



Disclosure report in accordance with Article 46 IFR

Tradias GmbH

Disclosure in accordance with Part Six of Regulation (EU) 2019/2033 of the European Parliament and of the Council of 27 November 2019 on the prudential requirements of investment firms and amending Regulations (EU) No 1093/2010, (EU) No 575/2013, (EU) No 600/2014 and (EU) No 806/2014

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1. Introduction

Tradius GmbH is a limited liability company (GmbH) incorporated in Germany and registered at the chamber of commerce in Frankfurt am Main under register no. HRB 122176.

Tradius GmbH (“Tradius GmbH” or “the Company” or “we”), in accordance with the Regulation (EU) No. 2019/2033 of the European Parliament and of the Council on Prudential Requirements of Investment Firms and amending Regulations (EU) No 1093/2010, (EU) No 575/2013, (EU) No 600/2014 and (EU) No 806/2014 (“IFR”) and the German Investment Firm Act (Wertpapierinstitutsgesetz - “WpIG”) is subject to certain disclosure requirements. According to the requirements stated in Article 46 IFR, Tradius GmbH has an obligation to publicly disclose on their website, information relating to its risk management policies and objectives, governance, own funds, own funds requirements and remuneration policy and practices, investment strategies and ESG risks on an annual basis.

Furthermore, Tradius GmbH is a crypto-asset service provider (CASP) within the meaning of Article 3(1)(15) of Regulation (EU) 2023/114 of the European Parliament and of the Council of 31 May 2023 on markets in crypto-assets, and amending Regulations (EU) No 1093/2010 and (EU) No 1095/2010 and Directives 2013/36/EU and (EU) 2019/1937 (MiCAR)

Authorisation to provide investment services and ancillary investment services was granted on 30 September 2024 by the Federal Financial Supervisory Authority (BaFin). The authorisation as a CASP was granted following a notification in accordance with Article 60(3) of MiCAR and was approved by the competent supervisory authority on 19 March 2025.

1.1. Nature and scope of business

Tradius GmbH offer its services as an authorised investment firm within the meaning of the German Investment Firm Act (WpIG) and the IFR as well as an authorised provider of crypto-asset services in accordance with MiCAR, supervised by BaFin.

An overview of the individual authorisations under the WpIG and MiCAR can be accessed via the BaFin company database.

During the past financial year Tradius GmbH's business activities focused on the exchange of crypto-assets for funds and the exchange of crypto-assets for other crypto-assets for our clients. Our range of services includes OTC trading (Principal Desk) and market making. We offer optimized liquidity and services for crypto currencies. Our services are provided exclusively to professional clients and eligible counterparties.

2. Risk Management, Objectives and Policies

2.1. Risk Management Framework and Structure

The management board is responsible for defining and regularly reviewing the risk strategy. This strategy forms the basis for the identification, assessment, management, and monitoring of company-specific risks and is an integral component of the overall business strategy.

The risk strategy and the risk management framework constitute key steering instruments for achieving strategic objectives. The risk strategy is reviewed at regular intervals (at least annually) for adequacy and applicability and adjusted where necessary. v GmbH maintains a sustainable risk management system that enables a controlled and targeted risk-taking approach in line with profitability objectives and our risk appetite. The management board is informed of any changes to our risk exposure via various committee meetings.

Adherence to our risk strategy defined by the management board is ensured through the internal control system implemented by Tradias GmbH. This system follows the “Three Lines Models”. Business units (first line) bear primary responsibility for risks arising from operational activities. The risk management function constitutes the second line and is complemented by the compliance and further functions. Internal audit acts as an independent third line. Risk management decisions are regularly taken within the Risk Management Committee (RMC). Daily, monthly, and quarterly risk reporting ensures continuous transparency of the risk profile and supports informed and transparent decision-making.

Tradias GmbH operates exclusively in business areas where risks can be effectively controlled and limited through appropriate risk management mechanisms.

Risks are constrained by internal limits approved by the management board and continuously monitored by risk management.

2.2. Statement of the management body

The management board has established a risk framework that reflects the nature, scale, complexity, and risk profile of the institution’s activities.

The risk management system is based on a continuous process comprising risk identification, assessment, management, and monitoring. Key instruments include our risk inventory, the annual risk and control self assessments (RCSA), limit systems, key risk indicators (KRIs), stress testing, and the ICAAP.

