

## Remuneration EBA – Remuneration Benchmarking Exercise

LEI Code : 7437003B5WFBOIEFY714  
Currency : EUR

Maturity Date :

31.12.2017

(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	10						
Total number of staff in FTE	020			96	5 462	178	2 844	131	2 333	
Total net profit in year N (in EUR)	030	817 137 889								
Total remuneration (in EUR)	040		377 400	7 189 784	8 509 316	298 875 927	16 456 257	151 968 115	11 226 750	113 398 575
Of which: variable remuneration (in EUR)	050		0	3 359 349	1 501 257	28 913 707	2 079 053	11 870 090	1 793 328	6 725 109

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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		10						
Number of identified staff in FTE*	020			9	343	14	7	67	1
Number of identified staff in senior management positions*	030			2	136	8	2	8	1
Total fixed remuneration (in EUR)	040		3 830 436	914 671	37 253 308	2 016 280	710 786	5 294 361	149 053
Of which: fixed in cash	050		3 830 436	914 671	37 253 308	2 016 280	710 786	5 294 361	149 053
Of which: fixed in shares and share-linked instruments	060								
Of which: fixed in other types instruments	070								
Total variable remuneration (in EUR)	080		3 359 349	331 241	12 814 397	579 501	179 026	1 197 188	51 021
Of which: variable in cash	090		1 717 202	322 803	11 735 766	571 415	179 026	974 901	51 021
Of which: variable in shares and share-linked instruments	100								
Of which: variable in other types instruments	110		1 642 147	42 188	1 143 591	40 429	0	222 287	0
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	120		1 313 849	33 750	915 033	32 343	0	177 829	0
Of which: deferred variable in cash in year N	130		656 924	16 875	457 517	16 172	0	88 915	0
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		656 924	16 875	457 517	16 172	0	88 915	0
<b>160 Additional information regarding the amount of total variable remuneration</b>									
Art 450 h(iii)CRR: total amount of outstanding deferred variable remuneration awarded in previous periods and not in year N (in EUR)	170		0	204 885	190 622	128 577	0	0	0
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				1				
Total amount of severance payments paid in year N (in EUR)	220				75 311				
Art 450 h(v) Highest severance payment to a single person (in EUR)	230				75 311				
Number of beneficiaries of contributions to discretionary pension benefits in year N	240		10		93			2	
Total amount of discretionary pension benefits (in EUR) in year N	250		944 000	0	660 536	0	0	59 786	0
Total amount of variable remuneration awarded for multi-year periods under programmes which are not revolved annually (in EUR)	260		2 803 635	152 999	9 593 177	257 235	91 428	691 400	51 021

\*Number of identified staff during the reporting period.

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(R 3) Annex 3 – Information on identified staff remunerated EUR 1 million or more per financial year

		Total remuneration; payment band (in EUR)	Number of identified staff (headcount)
		010	020
Total remuneration; payment band (in EUR)	999	01 000 000 to below 01 500 000 Euro	1
Total remuneration; payment band (in EUR)		01 500 000 to below 02 000 000 Euro	1
<b><i>" Insert row(s) here "</i></b>			
Total remuneration; payment band (in EUR)	999		