

ΑΡΧΕΙΟΘΕΤΗΣΗ:



ΛΑΙΚΗ ΤΡΑΠΕΖΑ

23.04.029.304-2012.

ΑΝΑΠΛΗΡΩΝ ΠΡΩΤΟΣ ΕΚΤΕΛΕΣΤΙΚΟΣ ΔΙΕΥΘΥΝΤΗΣ  
ΑΡ. ΤΗΛ. 22811035 ΑΡ. ΦΑΞ 22811489

ΑΠΟΡΡΗΤΟ

12 Δεκεμβρίου 2012

Παρακαλώ να  
δίνετε προτερηότητα  
στα θέματα  
γραφειοκρατία της  
Κ.Ε. Θεσσαλον.  
ΘΒ 12/12

Κύριο  
Δημήτρη Συλλούρη  
Πρόεδρο Επιτροπής Θεσμών, Αξιών και Επιτρόπου Διοικήσεως  
Βουλή των Αντιπροσώπων  
Κυπριακή Δημοκρατία  
1402 - Λευκωσία

Αξιότιμε κ. Συλλούρη,

**Θέμα: Λειτουργία των θεσμών του χρηματοπιστωτικού συστήματος**

Αναφέρομαι στο πιο πάνω θέμα και την επιστολή σας ημερ. 04.12.2012 και επισυνάπτονται οι απαντήσεις της Λαϊκής Τράπεζας στις ερωτήσεις της Επιτροπής οι οποίες έχουν ετοιμασθεί με βάση πληροφορίες που ο Εσωτερικός Έλεγχος έχει συλλέξει από τα αρμόδια τμήματα.

Με εκτίμηση,

Τάκης Φειδία

Κοιν.: Πρόεδρος Διοικητικού Συμβουλίου Λαϊκής Τράπεζας

Board of Directors (Fees / Gross Earnings & Benefits / Variable Compensation (Bonus, Restricted Stocks, Share Options))

S/N	Name	Job Position	Leaving Date	FEES / GROSS EARNINGS & BENEFITS						VARIABLE COMPENSATION											
				2007	2008	2009	2010	2011	2012	Cash Bonus 2006 paid in 2007	Cash Bonus 2007 paid in 2008	Cash Bonus 2008 paid in 2009	No Cash Bonus paid in 2010, 2011, 2012	No of Restricted Stocks 2009	Value of Restricted Stocks as at acquisition date between March 2011 and May 2011	No of Share Options	Share Options Scheme Expense 2007	Share Options Scheme Expense 2008	Share Options Scheme Expense 2009	Share Options Scheme Expense 2010	Share Options Scheme Expense 2011
20	Abdulrazaq Al Jassim		04/11/2011				12,000	25,000													
21	Michalis Sarris	Non Executive Chairman	09/08/2012					2,000	77,581												
22	Chris Pavlou							2,000	115,887												
23	Peter Baltussen		13/09/2012					5,000	17,906												
24	Andreas Philippou	Non Executive Chairman						25,500													
25	Spyros Episkopou							25,500													
26	Marios Hadjiyiannakis							25,500													
27	Nicos Hadjinicolaou							25,500													
28	Pantcos Pourziouris							25,500													
29	Andreas Trokkos							25,500													
30	Andreas Zachariades							25,500													

ΑΤΤΟΠΗΤΟ

\* NOT AWARDED  
 \*\* ANNUALIZED BASED ON LATEST UPDATE OF SALARY / FEES

CANCELLED

Board of Directors (Fees / Gross Earnings & Benefits / Variable Compensation (Bonus, Restricted Stocks, Share Options))

