Requirements for remuneration reporting - 2019

	Supervisory function	Management Board function	Investment Banking	Retail Banking	Asset Management	Corporate functions	Control functions	Other
Number of employees	7	5						
Total number of staff (FTE)			95	4,216		861	493	174
Annual net profit/ loss (thou EUR)								135,727
Total amount of remuneration (thou EUR)	516	2,974	4,074	79,772		32,640	17,321	7,133
of which: total amount of variable pay (thou EUR)		1,090	1,010	8,668		3,904	2,423	949

	Supervisory function	Management Board function	Investment Banking	Retail Banking	Asset Management	Corporate functions	Control functions	Other
Number of beneficiaries	7	5						
Number of Identified Staff (in Full Time Equivalent)			1	6		13	7	3
Number of beneficiaries with fix pay	5	5	1	7		14	12	5
Total amount of fix pay (thou EUR), out of which:	516	1,884	117	915		1,876	1,277	398
- of which in cash	516	1,884	117	915		1,876	1,277	398
- of which in shares or other shares related instruments								
- of which in other non-cash instruments								
Number of beneficiaries with variable pay		5		5		12	8	3
Total amount of variable pay (thou EUR), out of which:		1,090		261		563	284	86
- of which in cash				130		282	142	43
- of which in shares or other shares related instruments								
- of which in other non-cash instruments		1,090		130		282	142	43
Total amount of deferred variable pay (thou EUR), out of which:		1,090		104		225	114	35
- of which in cash				52		113	57	17
- of which in shares or other shares related instruments								
- of which in other non-cash instruments		1,090		52		113	57	17
Total amount of outstanding deferred variable remuneration granted in previous years (thou EUR)		1,274	15	135		329	222	97
Reduction of deferred payments of previous years based on performance adjustments (thou EUR)								
Number of employees who received a guaranteed bonus payment (sign-on bonus)								
Total amount of guaranteed variable remuneration (sign-on bonus) (thou EUR)								
Number of employees which received a severance payment due to early termination						1	1	
Total amount of severance payments due to early termination (thou EUR)						128	90	
Highest severance payment to a single person due to early termination (thou EUR)						128	90	
Number of employees who received voluntary pension payments								
Total amount of voluntary pension payments awarded (thou EUR)								
Total amount of variable remuneration awarded for multi-year periods under programs which are not revolved annually (thou EUR)								