The risk strategy is derived from the business strategy. Appropriate measurement and management processes are defined for all material risks. The risks resulting from our business activities such as OTC and market making as well as planned activities are managed and monitored through our risk management framework.

As of the reporting date, all risks incurred were fully covered by available risk coverage potential, ensuring risk-bearing capacity at all times.

Tradias GmbH conducts its internal capital adequacy assessment process (ICAAP) on the basis of two perspectives: a normative perspective and an economic perspective. Under the normative perspective, the firm compares its K-factor requirements under IFR, the EUR 750,000 minimum capital threshold, and the fixed overheads requirement, and holds own funds at least equal to the highest of the aforementioned (more details on chapter 5).

The economic perspective quantifies capital requirements for market risk, counterparty risk, settlement risk, and operational risk using internal methodologies. With respect to liquidity risk and business risk; both

are managed through the firm's stress testing framework. Where the economic capital requirement for a given risk type exceeds the corresponding K-factor amount, the difference is treated as an add-on and reflected in the total capital requirement under the normative perspective.

The firm maintains a minimum capital ratio of 120% of the total internal capital requirement in the base case and 100% under stress. Both thresholds are applied across the three-year capital planning horizon and reviewed quarterly.

2.3. Risk Categories

Tradius GmbH's overall risk profile primarily comprises:

- Credit risk
- Market risk
- Liquidity risk
- Operational risk
- Business risk

Tradius GmbH maps the risks defined in the IFR Art. 15 (1) to the risk types above. From Tradius GmbH's business model, the following K-factors are relevant: K-NPR (market risk) and K-DTF (operational risk).

2.4. Credit Risk

Credit risk represents the risk that a counterparty fails to meet its contractual obligations arising from one or more transactions. This primarily includes exposures from crypto-asset trading (counterparty risk), bank deposits, and other receivables.

Tradius GmbH mitigates these risks through credit assessments, limit monitoring, and counterparty diversification. Where appropriate, collateral is obtained for post-trade settlement exposures.

New clients are subject to a comprehensive and structured Know-Your-Customer (KYC) process. Creditworthiness is assessed based on financial information, available data, and external ratings where applicable. Counterparty limits are assigned to restrict exposure concentrations.

2.5. Market Risk

Market risk refers to the risk of financial losses arising from adverse movements in market prices of financial instruments.

The management of market risk is closely linked to credit risk mitigation measures. An institution-wide limit system is applied and regularly reviewed for adequacy and effectiveness. Market risk exposures are monitored daily by risk management based on exposure reports to detect limit breaches at an early stage and initiate appropriate mitigation measures. K-NPR is the relevant market risk indicator in the normative perspective of the ICAAP.

2.6. Liquidity Risk

Liquidity risk is defined as the risk that Tradius GmbH is unable to meet its payment obligations as they fall due. Currently, Tradius GmbH is fully equity-funded and maintains sufficient liquidity reserves. Daily monitoring of cash flows and payment streams, as well as quarterly stress testing, ensure ongoing liquidity adequacy. The liquidity requirement under Article 43 IFR is fully met at all times.

2.7. Operational Risk

Operational risk is defined as the risk of losses resulting from inadequate or failed internal processes, human error, system failures, or external events. This includes risks related to information security, outsourcing, system stability, personnel, fraud, compliance breaches, and external threats.

Operational risks are identified and assessed annually through the risk inventory and RCSA processes, using both qualitative and quantitative criteria (probability of occurrence and potential loss). Each identified risk is assigned to a responsible owner and documented accordingly. Risk events occurring during the year are captured and assessed based on financial, operational, regulatory, and reputational impact. Material events are reported to the management board without delay.

Risk mitigation measures include avoidance, reduction, or transfer. A comprehensive control and limit framework is in place, the effectiveness of which is regularly tested and reviewed by internal audit. Where necessary, preventive measures such as training, process improvements, and technical controls are implemented.

Operational risk reporting is provided monthly and quarterly to the management board. Material loss events and stress scenarios are reported on an ad hoc basis. Within the ICAAP, operational risk is considered from both a normative (regulatory capital requirements under IFR such as K-DTF) and an economic perspective.

