EBA REPORT ON HIGH EARNERS

DATA AS OF END OF 2019

EBA/REP/2021/23

EBA EUROPEAN BANKING AUTHORITY

Data on high earners

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Executive summary

Under Directive 2013/36/EU (Capital Requirements Directive (CRD)), the European Banking Authority (EBA) is mandated to publish aggregated data on high earners earning EUR 1 million or more per financial year. The EBA has analysed the data of institutions provided to it by competent authorities for the year 2019 and compared it to the 2018 data.

The number of high earners receiving remuneration of more than EUR 1 million increased slightly from 4 938 in 2018 to 4 963 in 2019 (+0.51%). The exchange rate between EUR and GBP did not have – as has been observed in previous years – a significant influence on the number of high earners. The largest population of high earners of 3 519 (70.90% of the total number of high earners), was located in the United Kingdom (UK) where a small decrease in high earners was observed compared to 2018 (-2.63%, -95 high earners). An increase in the number of high earners was observed in particular in Germany (from 450 in 2018 to 492 in 2019, +9.33%), in France (from 234 in 2018 to 270 in 2019, +15.38%) and in Italy (from 206 in 2018 to 241 in 2019, +16.99%). The increase in high earners resulted mostly from i) the impact of the relocation of staff from the UK to EU27 as part of Brexit preparations; ii) the overall good financial results in some institutions, in particular for corporate banking; and iii) the ongoing restructuring and consolidation of banks which led to higher than usual severance payments. The number of high earners is also subject to some volatility because of multi-year performance periods in a few Member States. For the percentage of high earners that are identified staff slightly went up with 88.41% in 2019 compared to 85.91% in 2018.

The average ratio of variable to fixed remuneration for all high earners in the EU has decreased from 139% in 2018 to 129% in 2019 (101% in 2017, 104% in 2016, 118% in 2015, and 127% in 2014). Overall, the correlation between the ratio and the average return on equity (RoE)[1] of institutions is moderate, with a relatively strong correlation for high earners in the UK. For the EU27 the correlation between ratio and profitability is even slightly negative. This results from a strong increase in the number of high earners in Member States where, in general, lower levels of the ratio between variable to fixed remuneration can be observed. This is particularly the case in Germany, where the average ratio is only at 59%. Due to this, the strong increase in the number of high earners in Germany in 2018 and 2019 led to the overall reduction of the average ratio in the EU27 over time and consequently a lower correlation to the average profitability when measured at the EU27 level.

In the business area of asset management, the average ratio of variable to fixed remuneration decreased from 378% in 2018 to 339% in 2019, still far exceeding the maximum ratio of 200%. Several Member States allow the application of waivers for staff in this business area, although CRD IV, which applied in 2019, did not explicitly provide for this possibility.[2]

The EBA will continue to benchmark remuneration trends (for the performance years 2019 and 2020) in 2021 and will continue to publish data on high earners annually to closely monitor and evaluate developments in this area.

[1] The RoE has been calculated based on the sample of banks included in the EBA's risk dashboard. https://www.eba.europa.eu/risk-analysis-and-data/risk-dashboard

[2] Please refer also to the EBA's Opinion on proportionality in the area of remuneration.

Distribution of high earners by payment bracket and Member State[3]

Member State	PB001	PB002	PB003	PB004	PB005	PB006	PB007	PB008	PB009	PB010	PB011	PB012	PB013	PB014	PB015	PB016	PB017	PB019	PB020	PB025	PB038	PB064	Total
AT	31	2	2	3																			**38**
BE	13	3	1																				**17**
BG	2																						**2**
CY	4	1	1	1																			**7**
CZ	4																						**4**
DE	399	56	17	10	3	3		1			1	1				1							**492**
DK	25	3	3																				**31**
EL	1	1																					**2**
ES	98	30	18	6	2	5	1		2			1											**163**
FI	3	1																					**4**
FR	208	41	16	2		2						1											**270**
HU	3		1																				**4**
IE	26	3	1	3												1							**34**
IT	179	43	11	3	3	2																	**241**
LI	3	2	2		1																		**8**
LU	16	4	1	1																			**22**
MT	1	1	1																				**3**
NL	35	2																					**37**
NO	12																						**12**
PL	8	1																					**9**
PT	11	1	1																				**13**
RO	3																						**3**
SE	20	6			1																		**27**
SI	1																						**1**
UK	2 493	552	200	105	68	26	24	12	12	4	4	4	3	1	3		1	1	2	**1**	**2**	1	**3 519**
EU/EEA	**3 599**	**753**	**276**	**134**	**78**	**38**	**25**	**13**	**14**	**4**	**5**	**7**	**3**	**1**	**3**	**2**	**1**	**1**	**2**	**1**	**2**	**1**	**4 963**

[3] Numbers are shown by payment bracket of EUR 1 million, e.g., PB 001 contains remuneration of EUR 1 m to < EUR 2 m. A more detailed overview by Member State and payment bracket is included in Annex III.

1. Data on high earners

1.1 Background

1. In accordance with Article 75(3) of Directive 2013/36/EU (CRD IV), home Member States' competent authorities are required to collect information on the number of individuals per institution who are remunerated EUR 1 million or more per financial year (high earners) in payment brackets of EUR 1 million including the business area involved and the main elements of salary, bonus, long-term awards and pension contributions.

2. The EBA has issued guidelines to facilitate the collection of data. This data collection applies only to staff whose activities are carried out predominantly within the European Union (EU), including the European Economic Area Member States (Norway, Liechtenstein and Iceland). The EBA publishes these data on an aggregated home Member State basis in a common reporting format. All Member States participated in the data collection. The report includes data reported by UK institutions for high earners, as during the transitional period, UK institutions continued reporting data on high earners at EU consolidation level, covering all subsidiaries and branches established in EU Member States.

3. Under CRD, for identified staff, a maximum ratio of 100% (200% with shareholders' approval) between the variable and the fixed component of the total remuneration (the so-called bonus cap) was introduced in 2014.

4. The previous report, published on 22 July 2020, included benchmarking of remuneration practices and data on high earners based on 2018 figures. This report covers data on high earners for 2019 reported to the EBA via the national competent authorities at the end of November 2020. The normal reporting period has been prolonged in the context of measures taken to reduce the burden during the COVID-19 pandemic.

1.2 Data collected on high earners

5. Data on high earners were collected from all Member States at the highest consolidated level but excluded staff predominantly active in third countries. The data cover all staff of institutions and EU branches in third-country institutions receiving a total remuneration of EUR 1 million or more. Data were collected separately for each Member State (data on high earners working in branches or subsidiaries located in Member State A but belonging to an institution or parent institution located in Member State B are presented under Member State A).

6. The EBA has aggregated the numbers of high earners by Member State and analysed their development. Aggregated data on high earners are included in this report in Annex I at the EU level and Annex II for each Member State; Annex III contains data on high earners in each Member State broken down by payment bracket.