FEES / GROSS EARNINGS & BENEFITS

VARIABLE COMPENSATION

S/N	Name	Job Position	Leaving Date	2007	2008	2009	2010	2011	2012	Cash Bonus 2006 paid in 2007	Cash Bonus 2007 paid in 2008	Cash Bonus 2008 paid in 2009	No Cash Bonus paid in 2010, 2011, 2012	No of Restricted Stocks 2009	Value of Restricted Stocks as at acquisition date between March 2011 and May 2011	No of Share Options	Share Options Expense 2007	Share Options Expense 2008	Share Options Expense 2009	Share Options Expense 2010	Share Options Expense 2011
1	Andreas Venopoulos	Executive Vice-Chairman	04/11/2011																		
2	Efthimos Bouloutas	CEO	09/12/2011	484,802	823,294	774,870	774,900	1,677,839		300,000	1,000,000	550,000				401,000 *					
3	Christos Stylianides	Deputy CEO		240,311	275,762	323,000	327,000	328,000	132,225	2,000	150,000	150,000			161,619	1,750,000	72,752	82,887	75,000	63,000	35,000
4	Panayiotis Kournis	Deputy CEO	08/09/2012	242,661	275,833	322,450	329,000	332,000	132,225	2,000	150,000	150,000			159,300	1,750,000	48,501	55,258	75,000	63,000	35,000
5	Eleftheros Hiliadakis		31/12/2011	472,681	486,160	161,875	162,875	173,000								1,250,000	48,501	55,258	54,000	45,000	25,000
6	Necolis Iysandrou	Non Executive Vice-Chairman	22/05/2012	249,929	269,973	220,000	220,000	200,856	77,414	2,000	75,000	75,000				300,000	14,330	16,083	13,000	11,000	6,000
7	Vassilis Theodorakis		21/06/2012				20,000	30,000	12,053							300,000	0	16,083	13,000	11,000	6,000
8	Platon E. Lanitis		23/05/2012	15,292	20,000	20,000	20,000	30,000	9,963							300,000	14,330	16,083	13,000	11,000	6,000
9	Constantinos Mylonas		22/05/2012	18,795	30,000	30,000	30,000	50,000	9,963							300,000	14,330	16,083	13,000	11,000	6,000
10	Stelios Stylianou			75,217	113,199	110,077	117,805	135,000	66,305	2,000						200,000	9,553	10,722	9,000	7,000	4,000
11	Markos Foros		21/06/2012	42,212	20,000	20,000	20,000	30,000	12,053							500,000	23,883	26,804	21,000	18,000	10,000
12	Soud Baralawy		09/02/2010	10,764												500,000	23,883	26,804	21,000	18,000	10,000
13	Sayanta Basu		19/05/2009													4,000,000	191,065	214,435	171,429		
14	Nicholas Wrigley		19/05/2009													500,000	23,883	26,804	21,429		
15	Vincent Pica		15/05/2008													300,000	14,330	16,083	12,857		
16	Joseph Kemal Etkander		27/07/2010				24,000									200,000	9,553				
17	Mustafa Farid Mustafa		15/12/2009																		
18	Hesham Al Qassim		13/09/2012				9,000	30,000	17,906												
19	Fadel Al Ali						20,000		25,500												

December 11, 2012

Leadership Group (excl. BOD members) Gross Earnings & Benefits 2007 - 2012

Country	No of managers	2007	No of managers	2008	€		No of managers	2009	No of managers	2010	€		No of managers including leavers	Annualized 2012 as at 01/01/12 including leavers	No of managers excluding leavers	Annualized 2012 based on last update (excluding leavers)
					No of managers	2009					No of managers	2010				
Cyprus	31	2,657,707	29	2,878,416	27	3,040,631	75	3,249,890	25	3,304,925	25	3,356,074	20	2,242,750		
Greece	41	5,774,360	48	7,378,279	53	9,341,104	56	8,820,141	54	8,436,372	48	5,166,205	35	3,831,328		

**Leadership Group (excl. BoD members) Variable Compensation 2007 - 2012**

Country	2007		2008		2009		2010		2011		2012			
	No of managers	Cash Bonus paid in 2007	No of managers	Cash Bonus paid in 2008	No of managers	Cash Bonus paid in 2009	No of managers	Cash Bonus paid in 2010	No of managers	Cash Bonus paid in 2011	Restricted Stock Scheme No of Shares purchased in 2011 (Variable Compensation for 2009)	Restricted Stock Scheme Expense 2011 (Variable Compensation for 2009)	No of managers	Cash Bonus paid in 2012
Cyprus	33	190,386	26	1,195,000	27	1,056,918	27	1,277,738	1	29,600	519,600	492,302	1	14,820
Greece	43	4,201,006	44	8,560,533	43	3,356,049	14	290,739	-	-	-	-	-	-