Requirements for remuneration reporting - 2018

	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)			88	4,689		922	557	259
Annual net profit/ loss (thou EUR)								208,515
Total amount of remuneration (thou EUR)	240	2,998	3,227	77,070		29,805	17,165	9,601
of which: total amount of variable pay (thou EUR)		1,287	548	8,184		2,122	1,798	926

	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		14	9	5
Number of beneficiaries with fix pay	5	5	1	8		14	9	7
Total amount of fix pay (thou EUR), out of which:	240	1,711	71	951		1,696	1,351	518
- of which in cash	240	1,711	71	951		1,696	1,351	518
- of which in shares or other shares related instruments								
- of which in other non-cash instruments								
Number of beneficiaries with variable pay		5		7		13	10	5
Total amount of variable pay (thou EUR), out of which:		1,287		373		574	458	209
- of which in cash		644		241		287	272	142
- of which in shares or other shares related instruments								
- of which in other non-cash instruments		644		132		287	186	67
Total amount of deferred variable pay (thou EUR), out of which:		772		105		230	149	54
- of which in cash		386		53		115	75	27
- of which in shares or other shares related instruments								
- of which in other non-cash instruments		386		53		115	75	27
Total amount of outstanding deferred variable remuneration granted in previous years (thou EUR)		1,247	40	149		285	295	142
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	1
Total amount of severance payments due to early termination (thou EUR)				109			85	75
Highest severance payment to a single person due to early termination (thou EUR)				109			85	75
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)								