Business continuity is ensured through an institution-wide BCM framework in accordance with MaRisk and DORA. Critical processes are identified through business impact analyses (BIA) and regularly tested. Business continuity plans ensure the continuation of critical operations under adverse conditions.

Overall, the framework ensures early identification, systematic monitoring, and appropriate management of operational risks.

2.8. Business Risk

Business risk is defined as the risk that strategic objectives are not achieved due to adverse market conditions, failure in strategy execution, or changes in the competitive environment.

Tradius GmbH differentiates business risk across the following dimensions:

- Macroeconomic and geopolitical developments
- Strategic management
- Market conditions
- Competition
- Regulatory changes

Business performance is partly dependent on external factors such as economic conditions, market liquidity, and the regulatory environment. A weaker market environment, increasing regulatory requirements (e.g. MiCA, DORA), and geopolitical uncertainties may negatively impact revenues and growth.

Internal risks arise from the execution of strategic initiatives, particularly expansion into new EU markets, development of tokenization and AI activities, and scaling of operations. Misallocation of resources, technological disruptions, and increased competitive pressure may adversely affect profitability.

There is also dependency on stable IT, cloud, and trading infrastructure, where failures or security breaches could have significant operational impacts.

Tradias GmbH addresses these risks through an integrated and dynamic management approach. Market and competitive developments are continuously monitored, and the business strategy is reviewed annually. Diversification of revenue streams across OTC trading, market making, tokenization, and technological innovation reduces concentration risks.

Investments in AI, cybersecurity, and automation enhance operational resilience and efficiency. Regulatory developments are continuously monitored to ensure timely implementation. Strategic partnerships with established financial and technology firms strengthen market positioning and expertise.

2.9. Overall Risk Profile

As of 30 September 2025, Tradias GmbH's risk profile is characterized by credit risk, market risk, liquidity risk, and operational risk as the primary risk drivers.

All material risks are effectively managed and monitored in accordance with regulatory requirements. The total internal capital ratio amounts to 466%, and the liquidity requirement under Art. 43 IFR is 1056%.

3. Governance

3.1. Management Board

For the fiscal year ended 30 September 2025, the management board comprised two members, Michael Reinhard and Roman Schmidt, both of whom served as management board (CEO and CMO). Effective 1 November 2025, Christopher Ferdinand Beck was appointed to the Board as a managing director (CSO).

The Risk Management Committee (RMC) supports the management board in overseeing the Company's risk profile. The RMC meets on a regular basis and reviews key risk indicators, limit utilisation, and material risk developments.

Furthermore, regular reporting from the risk management, Compliance and AML Finance as well as Internal Audit ensures that the management board is adequately informed to take risk-related decisions.

3.2. ESG Risk Assessment

Tradias GmbH conducts periodic ESG risk assessments in relation to the crypto-assets offered to clients. As part of this process, the list of supported assets is reviewed on a monthly basis, which may result in new listings or delistings depending on internal assessment criteria, including sustainability-related considerations.

To support the assessment of environmental risks and sustainability indicators associated with listed crypto-assets, Tradias GmbH obtains sustainability reports from an independent external provider, the Crypto Carbon Ratings Institute (CCRI). These reports provide information on relevant environmental metrics, including energy consumption and carbon footprint data where applicable.

As part of its ongoing compliance and transparency efforts, Tradias GmbH continuously reviews the availability and completeness of sustainability disclosures for all listed crypto-assets to ensure that corresponding reports are published on its website in line with applicable regulatory requirements, including MiCAR Article 66(5). The currently available sustainability disclosures can be accessed in the "MiCAR Art. 66 (5) Reporting" section of the Tradias GmbH website.

3.3. Diversity Policy

The company currently does not have a formally defined diversity strategy for its management body.

The selection of members of the executive management is based on professional qualifications, experience, and personal suitability, taking into account the requirements for proper business organization.

3.4. Number of Members of the Board

The table below presents the number of management board held by each member of the company's management body in other entities, including their directorship within the company. For the purposes of this disclosure, directorships held in organisations that do not primarily pursue commercial objectives, such as non-profit or charitable organisations, have not been taken into account.