2. The EBA's other work on remuneration

7. The EBA will continue to benchmark remuneration trends biannually (e.g. for the performance years 2019 and 2020, a benchmarking exercise will take place in 2021 and will be published in the first quarter of 2022). The EBA will continue to publish data on high earners annually to closely monitor and evaluate developments in this area. In addition, the EBA will review the guidelines on the data collection exercise regarding high earners and the guidelines on benchmarking of remuneration, taking into account the entry into force of Directive 2019/2034/EU and the mandate for the EBA to develop separate guidelines for investment firms[4].

3. Remuneration for high earners

8. High earners are staff who were remunerated EUR 1 million or more in the previous financial year. Commission Delegated Regulation (EU) No 604/2014[5] (regulatory technical standards (RTS) on identified staff) requires all staff awarded EUR 500 000 or more in the past performance period to be treated as identified staff unless they are excluded from that category. For staff earning EUR 1 million or more, such exclusions can be approved only in exceptional circumstances, under the condition that institutions have demonstrated that such staff members have, in fact, no material impact on the risk profile of the institution and do not meet the qualitative criteria set out in the RTS on identified staff. The EBA needs to be consulted in order to ensure that there is a consistent application of such exclusions, which need to be justified based on individual exceptional cases.

9. All the EU Member States and EEA Member States participated in the data collection, high earners were reported for 23 EU Member States and 2 EEA Member States, while for the other 5 Member States and 1 EEA Member State, no staff has received annual remuneration at this level. The number of high earners per country ranged from 1 to 3 519. In 10 Member States, the number of high earners was below 10. The highest number (3 519) of high earners was in the UK, in the EU 27 high earners were concentrated mainly in a few Member States (Germany – 492, France – 270, Italy – 241 and Spain – 163). Most high earners in 2019 (3 599) received remuneration within the payment bracket from EUR 1 million to EUR 2 million. The highest payment bracket observed was that from EUR 64 million to EUR 65 million reaching the highest level since 2014, where data was broken down by payment brackets for the first time.

10. In 2019, compared with 2018, the percentage of high earners identified as staff whose professional activities have a material impact on the institution's risk profile (identified staff)

[4] See EBA roadmap for CRD mandates and IFD mandates published on the EBA website

[5] Commission Delegated Regulation (EU) No 604/2014 of 4 March 2014 supplementing Directive 2013/36/EU of the European Parliament and of the Council with regard to the RTS on qualitative and appropriate quantitative criteria to identify categories of staff whose professional activities have a material impact on an institution's risk profile.

slightly increased to around 88.41%. However, not all high earners were identified staff, notwithstanding what one might have expected. There are various reasons for this:

a. Some Member States have waived the requirement to identify staff in small institutions, although the European legal framework (CRD IV, the RTS on identified staff and the EBA Guidelines on sound remuneration policies) requires institutions to carry out the identification process.

b. For practical reasons, the definition of the amounts used to define high earners deviates slightly from the one used to determine if a staff member is identified staff, leading to a situation where not all high earners are identified staff.[6]

c. Where a new staff member becomes a high earner the staff member has to be identified under Regulation 604/2014 (RTS on identified staff) only for the following year, unless the staff member meets one of the other criteria under the RTS.

d. Very few exclusions of high earners from the category of identified staff have been approved by competent authorities.

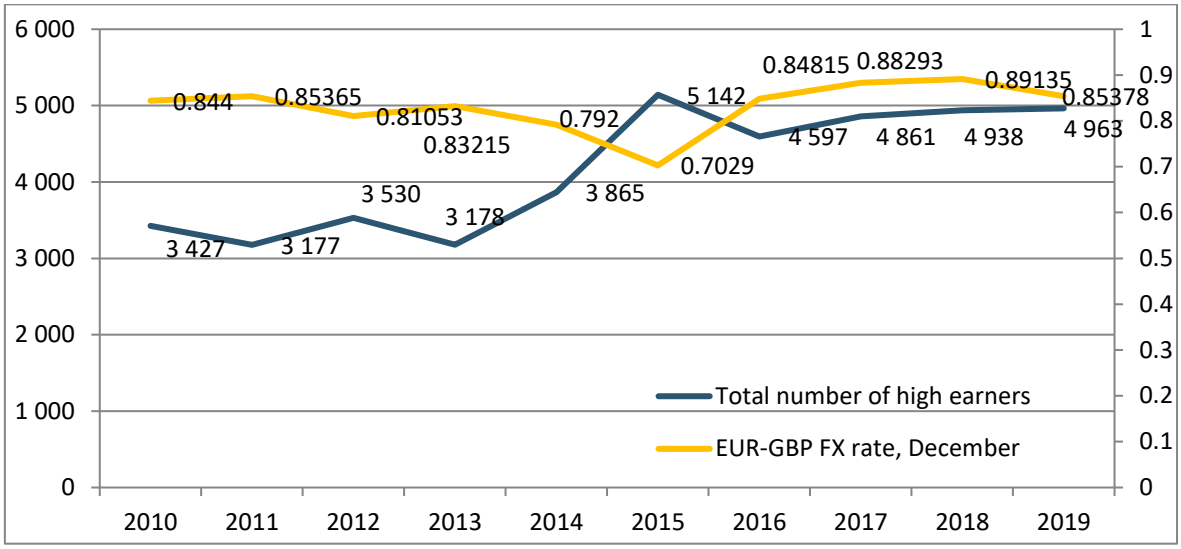
e. Severance payments lead to an extraordinary rise in remuneration above EUR 1 million while the member of staff left the institution and was therefore not identified.

11. The total number of high earners in the EU slightly increased from 4 938 in 2018 to 4 963 in 2019 (+0.51%). The total number of high earners increased by more than one third, from 3 427 in 2010 to 4 963 in 2019 (+42.05%).

12. The largest population of high earners, 3 519 in 2019 (2018: 3614, 2017: 3567, 2016: 3 529; 2015: 4 133; 2014: 2 926) is located in the UK (-2.63% compared to 2018; + 20.27% compared to 2014) and represents 70.90% of the total number of high earners (most of whom are remunerated in GBP). As the definition of a high earner is based on the amount of EUR 1 million, the exchange rate between EUR and GBP continued to have an impact on the overall development of the number of high earners in 2019 though minor this year (see Figure 1). Despite the slight increase in value of the GBP a slight decrease in the number of high earners has been observed in the UK in comparison with 2018 figures. The continuous increase in remuneration has led, as expected, to an overall increase in the number of high earners over time, in particular within the remuneration bracket between EUR 1 to 2 million. Some changes in the numbers of high earners in Member States might also result from organisational changes, including the ones triggered by BREXIT.

