

Annex 2

Quantitative information on remuneration for identified staff (amounts in EUR)

Template EU REM1 - Remuneration awarded for the financial year

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Number of identified staff	6	5	28	4
2	Total fixed remuneration	266,962	2,461,929	4,173,502	
3	Of which: cash-based	266,962	2,461,929	4,173,502	
4	(Not applicable in the EU)				
EU-4a	Fixed remuneration				
	Of which: shares or equivalent ownership interests				
5	Of which: share-linked instruments or equivalent non-cash instruments				
EU-5x	Of which: other instruments				
6	(Not applicable in the EU)				
7	Of which: other forms				
8	(Not applicable in the EU)				
9	Number of identified staff		5	27	
10	Total variable remuneration		1,450,000	1,591,469	
11	Of which: cash-based		725,000	907,838	
12	Of which: deferred		435,000	277,695	
EU-13a	Of which: shares or equivalent ownership interests				
EU-14a	Of which: deferred				
EU-13b	Variable remuneration				
	Of which: share-linked instruments or equivalent non-cash instruments				
EU-14b	Of which: deferred				
EU-14x	Of which: other instruments		725,000	683,632	
EU-14y	Of which: deferred		435,000	277,695	
15	Of which: other forms				
16	Of which: deferred				
17	Total remuneration (2 + 10)	266,962	3,911,929	5,764,972	-

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards					
1	Guaranteed variable remuneration awards - Number of identified staff	-	-	-	-
2	Guaranteed variable remuneration awards - Total amount	-	-	-	-
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
Severance payments awarded in previous periods, that have been paid out during the financial year					
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	-	-	2	-
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	-	-	224,206	-
Severance payments awarded during the financial year					
6	Severance payments awarded during the financial year - Number of identified staff	-	-	-	-
7	Severance payments awarded during the financial year - Total amount	-	-	-	-
8	Of which paid during the financial year	-	-	-	-
9	Of which deferred	-	-	-	-
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
11	Of which highest payment that has been awarded to a single person	-	-	-	-

Template EU REM3 - Deferred remuneration

	a	b	c	d	e	f	EU - g	EU - h
Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1 MB Supervisory function	-	-	-	-	-	-	-	-
2 Cash-based	-	-	-	-	-	-	-	-
3 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
4 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
5 Other instruments	-	-	-	-	-	-	-	-
6 Other forms	-	-	-	-	-	-	-	-
7 MB Management function	2,293,636	400,474	1,893,161	-	-	59,793	375,213	261,154
8 Cash-based	808,380	139,320	669,060	-	-	-	139,320	-
9 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
10 Share-linked instruments or equivalent non-cash instruments	248,400	62,100	186,300	-	-	884	163,133	62,100
11 Other instruments	1,236,856	199,054	1,037,801	-	-	58,909	72,760	199,054
12 Other forms	-	-	-	-	-	-	-	-
13 Other senior management	1,440,399	476,970	963,429	-	-	29,327	486,567	240,861
14 Cash-based	717,824	236,110	481,715	-	-	-	236,110	-
15 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
16 Share-linked instruments or equivalent non-cash instruments	81,064	81,064	-	-	-	288	167,639	81,064
17 Other instruments	641,511	159,797	481,715	-	-	29,039	82,818	159,797
18 Other forms	-	-	-	-	-	-	-	-
19 Other identified staff	40,675	2,963	37,712	-	-	593	2,963	1,482
20 Cash-based	20,338	1,482	18,856	-	-	-	1,482	-
21 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
22 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23 Other instruments	20,338	1,482	18,856	-	-	593	1,482	1,482
24 Other forms	-	-	-	-	-	-	-	-
25 Total amount	3,774,710	880,408	2,894,302	-	-	89,713	864,743	503,496

Template EU REM4 - Remuneration of 1 million EUR or more per year

		a	
		EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000		
2	1 500 000 to below 2 000 000		1
3	2 000 000 to below 2 500 000		
4	2 500 000 to below 3 000 000		
5	3 000 000 to below 3 500 000		
6	3 500 000 to below 4 000 000		
7	4 000 000 to below 4 500 000		
8	4 500 000 to below 5 000 000		
9	5 000 000 to below 6 000 000		
10	6 000 000 to below 7 000 000		
11	7 000 000 to below 8 000 000		

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										
2	Of which: members of the MB	6	5	11							11
3	Of which: other senior management				1	2	-	11	7	3	24
4	Of which: other identified staff				1	1	-	1	1	-	4
5	Total remuneration of identified staff	266,962	3,911,929	4,178,891	427,858	733,671	-	2,416,716	1,464,315	722,412	9,943,862
6	Of which: variable remuneration	-	1,450,000	1,450,000	94,953	242,793	-	733,161	353,889	166,673	3,041,469
7	Of which: fixed remuneration	266,962	2,461,929	2,728,891	332,905	490,878	-	1,683,555	1,110,426	555,738	6,902,393