Name of Director	Position within the Company	Directorships - Executive	Directorships Non-Executive
Michael Reinhard	Management Board/CEO	4	1
Roman Schmidt	Management Board/CMO	2	2
Christopher Ferdinand Beck	Management Board/CSO	3	0

4. Own funds

Template EU IFCC2: Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial statements (Article 49(1)(a) IFR)

The following table contains a complete reconciliation of the items of Common Equity Tier 1 capital, Additional Tier 1 capital, Tier 2 capital, as well as the adjustment items and deductions from own funds with the balance sheet contained in the audited financial statements (figures in TEUR):

		a	c
		Balance sheet as in published/audited financial statements	Cross reference to EU IF CC1
		As at period end '000€	
Assets - Breakdown by asset classes according to the balance sheet in the published/audited financial statements			
A-1	Receivables from banks	28,846	
A-2	Receivables from customers	25,021	
A-4	Shares in affiliated companies	150	24
A-5	Intangible fixed assets Purchased concessions, industrial rights and assets, and licences in such rights and assets	2,023	19
A-6	Tangible fixed assets	150	
A-7	Crypto asset trading portfolio	12,129	
A-8	Other assets	1,513	
A-9	Prepaid expenses	18	
	Total Assets	69,851	
Liabilities - Breakdown by liability classes according to the balance sheet in the published/audited financial statements			
L-1	Liabilities to banks	12,025	
L-2	Liabilities to clients	4,228	
L-3	Crypto asset trading portfolio	11,269	
L-4	Other liabilities	4,442	
L-5	Provisions	7,576	
L-6	Fund for general banking risks	728	27
	Total Liabilities	40,268	
Shareholders' Equity			
E-1	Called contributions Subscribed capital	1,587	4
E-2	Capital reserve	12,854	5
E-3	Revenue reserves	11,670	8
E-4	Net retained profits	3,473	6
	Total Shareholders' equity	29,583	

Template EU IF CC1 - Composition of regulatory own funds (Article 49(1)(c) IFR)

As of the reporting date of 30 September 2025, Tradias GmbH has own funds in accordance with the IFR amounting to TEUR 28,115.

The following figure contains a description of all restrictions applied to the calculation of own funds in accordance with this Regulation, as well as the instruments and deductions to which these restrictions apply (figures in TEUR):

	(a)	(b)
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		Amounts '000€	Source based on reference numbers/letters of the balance sheet in the audited financial statements
Common Equity Tier 1 (CET1) capital: instruments and reserves			
1	OWN FUNDS	28,115	
2	TIER 1 CAPITAL	28,115	
3	COMMON EQUITY TIER 1 CAPITAL	28,115	
4	Fully paid up capital instruments	1,587	E-1
5	Share premium	12,854	E-2
6	Retained earnings	3,473	E-4
8	Other reserves	11,670	E-3
10	Adjustments to CET1 due to prudential filters	-24	
12	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1	-2,173	
19	(-) Other intangible assets	-2,023	A-5
24	(-) CET1 instruments of financial sector entities where the institution has a significant investment	-150	A-4
27	CET1: Other capital elements, deductions and adjustments	728	L-6

The capital instruments classified as common Equity Tier 1 meet the requirements of Article 9 IFR in conjunction with Article 26(1) CRR in conjunction with Articles 28 and 29 CRR.

The retained earnings after approval take into account the planned appropriation of profits.

The capital instruments classified as common Equity Tier 1 meet the requirements of Article 9 IFR in conjunction with the CRR. They are directly and immediately available to the company to cover risks and losses.

5. Capital Requirements

5.1. Own Funds Requirements

The Company's policy is to monitor Own fund requirements in order to comply with Article 11 of the IFR, stating that the Company shall at all times have Own Funds in accordance with Article 9 of the IFR, which amounts to at least the highest of the following:

- a) its fixed overheads requirement calculated in accordance with Article 13 of the IFR;
- b) its permanent minimum capital requirement in accordance with Article 14 the IFR; or
- c) its K-factor requirement calculated in accordance with Article 15 the IFR.

5.2. Fixed Overhead Requirement (Article 13 IFR)

The following table shows the calculation of the fixed overhead requirement:

	Amount '000€
Fixed overhead requirement	3,701
Annual fixed overheads of the previous year after distribution of profits	14,805
Total expenses of the previous year after distribution of profits	21,475
(-)Total deductions	-6,670
(-)Staff bonuses and other remuneration	-3,260
(-)Other discretionary payments of profits and variable remuneration	-625
(-)Expenditures from taxes	-2,057
(-)Payments into a fund for general banking risk	-728

5.3. Permanent Minimal Capital Requirement (Article 14 IFR)

The permanent minimal capital requirement applicable to Tradias GmbH is TEUR 750.