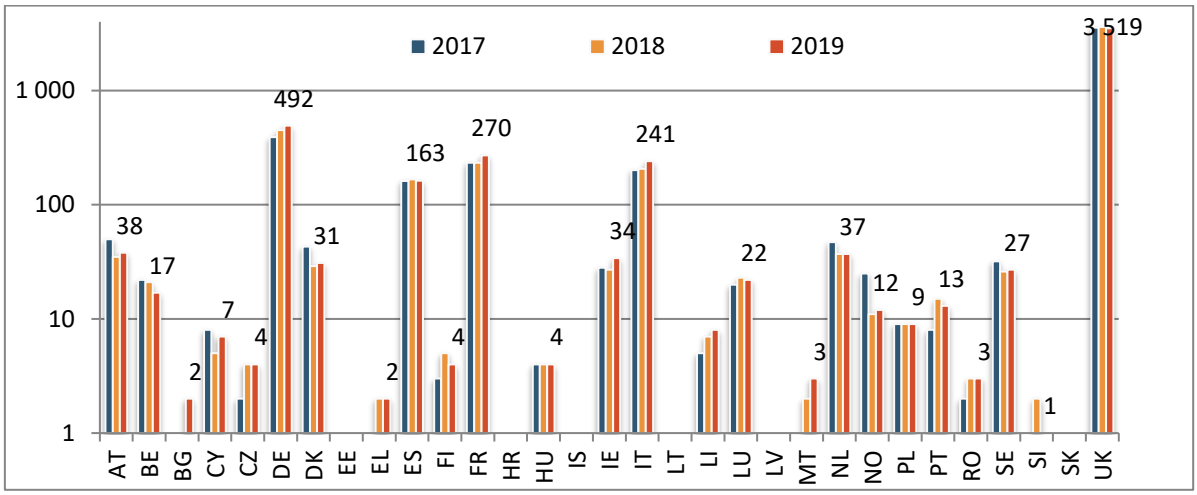
[6] When calculating the quantitative criteria under the RTS, the fixed remuneration for the previous financial year (e.g. 2019) is combined with the variable remuneration awarded in that year (e.g. in 2019) for the preceding year (e.g. 2018). This is to ensure that the criteria can be applied at the beginning of the financial year, and that institutions can change their remuneration packages for newly identified staff for the relevant performance period in which those staff are identified for the first time (e.g. based on 2019 figures, staff are identified for the performance year 2020). Conversely, for the definition of high earners, fixed remuneration (e.g. for 2019) and variable remuneration for the same financial year (e.g. 2019) are combined, even if the variable remuneration is determined and awarded only in the following year (e.g. in early 2020). Because of this difference, newly employed high earners may not be identified staff in the first year of employment if they are not identified under the qualitative criteria. In addition, the exchange rates applied for currency conversions in the above calculations may differ.

Figure 1: Development of the number of high earners and the EUR-GBP exchange rate



13. The number of high earners increased in most Member States, except for Belgium, Spain, Finland, Luxembourg, Portugal[7], Slovenia and the UK where the number of high earners slightly decreased as shown in Figure 2 below. Strong growth rates for the number of high earners have been observed in Italy (IT) from 206 in 2018 to 241 in 2019 (+16.99%); in France (FR) from 234 in 2018 to 270 in 2019 (+15.38%); and in Germany (DE) from 450 in 2018 to 492 in 2019 (+9.33%), resulting mostly from i) the impact of the relocation of staff from the UK to EU27 as part of Brexit preparations; ii) the overall good financial results, in particular for corporate banking, in some institutions; and iii) the ongoing restructuring and consolidation of banks which led to higher than usual severance payments. The number of high earners is also subject to some volatility because of multi-year performance periods in a few Member States.

Figure 2: Number of high earners by Member State (values shown refer to 2019) (logarithmic scale)



[7] For Portugal 5 out of 13 were reported as high earners due to the amounts of severance payments paid in 2019.

14. **The percentage of high earners who are considered to be identified staff has slightly increased,** representing 88.41% of all high earners (2018: 85.91%) (see Figure 3).

Figure 3: Number of high earners in the EU and high earners who are identified staff

Year	Total number of high earners	Identified staff thereof	Percentage of high earners who are identified staff
2010	3 427	1 420	41.44%
2011	3 177	1 574	49.54%
2012	3 530	1 895	53.68%
2013	3 178	1 875	59.00%
2014	3 865	3 350	86.68%
2015	5 142	4 408	85.73%
2016	4 597	4 113	89.47%
2017	4 861	4 224	86.90%
2018	4 938	4 242	85.91%
2019	4 963	4 388	88.41%

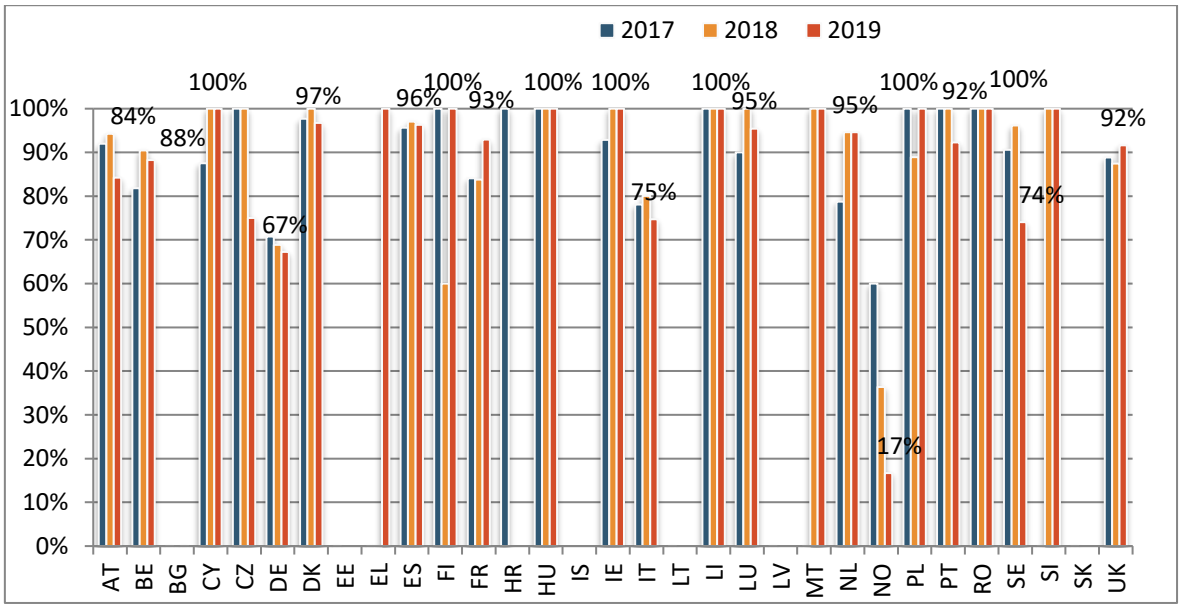
15. The proportion of high earners considered to have a material impact on the institution's risk profile has increased overall after the coming into force of the RTS on identified staff and remained relatively stable since 2014. However, in 2019 compared to 2018, the percentage slightly increased (Figure 4) in all the business areas but the ones with management body in its management function and corporate functions. For staff that have not been assigned to a specific business function (shown under 'all other functions'), the proportion has increased significantly from 46.54% to 71.01%. The minor increase in the percentage in the business area of asset management does not necessarily lead to a wider application of the bonus cap, as in some Member States, asset management subsidiaries of institutions are not subject to the maximum ratio of variable to fixed remuneration of 100% (200% with shareholders' approval) under national law. All in all, the low rates observed raise concerns about the correct application of the RTS on identified staff.

