-performance approach. Variable compensation is discretionary (even if paid consistently over a period of years).

Maximum ratio of fixed to variable compensation

Pursuant to the Capital Requirements Directive (EU) 2019/878 ("CRD V") and Article L. 511-78, paragraph 1 of the FMFC, GSPIC must set in advance appropriate ratios between the variable and fixed components of the total compensation for staff. Variable compensation may not exceed 100 per cent. of fixed compensation for each individual identified as an MRT. Pursuant to Article L. 511-78, paragraph 2 of the FMFC, shareholders are entitled to approve a higher variable compensation which shall not exceed 200% of the fixed compensation for each individual MRT. GSPIC has obtained approval from its relevant shareholders for an increase of the approved ratio so that variable compensation can be up to 200% of the fixed component of the total compensation for each MRT. The

approval was passed unanimously by the relevant group holding companies that comprise GSPIC's shareholders on 14 December 2021. The results of GSPIC's shareholders general meeting were communicated to the ACPR on 20 December 2021.

Whereas under the Capital Requirements Directive (EU) 2013/36 ("CRD IV"), GSPIC was able to disapply the requirement to cap the ratio of fixed compensation to variable compensation on the basis of proportionality, this is no longer possible under CRD V and Article 199 of the Order (as amended by the order of 22 December 2020 implementing CRD V). The aim in formally increasing the ratio of fixed to variable compensation is for GSPIC to use an option available to it (which, in the past under CRD IV was not necessary but now appears appropriate) in order to maintain the current level of variable compensation.

Share-Based Compensation

The firm believes that compensation should encourage a long-term, firmwide approach to performance and discourage imprudent risk-taking. Paying a significant portion of variable compensation in the form of share-based compensation that delivers over time, changes in value according to the price of shares of common stock (shares) of GS Group, and is subject to forfeiture or recapture encourages a long-term, firmwide focus because its value is realised through long-term responsible behaviour and the financial performance of the firm.

The firm imposes transfer restrictions, retention requirements, and anti-hedging policies to further align the interests of the firm's employees with those of the firm's shareholders. The firm's retention and transfer restriction policies, coupled with the practice of paying senior employees a significant portion of variable compensation in the form of share-based awards, leads to a considerable investment in shares of GS Group over time.

In addition, from time to time, the firm may make awards consisting of unfunded, unsecured promises to deliver other instruments on terms and conditions that are substantially similar to those applicable to Restricted Stock Units ("RSUs") described below.

Deferral Policy: The deferred portion of fiscal year 2022 annual variable compensation was generally awarded in the form of RSUs. An RSU is an unfunded, unsecured promise to deliver a share on a predetermined date. RSUs awarded in respect of fiscal year 2022 generally deliver in three equal instalments on or about each of the first, second and third anniversaries of the grant date, assuming the employee has satisfied the terms and conditions of the award at each such date.

Transfer Restrictions: The firm generally requires certain individuals to hold a material portion of the shares they receive in respect of RSUs granted as part of their year-end compensation according to the firm's global deferral table. These transfer restrictions apply to the lower of 50% of the shares delivered before reduction for tax withholding, or the number of shares received after reduction for tax withholding.

An employee generally cannot sell, exchange, transfer, assign, pledge, hedge or otherwise dispose of any RSUs or shares that are subject to transfer restrictions.

Forfeiture and Recapture Provisions: The RSUs and shares delivered thereunder in relation to variable compensation are subject to forfeiture or recapture if the Compensation Committee or its delegate(s) determines that during 2022 the employee participated (or otherwise oversaw or was responsible for, depending on the circumstances, another individual's participation) in the structuring or marketing of any product or service, or participated on behalf of the firm or any of its clients in the purchase or sale of any security or other property, in any case without appropriate consideration of the risk to the firm or the broader financial system as a whole (for example, if the employee improperly analyses risk or fails sufficiently to raise concerns about such risk) and, as a result of such action or omission, the Compensation Committee or its delegate(s) determine(s) there has been, or reasonably could be expected to be, a material adverse impact on the firm, the employee's business unit or the broader financial system.

