

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	10	21	44	-
2	Total fixed remuneration	302,868	4,448,968	4,853,791	-
3	Of which: cash-based	302,868	4,429,637	4,797,763	-
4	(Not applicable in the EU)				
EU-4a	Fixed remuneration				
	Of which: shares or equivalent ownership interests	-	19,331	56,028	-
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	-	20	42	-
10	Total variable remuneration	-	2,308,918	1,875,173	-
11	Of which: cash-based	-	1,218,511	1,054,482	-
12	Of which: deferred	-	595,663	343,624	-
EU-13a	Variable remuneration				
	Of which: shares or equivalent ownership interests	-	-	-	-
EU-14a	Of which: deferred	-	-	-	-
EU-13b	Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-14b	Of which: deferred	-	-	-	-
EU-14x	Of which: other instruments	-	1,090,407	820,691	-
EU-14y	Of which: deferred	-	595,663	343,624	-
15	Of which: other forms	-	-	-	-
16	Of which: deferred	-	-	-	-
17	Total remuneration (2 + 10)	302,868	6,757,886	6,728,964	-

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	-	-	-	-
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	-	-	-	-
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	3,263,584	685,337	2,578,247	-	-	156,575	613,853	403,885
8 Cash-based	1,383,966	281,452	1,102,514	-	-	-	281,452	-
9 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
10 Share-linked instruments or equivalent non-cash instruments	124,200	62,100	62,100	-	-	(14,895)	88,954	62,100
11 Other instruments	1,755,418	341,785	1,413,633	-	-	171,470	243,447	341,785
12 Other forms	-	-	-	-	-	-	-	-
13 Other senior management	1,514,204	505,078	1,009,126	-	-	70,298	506,361	251,930
14 Cash-based	757,102	252,539	504,563	-	-	-	252,539	-
15 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
16 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
17 Other instruments	757,102	252,539	504,563	-	-	70,298	253,822	251,930
18 Other forms	-	-	-	-	-	-	-	-
19 Other identified staff	83,480	14,636	68,844	-	-	3,224	8,809	7,318
20 Cash-based	41,740	7,318	34,422	-	-	-	7,318	-
21 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
22 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23 Other instruments	41,740	7,318	34,422	-	-	3,224	1,491	7,318
24 Other forms	-	-	-	-	-	-	-	-
25 Total amount	4,861,268	1,205,051	3,656,217	-	-	230,097	1,129,023	663,133

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

	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		
x To be extended as appropriate, if further payment bands are needed.		

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 managem ent	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff									75
2	Of which: members of the MB									
3	Of which: other senior management			1	5	-	16	16	6	
4	Of which: other identified staff			-	-	-	-	-	-	
5	Total remuneration of identified staff			169,133	735,791	-	2,762,460	2,035,719	1,025,862	
6	Of which: variable remuneration			68,800	225,239	-	759,478	553,325	268,330	
7	Of which: fixed remuneration			100,333	510,552	-	2,002,982	1,482,394	757,532	