Figure 4: Number of high earners in the EU and high earners who are identified staff, by business area or function, as of end of 2019 and the percentage of high earners who were identified staff in 2018

Business area	Total number of high earners 2019	Identified staff thereof 2019	Percentage of high earners who are identified staff 2019	2018
MB[8] supervisory function	12	11	91.67%	90.91%
MB management function	891	759	85.19%	85.62%
Investment banking	2 535	2 331	91.95%	91.55%
Retail banking	233	218	93.56%	87.50%
Asset management	516	408	79.07%	77.35%
Corporate functions	401	360	89.78%	90.46%
Independent control functions	137	132	96.35%	96.03%
All other	238	169	71.01%	46.54%

16. In 10 Member States, all high earners are identified staff, while in the other Member States the percentage of identified staff ranged between 16.67% and 96.77% (see Figure 5).

Figure 5: Percentage of high earners who are identified staff, by Member State (values shown only where not at 100%; values in the graph refer to 2019)

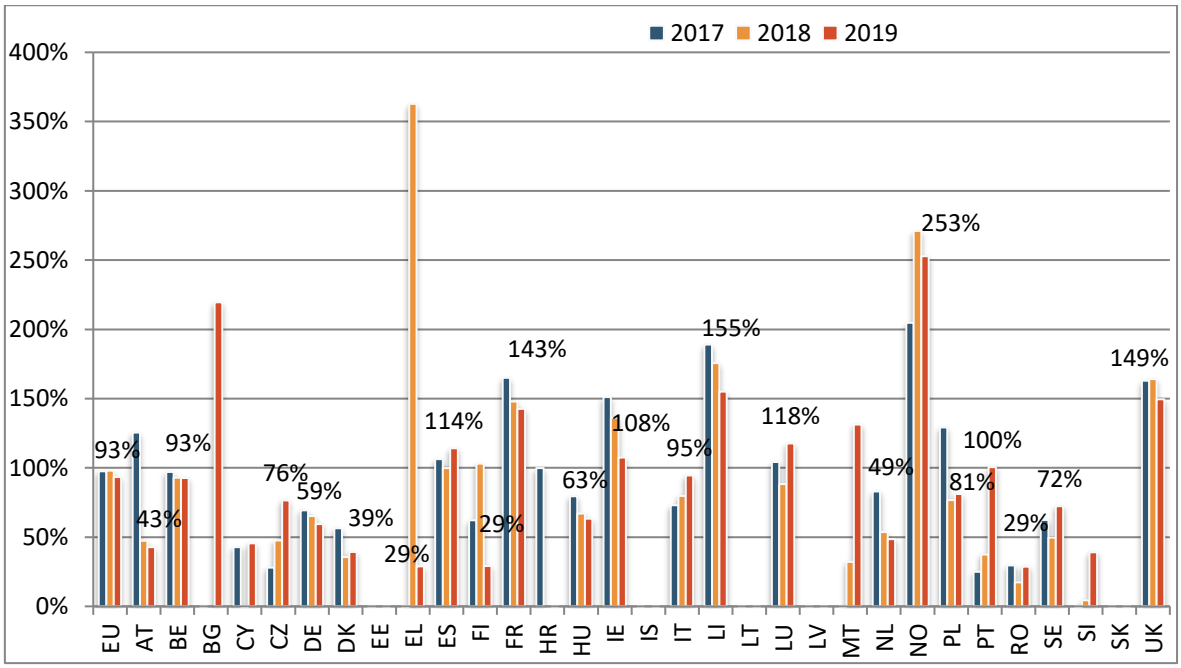


17. For high earners, the EBA calculated the ratio of the variable component to the fixed component of total remuneration. The simple average of the ratio of variable to fixed remuneration for high earners per Member State (Figure 6) decreased from 98.08% in 2018 to 93.30% in 2019. When calculated as an average of all high earners, the ratio decreased from 139% in 2018 to 129% in

[8] Management body (MB).

2019[9] (142% in 2017, 132% in 2016, 147% in 2015 and 127% in 2014). For Bulgaria (BG) and Norway (NO), an average ratio higher than 200% can be observed. In Bulgaria, the ratio represents only two high earners, where none of them was reported as identified staff but such an elevated ratio was due to significant severance payments reported.[10] In Norway by far not all high earners were identified staff, but no severance payments were reported.

Figure 6: Ratio of variable to fixed remuneration for high earners, by Member State (values shown in the graph refer to 2019)[11]



18. Overall, the correlation between the ratio and the average RoE of institutions is moderate (Figure 7), with a relatively strong correlation (0.711) for high earners located in the UK. The overall development is dominated by the population of high earners in the UK which accounts for 71% of all high earners in 2019. In the EU27, the strongest increase in high earners can be observed in Germany, where the average ratio between variable and fixed remuneration is 59% at a relatively low level. Also, some other Member States that have lower average ratios than the UK had an increase in high earners over time. The increase in the number of high earners in countries with lower average ratios led to a reduction in the average ratio of variable to fixed remuneration for the EU27 over time and in particular in 2018 and 2019 and even in total to a negative correlation of the ratio to the average RoE. The EBA will continue monitoring the link

[9] The ratio includes reported severance payments which constitute the following percentage (severance payments to total variable remuneration) per MS: AT: 3%, BE:25%, BG:66%, CY:50%, CZ:31%, DE:19%, DK:5%, ES:21%, FR:9%, GB:1%, IT:14%, LU:6%, MT:112%, NL:30%, PT:63%, SE:12%.

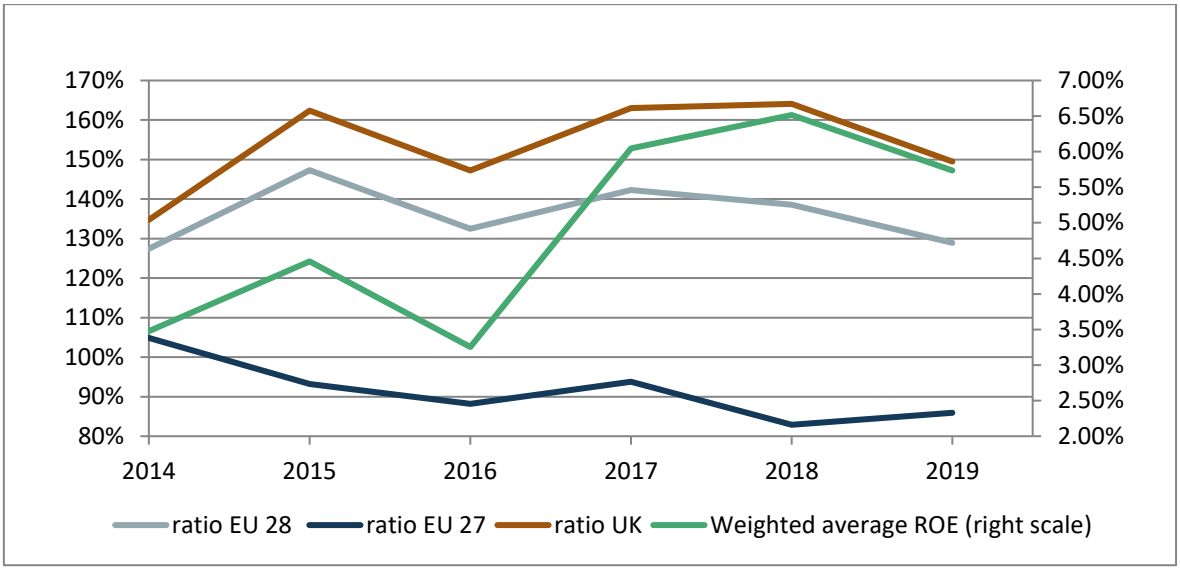
The Dutch Financial Supervision Act allows severance payments not to be taken into account for the calculation of the ratio of deferred variable remuneration and for the pay out in instruments in those cases where severance payments are established by means of a predefined fixed formula or calculation criterion.