This provision is not limited to financial risks and is designed to encourage the consideration of the full range of risks associated with the activities (for example, legal, compliance or reputational). The provision also does not require that a material adverse impact actually occur, but rather may be triggered if the firm determines that there is a reasonable expectation of such an impact.

The Compensation Committee previously adopted guidelines that set forth a formal process regarding determinations to forfeit or recapture awards for failure to consider risk appropriate upon the occurrence

of certain pre-determined events (for example, in the event of annual firmwide, divisional, business unit or individual losses). The review of whether forfeiture or recapture is appropriate includes input from the CRO, as well as representatives from Finance, Legal and Compliance. Determinations are made by the Compensation Committee or its delegates, with any determinations made by delegates reported to the Compensation Committee.

An employee's RSUs may also be forfeited, and shares delivered thereunder recaptured if the employee engages in conduct constituting "cause" at any time before the RSUs are delivered and any applicable transfer restrictions lapse. Cause includes, among other things, any material violation of any firm policy, any act or statement that negatively reflects on the firm's name, reputation or business interests and any conduct detrimental to the firm.

With respect to all of the forfeiture conditions, if the firm determines after delivery or release of transfer restrictions that an RSU or share delivered thereunder should have been forfeited or recaptured, the firm can require return of any shares delivered or repayment to the firm of the fair market value of the shares when delivered (including those withheld to pay taxes) or any other amounts paid or delivered in respect thereof.

Hedging: The firm's anti-hedging policy ensures employees maintain the intended exposure to the firm's stock performance. In particular, all employees are prohibited from hedging RSUs, shares that are subject to transfer restrictions, and, to the extent applicable, retention shares. In addition, executive officers of GS Group (as defined under the Securities Exchange Act of 1934) are prohibited from hedging any shares that they can freely sell. Employees, other than executive officers, may hedge only shares that they can otherwise sell. However, no employee may enter into uncovered hedging transactions or sell short any shares. Employees may only enter into transactions or otherwise make investment decisions with respect to shares during applicable "window periods."

Treatment upon Termination or Change-in-Control: As a general matter, delivery schedules are not accelerated, and transfer restrictions are not removed, when an employee leaves the firm. The limited exceptions include death and "conflicted employment". A change in control alone is not sufficient to trigger acceleration of any deliveries or removal of transfer restrictions; only if the change in control is followed within 18 months by a termination of employment by the firm without "cause" or by the employee for "good reason" will delivery and release of transfer restrictions be accelerated.

3. Aggregate quantitative information on compensation regarding, on the one hand, the members of the decision taking body ("Executive Office") and, on the other hand, persons whose professional actions have a material impact on the risk exposure of the firm.

The following tables show aggregate quantitative compensation information for individuals categorised as MRTs pursuant to EU Delegated Regulation no. 2021/923 in respect of their duties for GSPIC. The tables exclude the compensation awarded to additional individuals who are considered MRTs for both GSPIC and a UK or German regulated company. These individuals are not employed by GSPIC and their total annual compensation is included in the public disclosure pertaining to the UK or German company, as required by Article 450 of the EU Capital Requirements Regulation No. 575/2013 ("CRR")¹.

Aggregate compensation: split between fixed and variable compensation and forms of variable compensation

Compensation paid or awarded for the financial year ended December 31, 2022 comprised fixed compensation and variable compensation.

As required by Article 450(2) of CRR and paragraph 308 of the European Banking Authority ("EBA") Guidelines on sound remuneration policies and disclosures under article 450 CRR (EBA/GL/2015/22), the quantitative information referred to in Article 450(1)(h) of CRR has been provided separately for the major business area, internal control and corporate functions, and at the level of the management body in its management and supervisory function of GSPIC (i.e., members of the GSPIC Board). In addition, the deferred compensation shown in the table below includes compensation subject to deferral. The amounts relate only to those employees who were MRTs at the end of the fiscal year, December 31, 2022.

¹ Applicable in the UK pursuant to the European Union (Withdrawal) Act in 2018.

