

## REMUNERATION PAID IN 2024

Remuneration paid to employees in 2024	Amount	No. of employees
Fixed remuneration	5 073 326	6
Variable remuneration for employees included in the number of employees and not classified as specially regulated staff	0	0
Total remuneration and number of employees	5 073 326	6
<b>Remuneration paid to specially regulated staff 2024</b>		
a) employees in senior strategic positions	2 722 349	3
b) employees in charge of control functions. Control functions are outsourced	0	0
c) risktakers	1 278 162	2
d) employees whose total remuneration amounts to, or exceeds, the total remuneration of someone in the executive management.	0	0

Regarding compensation for the Risk function, this is outsourced to ISEC Services, organization no. 556542-2853.