[10] The data was reported on an aggregated basis; severance payments are not always taken into account when calculating the allowed maximum ratio of 100/ (200% with shareholders' approval) between variable and fixed remuneration.

[11] EU average calculated as a simple average of the ratio observed in the Member States for which high earners were reported.

between the ratio and the profitability of institutions in the next remuneration benchmarking and high-earners report based on 2020 data which will no longer include data for the UK.

Figure 7: Ratio between variable and fixed remuneration and weighted average RoE



4. Annex I – Aggregated data on high earners at the EU level

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	12	891	2 535	233	516	401	137	238	4 963
of which: "Identified Staff"	11	759	2 331	218	408	360	132	169	4 388
Total fixed remuneration (in EUR)	18 486 259	991 683 072	2270 815 983	187 651 009	249 785 883	338 891 479	119 522 332	140 288 094	4317 124 111
Total variable remuneration (in EUR)	2 653 892	984 902 971	2703 681 929	200 970 780	847 572 682	385 105 716	113 089 773	329 350 785	5567 328 528
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	569 576	525 511 938	1736 966 940	108 205 371	393 401 609	231 294 085	59 477 590	115 302 454	3170 729 564
Average total remuneration per individual (in EUR)	1 761 679	2 218 391	1 962 327	1 667 905	2 126 664	1 805 479	1 697 899	1 973 273	1 991 629
Ratio variable/fixed remuneration in %	14%	99%	119%	107%	339%	114%	95%	235%	129%
Ratio of deferred/total variable remuneration in %	21%	53%	64%	54%	46%	60%	53%	35%	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	49%	55%	53%	34%	58%	54%	40%	50%

Annex II – Aggregated data on high earners by Member State

AUSTRIA

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	30	2	2	2	2	0	0	38
of which: "Identified Staff"	0	30	0	1	0	1	0	0	32
Total fixed remuneration (in EUR)	0	45 048 147	1 134 405	1 597 717	860 000	1 472 053	0	0	50 112 322
Total variable remuneration (in EUR)	0	16 106 927	1 315 539	853 860	1 520 000	1 583 997	0	0	21 380 323
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 956 772	19 735	723 951	1 140 000	1 434 088	0	0	13 274 546
Average total remuneration per individual (in EUR)	.	2 038 502	1 224 972	1 225 789	1 190 000	1 528 025	.	.	1 881 385
Ratio variable/fixed remuneration in %	.	36%	116%	53%	177%	108%	.	.	43%
Ratio of deferred/total variable remuneration in %	.	62%	2%	85%	75%	91%	.	.	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	63%	0%	65%	41%	78%	.	.	58%

BELGIUM

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	9	4	3	0	0	1	0	17
of which: "Identified Staff"	0	9	2	3	0	0	1	0	15
Total fixed remuneration (in EUR)	0	10 040 092	2 884 037	1 617 283	0	0	392 503	0	14 933 915
Total variable remuneration (in EUR)	0	3 797 035	5 404 134	3 950 175	0	0	691 177	0	13 842 521
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 105 718	2 678 275	330 400	0	0	313 909	0	5 428 302
Average total remuneration per individual (in EUR)	.	1 537 459	2 072 043	1 855 819	.	.	1 083 680	.	1 692 732
Ratio variable/fixed remuneration in %	.	38%	187%	244%	.	.	176%	.	93%
Ratio of deferred/total variable remuneration in %	.	55%	50%	8%	.	.	45%	.	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	38%	6%	.	.	45%	.	33%

BULGARIA

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	.	.	.	.	2	.	.	2
of which: "Identified Staff"	.	.	.	.	.	.	.	.	.
Total fixed remuneration (in EUR)	.	.	.	.	.	745 270	.	.	745 270
Total variable remuneration (in EUR)	.	.	.	.	.	1 636 987	.	.	1 636 987
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	950 555	.	.	950 555
Average total remuneration per individual (in EUR)	.	.	.	.	.	1 191 129	.	.	1 191 129
Ratio variable/fixed remuneration in %	.	.	.	.	.	220%	.	.	220%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	58%	.	.	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	47%	.	.	47%

CYPRUS

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	2	.	.	.	.	.	5	7
of which: "Identified Staff"	.	2	.	.	.	.	.	5	7
Total fixed remuneration (in EUR)	.	3 730 131	.	.	.	.	.	6 706 336	10 436 467
Total variable remuneration (in EUR)	.	918 583	.	.	.	.	.	3 825 227	4 743 810
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	551 150	.	.	.	.	.	877 312	1 428 462
Average total remuneration per individual (in EUR)	.	2 324 357	.	.	.	.	.	2 106 313	2 168 611
Ratio variable/fixed remuneration in %	.	25%	.	.	.	.	.	57%	45%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	23%	30%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	19%	25%

EBA EUROPEAN BANKING AUTHORITY

CZECH REPUBLIC

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	3	.	.	.	1	.	.	4
of which: "Identified Staff"	.	3	.	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	2 411 521	.	.	.	432 935	.	.	2 844 456
Total variable remuneration (in EUR)	.	1 491 931	.	.	.	681 749	.	.	2 173 680
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 272 838	.	.	.	.	.	.	1 272 838
Average total remuneration per individual (in EUR)	.	1 301 151	.	.	.	1 114 684	.	.	1 254 534
Ratio variable/fixed remuneration in %	.	62%	.	.	.	157%	.	.	76%
Ratio of deferred/total variable remuneration in %	.	85%	.	.	.	.	.	.	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	63%	.	.	.	.	.	.	43%

DENMARK

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	21	4	0	3	2	1	0	31
of which: "Identified Staff"	0	21	3	0	3	2	1	0	30
Total fixed remuneration (in EUR)	0	26 302 464	3 543 973	0	4 475 235	1 117 079	239 781	0	35 678 532
Total variable remuneration (in EUR)	0	5 023 584	2 972 212	0	4 106 265	1 053 333	855 744	0	14 011 138
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 461 598	1 845 242	0	2 446 528	539 708	453 928	0	7 747 004
Average total remuneration per individual (in EUR)	.	1 491 717	1 629 046	.	2 860 500	1 085 206	1 095 525	.	1 602 893
Ratio variable/fixed remuneration in %	.	19%	84%	.	92%	94%	357%	.	39%
Ratio of deferred/total variable remuneration in %	.	49%	62%	.	60%	51%	53%	.	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	56%	62%	.	53%	57%	27%	.	55%