EU REM1 - Remuneration awarded for the financial year

		MB Supervisory function	MB Management function	Other senior management	Other identified staff	
1	Fixed remuneration	Number of identified staff	-	4	-	9
2		Total fixed remuneration	-	0.50	-	3.29
3		Of which: cash-based	-	0.50	-	3.29
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	-	-	-	-
5		Of which: share-linked instruments or equivalent non- cash instruments	-	-	-	-
EU-5x		Of which: other instruments	-	-	-	-
6		(Not applicable in the EU)				
7		Of which: other forms	-	-	-	-
8		(Not applicable in the EU)				
9	Variable remuneration	Number of identified staff	-	4	-	9
10		Total variable remuneration	-	0.20	-	2.51
11		Of which: cash-based	-	0.17	-	1.35
12		Of which: deferred	-	-	-	-
EU-13a		Of which: shares or equivalent ownership interests	-	0.03	-	1.15
EU-14a		Of which: deferred	-	0.03	-	1.15
EU-13b		Of which: share-linked instruments or equivalent non- cash instruments	-	-	-	-
EU-14b		Of which: deferred	-	-	-	-
EU-14x		Of which: other instruments	-	-	-	-
EU-14y		Of which: deferred	-	-	-	-
15	Of which: other forms	-	-	-	-	
16	Of which: deferred	-	-	-	-	
17	Total remuneration (2 + 10)		-	0.70	-	5.79

EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	-	-	-	-
2	Guaranteed variable remuneration awards -Total amount	-	-	-	-
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	-	-	-	-
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	-	-	-	-
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	-	-	-	-
7	Severance payments awarded during the financial year - Total amount	-	-	-	-
8	Of which paid during the financial year	-	-	-	-
9	Of which deferred	-	-	-	-
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
11	Of which highest payment that has been awarded to a single person	-	-	-	-

EU REM3 - Deferred remuneration

	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	-	-	-	-	-	-	-	-
2	Cash-based	-	-	-	-	-	-	-	-
3	Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
4	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
5	Other instruments	-	-	-	-	-	-	-	-
6	Other forms	-	-	-	-	-	-	-	-
7	MB Management function	0.15	0.09	0.05	-	-	-0.02	0.09	0.09
8	Cash-based	-	-	-	-	-	-	-	-
9	Shares or equivalent ownership interests	0.15	0.09	0.05	-	-	-0.02	0.09	0.09
10	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
11	Other instruments	-	-	-	-	-	-	-	-
12	Other forms	-	-	-	-	-	-	-	-
13	Other senior management	-	-	-	-	-	-	-	-
14	Cash-based	-	-	-	-	-	-	-	-
15	Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
16	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
17	Other instruments	-	-	-	-	-	-	-	-
18	Other forms	-	-	-	-	-	-	-	-
19	Other identified staff	1.29	0.62	0.67	-	-	-0.15	0.62	0.55
20	Cash-based	-	-	-	-	-	-	-	-
21	Shares or equivalent ownership interests	1.29	0.62	0.67	-	-	-0.15	0.62	0.55
22	Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23	Other instruments	-	-	-	-	-	-	-	-
24	Other forms	-	-	-	-	-	-	-	-
25	Total amount	1.43	0.71	0.73	-	-	-0.16	0.71	0.64

EU REM4 - Remuneration of 1 million EUR or more per year

	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 and above	1

EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		Management body remuneration			Business Areas					
		MB Supervisory function	MB Management function	Total MB	Retail banking	Investment Banking & Asset management ¹	Corporate functions	Ind. internal control functions	All other	Total
1	Total number of identified staff									13
2	Of which: members of the MB	-	4	4						
3	Of which: other senior management				-	-	-	-	-	
4	Of which: other identified staff				-	4	-	5	-	
5	Total remuneration of identified staff	-	0.70	0.70	-	4.73	-	1.06	-	
6	Of which: variable remuneration	-	0.20	0.20	-	2.24	-	0.27	-	
7	Of which: fixed remuneration	-	0.50	0.50	-	2.49	-	0.80	-	

¹ Reflects MRTs in Global Banking & Markets and Asset & Wealth Management, grouped for data privacy reasons