

Remuneration EBA – Remuneration Benchmarking Exercise

LEI Code : 7437003B5WFB0IEFY714
Currency : EUR

Maturity Date :

31.12.2018

(R 1) Annex 1 - Information on remuneration for all staff

		Total	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other
		005	010	020	030	040	050	060	070	080
Number of Members (Headcount)	010		36	8						
Total number of staff in FTE	020				103	6 634	179	1 660	123	2 337
Total net profit in year N (in EUR)	030	793 679 003								
Total remuneration (in EUR)	040		404 100	3 971 546	9 203 538	331 173 113	14 977 717	115 164 575	9 177 716	115 523 238
Of which: variable remuneration (in EUR)	050		0	495 181	1 492 744	16 694 621	989 677	7 198 608	846 551	4 851 520

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(R 2) Annex 2 – Information on remuneration of identified staff

		MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other
		010	020	030	040	050	060	070	080
Members (Headcount)	010		8						
Number of identified staff in FTE*	020			10	346	16	28	21	2
Number of identified staff in senior management positions*	030							2	
Total fixed remuneration (in EUR)	040		3 476 365	1 409 272	38 748 546	1 964 818	2 986 889	1 811 313	151 053
Of which: fixed in cash	050		3 476 365	1 409 272	38 748 546	1 964 818	2 986 889	1 811 313	151 053
Of which: fixed in shares and share-linked instruments	060								
Of which: fixed in other types instruments	070								
Total variable remuneration (in EUR)	080		495 181	181 467	2 670 738	148 736	177 248	128 771	7 285
Of which: variable in cash	090		323 832	181 467	2 612 690	148 736	177 248	128 771	7 285
Of which: variable in shares and share-linked instruments	100								
Of which: variable in other types instruments	110		171 350		58 048				
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	120		137 080		46 438				
Of which: deferred variable in cash in year N	130		68 540		23 219				
Of which: deferred variable in shares and share-linked instruments in year N	140								
Of which: deferred variable in other types of instruments in year N	150		68 540		23 219				
160 Additional information regarding the amount of total variable remuneration									
Art 450 h(iii)CRR; total amount of outstanding deferred variable remuneration awarded in previous periods and not in year N (in EUR)	170		972 728	281 685	5 603 416	241 163	376 770	172 005	
Total amount of explicit ex post performance adjustment applied in Year N for previously awarded remuneration (in EUR)	180								
Number of beneficiaries of guaranteed variable remuneration (new sign on payments)	190								
Total amount of guaranteed variable remuneration (new sign on payments) (in EUR)	200								
Number of beneficiaries of severance payments	210								
Total amount of severance payments paid in year N (in EUR)	220								
Art 450 h(v) Highest severance payment to a single person (in EUR)	230								
Number of beneficiaries of contributions to discretionary pension benefits in year N	240		14		19			2	
Total amount of discretionary pension benefits (in EUR) in year N	250		2 158 133		249 403			249 784	
Total amount of variable remuneration awarded for multi- year periods under programmes which are not revolved annually (in EUR)	260								

*Number of identified staff during the reporting period