FINLAND

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	1	1	0	0	1	0	4
of which: "Identified Staff"	0	1	1	1	0	0	1	0	4
Total fixed remuneration (in EUR)	0	1 791 543	674 187	839 036	0	0	950 487	0	4 255 253
Total variable remuneration (in EUR)	0	338 616	391 249	203 141	0	0	307 540	0	1 240 546
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	203 170	234 749	121 885	0	0	184 524	0	744 328
Average total remuneration per individual (in EUR)	.	2 130 159	1 065 436	1 042 177	.	.	1 258 027	.	1 373 950
Ratio variable/fixed remuneration in %	.	19%	58%	24%	.	.	32%	.	29%
Ratio of deferred/total variable remuneration in %	.	60%	60%	60%	.	.	60%	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	80%	0%	80%	.	.	80%	.	55%

FRANCE

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	2	35	176	8	24	17	2	6	270
of which: "Identified Staff"	2	34	172	8	11	17	2	5	251
Total fixed remuneration (in EUR)	1 551 564	31 294 439	130 611 463	4 374 854	10 049 246	10 426 716	956 000	3 139 001	192 403 283
Total variable remuneration (in EUR)	1 060 000	51 810 413	163 974 347	7 863 434	24 856 706	17 882 999	1 537 000	5 376 260	274 361 159
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	33 451 200	99 464 053	2 775 667	14 185 993	13 232 658	1 223 300	2 670 488	167 003 359
Average total remuneration per individual (in EUR)	1 305 782	2 374 424	1 673 783	1 529 786	1 454 415	1 665 277	1 246 500	1 419 210	1 728 757
Ratio variable/fixed remuneration in %	68%	166%	126%	180%	247%	172%	161%	171%	143%
Ratio of deferred/total variable remuneration in %	0%	65%	61%	35%	57%	74%	80%	50%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	52%	48%	34%	37%	61%	57%	42%	48%

GERMANY

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	298	108	26	31	20	4	5	492
of which: "Identified Staff"	0	205	70	19	17	14	3	3	331
Total fixed remuneration (in EUR)	0	378 150 805	84 720 705	21 164 618	22 502 566	20 868 406	3 223 588	3 761 812	534 392 500
Total variable remuneration (in EUR)	0	149 067 673	90 439 341	21 837 483	30 137 373	17 594 129	5 369 135	2 813 908	317 259 042
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	75 709 810	54 914 383	11 647 582	15 798 774	7 049 535	414 380	877 729	166 412 191
Average total remuneration per individual (in EUR)	.	1 769 190	1 621 852	1 653 927	1 698 063	1 923 127	2 148 181	1 315 144	1 730 999
Ratio variable/fixed remuneration in %	.	39%	107%	103%	134%	84%	167%	75%	59%
Ratio of deferred/total variable remuneration in %	.	51%	61%	53%	52%	40%	8%	31%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	40%	50%	34%	46%	32%	6%	28%	42%

GREECE

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	2	0	0	0	0	0	0	2
of which: "Identified Staff"	0	2	0	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	3 408 718	0	0	0	0	0	0	3 408 718
Total variable remuneration (in EUR)	0	985 000	0	0	0	0	0	0	985 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	.	2 196 859	.	.	.	.	.	.	2 196 859
Ratio variable/fixed remuneration in %	.	29%	.	.	.	.	.	.	29%
Ratio of deferred/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

HUNGARY

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	0	1	2	0	1	0	0	4
of which: "Identified Staff"	0	0	1	2	0	1	0	0	4
Total fixed remuneration (in EUR)	0	0	869 888	1 637 446	0	1 817 389	0	0	4 324 723
Total variable remuneration (in EUR)	0	0	519 750	877 168	0	1 344 312	0	0	2 741 230
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	519 750	526 302	0	806 588	0	0	1 852 640
Average total remuneration per individual (in EUR)	.	.	1 389 638	1 257 307	.	3 161 701	.	.	1 766 488
Ratio variable/fixed remuneration in %	.	.	60%	54%	.	74%	.	.	63%
Ratio of deferred/total variable remuneration in %	.	.	100%	60%	.	60%	.	.	68%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	50%	50%	.	50%	.	.	50%

IRELAND

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	16	11	0	3	1	2	1	34
of which: "Identified Staff"	0	16	11	0	3	1	2	1	34
Total fixed remuneration (in EUR)	0	22 497 159	9 807 575	0	1 068 013	556 660	1 630 040	963 648	36 523 096
Total variable remuneration (in EUR)	0	22 589 636	9 328 018	0	5 442 045	872 139	1 008 617	50 000	39 290 455
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	14 133 287	2 093 305	0	2 894 940	247 241	719 420	0	20 088 192
Average total remuneration per individual (in EUR)	.	2 817 925	1 739 599	.	2 170 020	1 428 799	1 319 329	1 013 648	2 229 810
Ratio variable/fixed remuneration in %	.	100%	95%	.	510%	157%	62%	5%	108%
Ratio of deferred/total variable remuneration in %	.	63%	22%	.	53%	28%	71%	0%	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	76%	21%	.	53%	28%	71%	0%	58%

ITALY

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	3	26	98	23	17	35	4	35	241
of which: "Identified Staff"	2	23	67	20	15	16	3	34	180
Total fixed remuneration (in EUR)	3 052 800	27 587 358	90 663 625	19 047 471	11 104 837	24 478 974	4 327 692	35 290 600	215 553 357
Total variable remuneration (in EUR)	1 593 892	28 983 985	82 954 831	15 664 784	14 825 336	39 454 060	1 315 400	19 004 964	203 797 252
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	569 576	17 559 233	42 866 524	9 840 207	8 950 789	32 668 566	1 064 250	11 812 975	125 332 120
Average total remuneration per individual (in EUR)	1 548 897	2 175 821	1 771 617	1 509 228	1 525 304	1 826 658	1 410 773	1 551 302	1 740 044
Ratio variable/fixed remuneration in %	52%	105%	91%	82%	134%	161%	30%	54%	95%
Ratio of deferred/total variable remuneration in %	36%	61%	52%	63%	60%	83%	81%	62%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	59%	43%	58%	58%	76%	75%	48%	54%

LIECHTENSTEIN

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	1	7	.	.	.	.	.	.	8
of which: "Identified Staff"	1	7	.	.	.	.	.	.	8
Total fixed remuneration (in EUR)	2 320 098	5 866 542	.	.	.	.	.	.	8 186 640
Total variable remuneration (in EUR)	0	12 694 927	.	.	.	.	.	.	12 694 927
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 238 075	.	.	.	.	.	.	7 238 075
Average total remuneration per individual (in EUR)	2 320 098	2 651 638	.	.	.	.	.	.	2 610 196
Ratio variable/fixed remuneration in %	0%	216%	.	.	.	.	.	.	155%
Ratio of deferred/total variable remuneration in %	.	57%	.	.	.	.	.	.	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	.	.	.	.	.	.	53%

LUXEMBOURG

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	18	0	1	2	1	0	0	22
of which: "Identified Staff"	0	17	0	1	2	1	0	0	21
Total fixed remuneration (in EUR)	0	14 219 646	0	552 227	1 147 782	945 938	0	0	16 865 593
Total variable remuneration (in EUR)	0	17 713 414	0	454 918	1 478 520	200 000	0	0	19 846 852
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 287 094	0	272 951	347 124	80 000	0	0	9 987 169
Average total remuneration per individual (in EUR)	.	1 774 059	.	1 007 145	1 313 151	1 145 938	.	.	1 668 748
Ratio variable/fixed remuneration in %	.	125%	.	82%	129%	21%	.	.	118%
Ratio of deferred/total variable remuneration in %	.	52%	.	60%	23%	40%	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	51%	.	80%	81%	50%	.	.	54%

