

Requirements for remuneration reporting - 2020

	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)			98	3,976		855	544	126
Annual net profit/ loss (thou EUR)								161,205
Total amount of remuneration (thou EUR)	241	3,003	4,479	83,578		33,561	17,502	4,254
of which: total amount of variable pay (thou EUR)		1,044	1,087	7,901		3,375	2,763	528
	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)			3	5		13	6	2
Number of beneficiaries with fix pay	5	5	2	9		17	8	2
Total amount of fix pay (thou EUR), out of which:	241	1,959	235	968		1,909	783	244
- of which in cash	241	1,959	235	968		1,909	783	244
- of which in shares or other shares related instruments								
- of which in other non-cash instruments								
Number of beneficiaries with variable pay		5	2	6		12	6	2
Total amount of variable pay (thou EUR), out of which:		1,044	90	336		520	291	95
- of which in cash		522	45	168		260	145	48
- of which in shares or other shares related instruments								
- of which in other non-cash instruments		522	45	168		260	145	48
Total amount of deferred variable pay (thou EUR), out of which:		626	36	134		208	116	38
- of which in cash		313	18	67		104	58	19
- of which in shares or other shares related instruments								
- of which in other non-cash instruments		313	18	67		104	58	19
Total amount of outstanding deferred variable remuneration granted in previous years (thou EUR)		1,450	2	146		324	182	63
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		
Total amount of severance payments due to early termination (thou EUR)				188		72		
Highest severance payment to a single person due to early termination (thou EUR)				188		72		
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)								