Requirements for remuneration reporting - 2017

	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)			85	4,463		903	662	475
Annual net profit/ loss (thou EUR)								123,958
Total amount of remuneration (thou EUR)	228	2,748	3,176	62,222		24,609	16,203	10,940
of which: total amount of variable pay (thou EUR)		1,167	839	4,846		1,747	1,776	1,119

	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		11	10	8
Number of beneficiaries with fix pay	4	5	1	6		16	16	10
Total amount of fix pay (thou EUR), out of which:	228	1,581	85	627		1,257	1,128	685
- of which in cash	228	1,581	85	627		1,257	1,128	685
- of which in shares or other shares related instruments								
- of which in other non-cash instruments								
Number of beneficiaries with variable pay		5	1	3		10	9	6
Total amount of variable pay (thou EUR), out of which:		1,167	47	202		440	353	185
- of which in cash		650	24	101		220	177	92
- of which in shares or other shares related instruments		518	24	101		220	177	92
- of which in other non-cash instruments								
Total amount of deferred variable pay (thou EUR), out of which:		621	19	81		176	141	74
- of which in cash		311	9	40		88	71	37
- of which in shares or other shares related instruments		311	9	40		88	71	37
- of which in other non-cash instruments								
Total amount of outstanding deferred variable remuneration granted in previous years (thou EUR)		1,233	41	159		238	304	139
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)		1						
Total amount of guaranteed variable remuneration (sign-on bonus) (thou EUR)		132						
Number of employees which received a severance payment due to early termination								
Total amount of severance payments due to early termination (thou EUR)								
Highest severance payment to a single person due to early termination (thou EUR)								
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)								