

# The South African Bank of Athens

REMUNERATION DISCLOSURE

December 2017

**REMUNERATION DISCLOSURE TEMPLATE****ANNEXURE A**

Name of bank/ controlling company ..... The South African Bank of Athens

Period ended ..... 2017-12-31

**Template REM1: Remuneration awarded during the financial year**

			a	b
	Remuneration amount	Remuneration amount	Senior management	Other material risk-takers
1	Fixed remuneration	Number of employees	19	4
2		<b>Total fixed remuneration (3 + 5 + 7)</b>	24,318	2,218
3		Of which: cash-based	24,318	2,218
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	
10	<b>Total variable remuneration (11 + 13 + 15)</b>		-	-
11	Of which: cash-based		-	-
12	Of which: deferred		-	-
13	Of which: shares or other share-linked instruments		-	-
14	Of which: deferred		-	-
15	Of which: other forms		-	-
16	Of which: deferred		-	-
17	<b>Total remuneration (2 + 10)</b>			

Template REM2: Special payments

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	-	-	-	-	-	-
Other material risk-takers	-	-	-	-	-	-

Template REM3: Deferred remuneration

	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
<b>Senior management</b>	-	-	-	-	-
Cash					
Shares					
Cash-linked instruments					
Other					
<b>Other material risk-takers</b>					
Cash					
Shares					
Cash-linked instruments					
Other					
<b>Total</b>					