

8a Remuneration

Salaries and other compensations

SEB Group	Base salary		Cash-based variable remuneration		Long-term equity-based remuneration		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Executives ¹⁾	-88	-91			-26	-22	-113	-113
Others	-9,962	-9,033	-730	-736	-656	-665	-11,348	-10,433
TOTAL	-10,049	-9,124	-730	-736	-681	-687	-11,461	-10,546

Salaries and other compensations

Parent company	Base salary		Cash-based variable remuneration		Long-term equity-based remuneration		Total	
	2022	2021	2022	2021	2022	2021	2022	2021
Executives ¹⁾	-88	-91			-26	-22	-113	-113
Others	-7,721	-6,922	-705	-577	-510	-518	-8,937	-8,018
TOTAL	-7,809	-7,013	-705	-577	-536	-540	-9,050	-8,131

1) Comprises President and ordinary members of GEC.

Loans to Executives

	Group		Parent company	
	2022	2021	2022	2021
Managing Directors and Deputy Managing Directors ¹⁾	114	160	56	72
Boards of Directors ²⁾	323	316	73	78
TOTAL	437	476	129	150

1) Comprises current President and Deputy President in the parent company and Managing Directors and Deputy Managing Directors in subsidiaries. Total number of executives was 31 (34) of which 9 (7) female.

2) Comprises current Board members and their substitutes in the parent company and subsidiaries. Total number of persons was 101 (104) of which 32 (37) female.

Pension commitments to Executives

Pension disbursements made	140	104	118	84
Change in commitments	45	31	22	14
Commitments at year-end	1,054	1,273	606	748

The above commitments are covered by the Bank's pensions funds or through Bank-owned endowment assurance schemes. They include active and retired Presidents and vice Presidents in the parent company and Managing directors and Deputy Managing directors in subsidiaries, in total 91 persons (90).