

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	9	19	48	-
2	Total fixed remuneration	332,925	4,367,065	5,153,731	-
3	Of which: cash-based	332,925	4,338,813	5,106,776	-
4	(Not applicable in the EU)				
EU-4a	Fixed remuneration				
	Of which: shares or equivalent ownership interests	-	28,252	44,961	-
5	Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-5x	Of which: other instruments	-	-	1,993	-
6	(Not applicable in the EU)				
7	Of which: other forms	-	-	-	-
8	(Not applicable in the EU)				
9	Number of identified staff	-	7	43	-
10	Total variable remuneration	-	2,148,502	2,339,262	-
11	Of which: cash-based	-	1,105,795	1,491,264	-
12	Of which: deferred	-	574,507	358,446	-
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	-	1,042,707	847,998	-
EU-14y	Of which: deferred	-	578,661	358,446	-
15	Of which: other forms	-	-	-	-
16	Of which: deferred	-	-	-	-
17	Total remuneration (2 + 10)	332,925	6,515,567	7,492,993	-

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	-	-	2	-
7	Severance payments awarded during the financial year - Total amount	-	-	460,282	-
8	Of which paid during the financial year	-	-	460,282	-
9	Of which deferred	-	-	-	-
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	-	-	460,282	-
11	Of which highest payment that has been awarded to a single person	-	-	295,379	-

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	3,742,198	853,473	2,888,725	-	-	275,601	762,697	564,702
8 Cash-based	1,692,204	367,140	1,325,064	-	-	-	367,140	-
9 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
10 Share-linked instruments or equivalent non-cash instruments	62,100	62,100	-	-	-	100	62,100	62,100
11 Other instruments	1,987,894	424,233	1,563,661	-	-	275,502	333,457	502,602
12 Other forms	-	-	-	-	-	-	-	-
13 Other senior management	1,577,079	458,549	1,118,530	-	-	94,488	477,648	238,471
14 Cash-based	788,540	229,274	559,265	-	-	-	229,274	-
15 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
16 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
17 Other instruments	788,540	229,274	559,265	-	-	94,488	248,374	238,471
18 Other forms	-	-	-	-	-	-	-	-
19 Other identified staff	56,845	22,792	34,053	-	-	4,235	19,533	11,396
20 Cash-based	28,422	11,396	17,027	-	-	-	11,396	-
21 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
22 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23 Other instruments	28,422	11,396	17,027	-	-	4,235	8,138	11,396
24 Other forms	-	-	-	-	-	-	-	-
25 Total amount	5,376,122	1,334,813	4,041,309	-	-	374,325	1,259,878	814,569

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	1
2 1 500 000 to below 2 000 000	
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 management	Corporate functions	Independent internal control functions	All other	Total		
1	Total number of identified staff									76		
2	Of which: members of the MB											
3	Of which: other senior management			2	4	-	18	17	7			
4	Of which: other identified staff			-	-	-	-	-	-			
5	Total remuneration of identified staff			332,925	6,515,567	6,848,492	240,567	701,658	-	3,135,111	2,228,735	1,186,921
6	Of which: variable remuneration			-	2,148,502	2,148,502	123,566	196,175	-	963,483	565,993	490,045
7	Of which: fixed remuneration			332,925	4,367,065	4,699,990	117,001	505,483	-	2,171,628	1,662,742	696,876