

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	Fixed remuneration	Number of identified staff		8	238	261
2		Total fixed remuneration		3 424 353	33 590 356	23 236 162
3		Of which: cash-based		3 424 353	33 590 356	23 236 162
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests				
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	Variable remuneration	Number of identified staff		8	180	252
10		Total variable remuneration		1 222 285	7 387 715	6 429 988
11		Of which: cash-based		611 143	5 655 633	5 859 734
12		Of which: deferred		244 457	691 535	228 101
EU-13a		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		611 143	1 732 083	570 254	
EU-14y	Of which: deferred		244 457	691 535	228 101	
15	Of which: other forms					
16	Of which: deferred					
17	Total remuneration (2 + 10)			4 646 638	40 978 071	29 666 150

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			
Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap				
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 in previous periods, that have been paid out during the financial year - Total amount				
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								
8	Cash-based	21 075	10 538	10 538				10 538	
9	Shares or equivalent ownership interests								
10	Share-linked instruments or equivalent non-cash instruments								
11	Other instruments	415 404	158 403	257 001				158 403	
12	Other forms								
13	Other senior management								
14	Cash-based	59 322	28 883	30 439				28 883	
15	Shares or equivalent ownership interests								
16	Share-linked instruments or equivalent non-cash instruments								
17	Other instruments	358 640	200 755	157 886				200 755	
18	Other forms								
19	Other identified staff								
20	Cash-based	136 011	60 349	75 663				60 349	
21	Shares or equivalent ownership interests								
22	Share-linked instruments or equivalent non-cash instruments								
23	Other instruments	343 169	204 965	138 203				204 965	
24	Other forms								
25	Total amount	1 333 621	663 892	669 729	0	0	0	663 892	0

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

	EUR	a 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										
2	Of which: members of the MB		8	8							
3	Of which: other senior management										
4	Of which: other identified staff				60	324	82	8	18	7	
5	Total remuneration of identified staff	0	4 646 638	4 646 638	8 714 999	45 974 101	10 583 611	1 562 031	2 527 054	1 341 355	
6	Of which: variable remuneration		1 222 285	1 222 285	2 621 648	7 737 145	2 603 903	277 487	301 469	276 051	
7	Of which: fixed remuneration		3 424 353	3 424 353	6 093 351	38 236 957	7 979 708	1 284 544	2 225 585	1 065 304	