MALTA

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	2	.	1	.	.	.	.	3
of which: "Identified Staff"	.	2	.	1	.	.	.	.	3
Total fixed remuneration (in EUR)	.	2 277 407	.	847 259	.	.	.	.	3 124 666
Total variable remuneration (in EUR)	.	3 198 008	.	905 691	.	.	.	.	4 103 699
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	.	2 737 707	.	1 752 950	.	.	.	.	2 409 455
Ratio variable/fixed remuneration in %	.	140%	.	107%	.	.	.	.	131%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	28%	.	.	.	.	.	.	22%

NETHERLANDS

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	20	10	5	0	1	1	0	37
of which: "Identified Staff"	0	20	8	5	0	1	1	0	35
Total fixed remuneration (in EUR)	0	20 443 444	7 305 045	3 981 929	0	469 000	317 258	0	32 516 676
Total variable remuneration (in EUR)	0	6 450 241	5 784 760	2 068 785	0	661 257	817 486	0	15 782 529
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 459 549	3 205 519	466 788	0	0	18 000	0	6 149 856
Average total remuneration per individual (in EUR)	.	1 344 684	1 308 981	1 210 143	.	1 130 257	1 134 744	.	1 305 384
Ratio variable/fixed remuneration in %	.	32%	79%	52%	.	141%	258%	.	49%
Ratio of deferred/total variable remuneration in %	.	38%	55%	23%	.	0%	2%	.	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	28%	53%	17%	.	0%	3%	.	33%

NORWAY

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	3	8	.	1	.	.	.	12
of which: "Identified Staff"	.	1	.	.	1	.	.	.	2
Total fixed remuneration (in EUR)	.	1 401 372	2 494 607	.	678 783	.	.	.	4 574 762
Total variable remuneration (in EUR)	.	2 978 050	8 127 839	.	460 176	.	.	.	11 566 065
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 611 627	332 100	.	276 106	.	.	.	2 219 833
Average total remuneration per individual (in EUR)	.	1 459 807	1 327 806	.	1 138 959	.	.	.	1 345 069
Ratio variable/fixed remuneration in %	.	213%	326%	.	68%	.	.	.	253%
Ratio of deferred/total variable remuneration in %	.	54%	4%	.	60%	.	.	.	19%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	.	.	84%	.	.	.	17%

POLAND

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	6	0	3	0	0	0	0	9
of which: "Identified Staff"	0	6	0	3	0	0	0	0	9
Total fixed remuneration (in EUR)	0	4 606 331	0	2 178 476	0	0	0	0	6 784 807
Total variable remuneration (in EUR)	0	2 622 740	0	2 875 136	0	0	0	0	5 497 876
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 531 156	0	1 353 242	0	0	0	0	2 884 398
Average total remuneration per individual (in EUR)	.	1 204 845	.	1 684 537	.	.	.	.	1 364 743
Ratio variable/fixed remuneration in %	.	57%	.	132%	.	.	.	.	81%
Ratio of deferred/total variable remuneration in %	.	58%	.	47%	.	.	.	.	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	50%	.	.	.	.	50%

PORTUGAL

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	2	4	2	4	0	0	0	1	13
of which: "Identified Staff"	2	4	1	4	0	0	0	1	12
Total fixed remuneration (in EUR)	5 496 373	2 973 196	463 350	1 067 669	0	0	0	28 145	10 028 733
Total variable remuneration (in EUR)	0	1 953 895	3 361 322	3 450 515	0	0	0	1 313 120	10 078 852
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 362 129	470 000	609 042	0	0	0	0	2 441 171
Average total remuneration per individual (in EUR)	2 748 187	1 231 773	1 912 336	1 129 546	.	.	.	1 341 265	1 546 737
Ratio variable/fixed remuneration in %	0%	66%	725%	323%	.	.	.	4666%	100%
Ratio of deferred/total variable remuneration in %	.	70%	14%	18%	.	.	.	0%	24%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	90%	7%	19%	.	.	.	0%	26%

ROMANIA

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	1	2	0	0	0	0	0	0	3
of which: "Identified Staff"	1	2	0	0	0	0	0	0	3
Total fixed remuneration (in EUR)	1 357 921	2 140 355	0	0	0	0	0	0	3 498 276
Total variable remuneration (in EUR)	0	1 005 646	0	0	0	0	0	0	1 005 646
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	389 698	0	0	0	0	0	0	389 698
Average total remuneration per individual (in EUR)	1 357 921	1 573 001	.	.	.	.	.	.	1 501 307
Ratio variable/fixed remuneration in %	0%	47%	.	.	.	.	.	.	29%
Ratio of deferred/total variable remuneration in %	.	39%	.	.	.	.	.	.	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	87%	.	.	.	.	.	.	87%

SLOVENIA

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 010 361	.	.	.	.	.	.	1 010 361
Total variable remuneration (in EUR)	.	395 520	.	.	.	.	.	.	395 520
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	347 680	.	.	.	.	.	.	347 680
Average total remuneration per individual (in EUR)	.	1 405 881	.	.	.	.	.	.	1 405 881
Ratio variable/fixed remuneration in %	.	39%	.	.	.	.	.	.	39%
Ratio of deferred/total variable remuneration in %	.	88%	.	.	.	.	.	.	88%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	44%	.	.	.	.	.	.	44%

SPAIN

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	1	18	51	28	5	47	12	1	163
of which: "Identified Staff"	1	18	46	28	4	47	12	1	157
Total fixed remuneration (in EUR)	1 150 013	35 822 531	40 925 319	23 966 646	4 232 743	54 154 987	14 493 848	583 257	175 329 344
Total variable remuneration (in EUR)	0	33 575 402	48 700 772	34 768 026	8 812 494	55 391 503	18 317 647	604 062	200 169 906
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	17 787 089	26 078 181	12 213 112	1 663 355	23 606 334	5 540 379	255 568	87 144 018
Average total remuneration per individual (in EUR)	1 150 013	3 855 441	1 757 374	2 097 667	2 609 047	2 330 776	2 734 291	1 187 319	2 303 676
Ratio variable/fixed remuneration in %	0%	94%	119%	145%	208%	102%	126%	104%	114%
Ratio of deferred/total variable remuneration in %	.	53%	54%	35%	19%	43%	30%	42%	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	48%	51%	36%	18%	42%	31%	52%	42%

SWEDEN

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	8	14	2	1	2	0	0	27
of which: "Identified Staff"	0	6	13	0	1	0	0	0	20
Total fixed remuneration (in EUR)	0	8 680 282	12 230 580	2 156 138	687 217	1 907 943	0	0	25 662 159
Total variable remuneration (in EUR)	0	1 922 808	14 847 650	0	363 707	1 449 076	0	0	18 583 241
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 324 361	9 987 770	0	218 224	0	0	0	11 530 355
Average total remuneration per individual (in EUR)	.	1 325 386	1 934 159	1 078 069	1 050 924	1 678 509	.	.	1 638 719
Ratio variable/fixed remuneration in %	.	22%	121%	0%	53%	76%	.	.	72%
Ratio of deferred/total variable remuneration in %	.	69%	67%	.	60%	0%	.	.	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	47%	.	80%	0%	.	.	43%