5.4. K-Factor Requirements (Article 15 IFR)

The K-Factor requirement is determined as the aggregate of all applicable K-Factors reflecting the nature, scale, and complexity of Tradias GmbH's business activities, in accordance with the IFR framework. These requirements are structured across three risk categories:

- Risk to Client (RtC): Captures the risk of potential harm to clients arising from an investment firm's activities. This includes risks associated with the handling of client assets, execution of orders, and provision of services.
- Risk to Market (RtM): Reflects the potential impact of the investment firm's activities on the financial markets, including exposures arising from market-making activities and interactions with counterparties.
- Risk to Firm (RtF): Represents the risks to the financial soundness of the investment firm itself, primarily driven by its proprietary trading activities, balance sheet exposures, and overall market participation.

The total K-Factor requirement is calculated as the sum of these components and forms a key element of the firm's own funds requirement under the IFR regime.

	Factor amount €'000	K-factor requirement €'000
Total K-Factor requirement		194
Risk to client		0
Assets under management	0	0
Client money held - Segregated	0	0
Client money held - Non-segregated	0	0
Assets safeguarded and administered	0	0
Client orders handled - Cash trades	0	0
Client orders handled - Derivatives trades	0	0
Risk to market		187
K-Net positions risk requirement		187
Clearing margin given	0	0
Risk to firm		7
Trading counterparty default		0
Daily trading flow - Cash trades	6,966	7
Daily trading flow - Derivative trades	0	0
K-Concentration risk requirement		0

Under Article 11 of the IFR, the own funds requirement provides the baseline for determining the level of capital the company must maintain to cover the risks arising from its activities. The company assesses whether additional capital is necessary to address material risks or potential losses that are not sufficiently captured by the minimum own funds requirement under the IFR. This assessment is supported by quantitative methodologies and stress testing designed to evaluate the adequacy of the company's capital resources under both normal and adverse conditions. The result of the internal capital ratio is provided in section 2.9.

6. Remuneration Disclosures

Tradius GmbH, due to its size, nature of business and scale of its operations, is not obliged to set up a remuneration committee and instead the responsibilities of the remuneration committee are performed by the management board. The shareholders oversee the variable remuneration of the management board. The design of our remuneration policy and practices are approved by the people who effectively direct the business of the Company (i.e. the management board and its senior management), after taking advice from the compliance function and implemented by the relevant functions to promote effective corporate governance.

The remuneration policy is designed in a way that it:

- Promotes a sound and effective risk management and does not encourage risk-taking that exceeds the level of tolerated risk of the Company.
- Is in line with the business strategy, objectives, values and long-term interests of the Company and its clients.
- Discourages conflict of interests in order to prevent employees of the Company to act against the interests of any of the Company's clients or the Company itself. Remuneration consists of all forms of payments and/or benefits provided directly or indirectly to employees. All employees of the Company are covered by the principles of the remuneration policy.

The remuneration policy is established pursuant to:

- Verordnung über die aufsichtsrechtlichen Vorgaben an Vergütungssysteme von Mittleren Wertpapierinstituten – the “WpIVergV” which creates a suitable set of rules for appropriate remuneration and remuneration structures of medium-sized investment firms within the meaning of Section 2 (17) of the German Investment Firms Act (Wertpapierinstitutsgesetz - “WpIG “).
- The WpIG implements Directive (EU) 2019/2034 on the prudential supervision of investment firms (Investments Firms Directive - “IFD”) into German law. Together with Regulation (EU) 2019/2033 on the prudential requirements of investment firms and amending Regulations (Investment Firms Regulation - “IFR”), the German Investment Firms Act establishes the legal framework for the authorisation, supervision and prudential requirements of German small and non-interconnected and medium-sized investment firms.
- The European Securities and Markets Authority (ESMA) Guidelines on certain aspects of the MIFID II remuneration requirements (ESMA34-43-3565).

