

MIF008 – Remuneration

		A	B	C
	Basis of completion			
1	Is this report on behalf of a consolidation group?	<i>Yes/No</i>		
2	If yes, please list the firm reference numbers of all FCA regulated entities in the consolidated situation.	<i>number</i>		
	Part A: Remuneration	Non-MRTs	MRTs	
3	Number of staff	<i>number</i>	<i>number</i>	
4	Total fixed remuneration	<i>number</i>	<i>number</i>	
5	Total variable remuneration	<i>number</i>	<i>number</i>	
6	- of which, awarded in cash	<i>number</i>	<i>number</i>	
7	- of which, awarded in non-cash	<i>number</i>	<i>number</i>	
8	Proportion of total variable remuneration deferred	<i>number</i>	<i>number</i>	
	Part B: Adjustments	Non-MRTs	MRTs	
9	Number of individual awards of variable remuneration that have been downwardly adjusted in-year	<i>number</i>	<i>number</i>	
10	Total of all in-year adjustments to variable remuneration	<i>number</i>	<i>number</i>	
11	Number of individual awards of variable remuneration from previous years that have been downwardly adjusted (malus)	<i>number</i>	<i>number</i>	
12	Total of adjustments to previous years' awards of variable remuneration	<i>number</i>	<i>number</i>	
13	Number of individual awards of variable remuneration to which clawback has been applied	<i>number</i>	<i>number</i>	
14	Total amount of clawback applied.	<i>number</i>	<i>number</i>	
	Part C: Highest earning individuals	Highest earner 1	Highest earner 2	Highest earner 3
15	Is the individual a material risk taker?	<i>Yes/No</i>	<i>Yes/No</i>	<i>Yes/No</i>
16	Does the individual work in the front, middle or back office?	<i>front/ middle/back</i>	<i>front/ middle/back</i>	<i>front/ middle/back</i>
17	Fixed remuneration	<i>number</i>	<i>number</i>	<i>number</i>
18	Variable remuneration	<i>number</i>	<i>number</i>	<i>number</i>
19	- of which, awarded in cash	<i>number</i>	<i>number</i>	<i>number</i>
20	- of which, awarded in non-cash	<i>number</i>	<i>number</i>	<i>number</i>
21	Proportion of variable remuneration deferred	<i>number</i>	<i>number</i>	<i>number</i>