



15	Fixed in other types of instruments								
	<i>Of which:</i>								
16	Variable in cash								
17	Variable in shares and share-linked instruments								
18	Variable in other types of instruments								
19	Total amount of variable remuneration awarded in year N which has been deferred (in EUR)								
	<i>Of which:</i>								
20	Deferred variable in cash in year N								
21	Deferred variable in shares and share-linked instruments in year N								
22	Deferred variable in other types of instruments in year N								

**Additional information regarding the amount of total variable remuneration**

23	Number of beneficiaries of severance payments								
24	Total amount of severance payments paid in year N (in EUR)								
25	Total amount of contributions to discretionary pension benefits in year N (in EUR)								
26	Total amount of variable remuneration awarded for multi-year periods under programmes which are not revoked annually (in EUR)								

**Supplementary Information**

**A**

27 Please indicate the function of all staff who cannot be included in a business area above and are therefore categorised as 'all other'

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