The Company ensures that any remuneration provided abides by the following basic principles:

- Remuneration shall not be solely or predominantly based on quantitative commercial criteria and shall take fully into account appropriate qualitative criteria reflecting compliance with the applicable regulations, the fair treatment of clients and the quality of services provided to clients.
- Remuneration encourages responsible business conduct, as well as avoiding conflict of interests in the relationships with clients, i.e. clients' interests are not impaired by the remuneration practices adopted by the Company.
- Under no circumstances will the Company make any variable remuneration awards that would impact upon its capital base, either from the need to retain required regulatory capital or where the Company has identified the need to build its capital base.
- The Company does not remunerate or assess the performance of its staff in a way that conflicts with its duty to act in the best interests of its clients. In particular, the Company shall not make any arrangement by way of remuneration, sales targets or otherwise that could provide an incentive to its staff to act against the best interest of its clients.
- The method of determining the remuneration of the relevant persons involved in control functions (the compliance, AML, risk management and internal audit functions) does not compromise their objectivity. Persons engaged in control functions should be independent from the business units they oversee, have appropriate authority and be compensated in accordance with the achievement of the objectives linked to their functions, independent of the performance of the business areas they control.

- A balance between fixed and variable components of remuneration is maintained at all times, so that the remuneration structure does not favour the interests of the Company or its relevant persons against the interests of any client.
- The remuneration of the management board ensures the Company's continued ability to attract and retain the most qualified management board members and a good basis for succession planning.

The remuneration components are:

6.1. Fixed remuneration

Fixed remuneration is determined on the basis of the role of the individual employee, including responsibilities and job complexity, performance and local market conditions. Furthermore, fixed remuneration takes into consideration each individual's "work" characteristics, including:

- Skills and competencies required to generate results
- Relevant professional experience and organisational responsibility as set out in an employee's job description as part of the terms of employment
- Contribution to the team and the Company as a whole, and
- The value and contribution of the individual in the context of the external market.
- Forms the basis for a consistent, transparent, and non-discriminatory remuneration structure.

6.2. Variable remuneration

If the Company decides to proceed with the variable elements of remuneration, then the Company must set the appropriate ratios between the fixed and the variable component of the total remuneration and the following principle shall apply:

- The variable component shall not exceed 300% of the fixed component of the total remuneration for each individual.

The factors considered for variable remuneration include:

- The staff member's performance of the duties and responsibilities specified in the relevant job description;
- Performance indicators, objectives and targets, developed for each department;
- Overall financial performance of the Company;
- The staff member's contribution to the work of his/her department;
- The overall behaviour, morals and credibility of the staff member.

Deferral Policy and Payout in Instruments Policy

With regard to variable remuneration and supplementary pension benefits, Tradias GmbH applies the exemption provision set out in Section 10 of the WpIVergV. Consequently, Tradias GmbH does not maintain neither a deferral policy nor payout in instruments policy. In the event of a deferred payment or payout in instruments, these will be payable in accordance with the legal requirements stipulated in the WpIVergV.

Aggregate Remuneration

During the year ended 30 September 2025, the remuneration structure offered by the Company to management and staff comprised of a fixed salary cash component and non-cash benefits. The Company also paid bonus in the form of cash to reward outstanding employee performance during the year. Information on the aggregate remuneration to senior management and other staff whose actions had a material impact on the Company's risk profile as of 30 September 2024, is provided in the following table:

30 September 2025				
Position/Role	No. of Beneficiaries	Fixed Remuneration € '000	Variable Remuneration € '000	Aggregate Remuneration € '000
Senior Management (incl. Executive & Non-Executive Directors)	6,5¹	1,042,833.41 €	1,750,000.00 €	2,792,833.41 €
Other Staff	45	2,791,801.56 €	435,112.77 €	3,226,914.33 €
Total	51,5	3,834,634.97 €	2,185,112.77 €	6,019,747.74 €

30 September 2024				
Position/Role	No. of Beneficiaries	Fixed Remuneration € '000	Variable Remuneration € '000	Aggregate Remuneration € '000
Senior Management (incl. Executive & Non-Executive Directors)	3	343,500.03	120,000.00 €	463,500.03 €
Other Staff	24	936,401.06 €	4,200.00 €	940,601.06 €
Total	27	1,279,901.09 €	124,200.00 €	1,404,101.09 €

¹ The number of beneficiaries is presented on a full-time equivalent (FTE) basis.

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Support:
www.tradias.de