UNITED KINGDOM

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	2	359	2 045	124	427	269	109	184	3 519
of which: "Identified Staff"	2	329	1 936	122	351	259	106	119	3 224
Total fixed remuneration (in EUR)	3 557 490	339 979 227	1882 487 224	102 622 239	192 979 461	219 498 130	92 991 135	89 815 294	2923 930 201
Total variable remuneration (in EUR)	0	619 278 937	2265 560 165	105 197 664	755 570 060	245 300 176	82 870 027	296 363 244	4370 140 272
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	324 768 705	1492 257 354	67 324 243	345 479 776	150 678 813	49 545 500	98 808 382	2528 862 774
Average total remuneration per individual (in EUR)	1 778 745	2 672 028	2 028 385	1 675 967	2 221 427	1 727 875	1 613 405	2 098 796	2 072 768
Ratio variable/fixed remuneration in %	0%	182%	120%	103%	392%	112%	89%	330%	149%
Ratio of deferred/total variable remuneration in %	.	52%	66%	64%	46%	61%	60%	33%	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	49%	57%	66%	32%	61%	63%	39%	51%

5. Annex III – Aggregated data on high earners by Member State and payment bracket

AUSTRIA

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	23	2	2	2	2	0	0	31
of which: "Identified Staff"	0	23	0	1	0	1	0	0	25
Total fixed remuneration (in EUR)	0	22 859 082	1 134 405	1 597 717	860 000	1 472 053	0	0	27 923 257
Total variable remuneration (in EUR)	0	13 241 222	1 315 539	853 860	1 520 000	1 583 997	0	0	18 514 618
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	8 237 349	19 735	723 951	1 140 000	1 434 088	0	0	11 555 123
Average total remuneration per individual (in EUR)	.	1 569 578	1 224 972	1 225 789	1 190 000	1 528 025	.	.	1 497 996
Ratio variable/fixed remuneration in %	.	58%	116%	53%	177%	108%	.	.	66%
Ratio of deferred/total variable remuneration in %	.	62%	2%	85%	75%	91%	.	.	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	58%	0%	65%	41%	78%	.	.	54%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	2	.	.	.	.	.	.	2
of which: "Identified Staff"	.	2	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	.	4 082 499	.	.	.	.	.	.	4 082 499
Total variable remuneration (in EUR)	.	865 710	.	.	.	.	.	.	865 710
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	519 426	.	.	.	.	.	.	519 426
Average total remuneration per individual (in EUR)	.	2 474 105	.	.	.	.	.	.	2 474 105
Ratio variable/fixed remuneration in %	.	21%	.	.	.	.	.	.	21%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	2	.	.	.	.	.	.	2
of which: "Identified Staff"	.	2	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	.	6 949 134	.	.	.	.	.	.	6 949 134
Total variable remuneration (in EUR)	.	.	.	.	.	.	.	.	.
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	.	3 474 567	.	.	.	.	.	.	3 474 567
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	3	.	.	.	.	.	.	3
of which: "Identified Staff"	.	3	.	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	11 157 432	.	.	.	.	.	.	11 157 432
Total variable remuneration (in EUR)	.	1 999 995	.	.	.	.	.	.	1 999 995
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 199 997	.	.	.	.	.	.	1 199 997
Average total remuneration per individual (in EUR)	.	4 385 809	.	.	.	.	.	.	4 385 809
Ratio variable/fixed remuneration in %	.	18%	.	.	.	.	.	.	18%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%

BELGIUM

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	8	2	2	0	0	1	0	13
of which: "Identified Staff"	0	8	1	2	0	0	1	0	12
Total fixed remuneration (in EUR)	0	8 740 092	1 227 208	1 256 309	0	0	392 503	0	11 616 112
Total variable remuneration (in EUR)	0	2 997 035	1 264 056	1 884 550	0	0	691 177	0	6 836 818
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 625 718	404 722	330 400	0	0	313 909	0	2 674 749
Average total remuneration per individual (in EUR)	.	1 467 141	1 245 632	1 570 430	.	.	1 083 680	.	1 419 456
Ratio variable/fixed remuneration in %	.	34%	103%	150%	.	.	176%	.	59%
Ratio of deferred/total variable remuneration in %	.	54%	32%	18%	.	.	45%	.	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	5%	14%	.	.	45%	.	31%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	1	1	0	0	0	0	3
of which: "Identified Staff"	0	1	0	1	0	0	0	0	2
Total fixed remuneration (in EUR)	0	1 300 000	260 000	360 974	0	0	0	0	1 920 974
Total variable remuneration (in EUR)	0	800 000	1 840 000	2 065 625	0	0	0	0	4 705 625
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	480 000	635 100	0	0	0	0	0	1 115 100
Average total remuneration per individual (in EUR)	.	2 100 000	2 100 000	2 426 599	.	.	.	.	2 208 866
Ratio variable/fixed remuneration in %	.	62%	708%	572%	.	.	.	.	245%
Ratio of deferred/total variable remuneration in %	.	60%	35%	0%	.	.	.	.	24%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	0%	0%	.	.	.	.	9%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	0	1	0	0	0	0	0	1
of which: "Identified Staff"	0	0	1	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	0	1 396 829	0	0	0	0	0	1 396 829
Total variable remuneration (in EUR)	0	0	2 300 078	0	0	0	0	0	2 300 078
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 638 453	0	0	0	0	0	1 638 453
Average total remuneration per individual (in EUR)	.	.	3 696 907	.	.	.	.	.	3 696 907
Ratio variable/fixed remuneration in %	.	.	165%	.	.	.	.	.	165%
Ratio of deferred/total variable remuneration in %	.	.	71%	.	.	.	.	.	71%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	86%	.	.	.	.	.	86%

BULGARIA

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	.	.	.	.	2	.	.	2
of which: "Identified Staff"	.	.	.	.	.	.	.	.	.
Total fixed remuneration (in EUR)	.	.	.	.	.	745 270	.	.	745 270
Total variable remuneration (in EUR)	.	.	.	.	.	1 636 987	.	.	1 636 987
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	950 555	.	.	950 555
Average total remuneration per individual (in EUR)	.	.	.	.	.	1 191 129	.	.	1 191 129
Ratio variable/fixed remuneration in %	.	.	.	.	.	220%	.	.	220%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	58%	.	.	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	47%	.	.	47%

CYPRUS

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	1	.	.	.	.	.	3	4
of which: "Identified Staff"	.	1	.	.	.	.	.	3	4
Total fixed remuneration (in EUR)	.	1 510 000	.	.	.	.	.	2 541 159	4 051 159
Total variable remuneration (in EUR)	.	.	.	.	.	.	.	1 275 242	1 275 242
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	417 983	417 983
Average total remuneration per individual (in EUR)	.	1 510 000	.	.	.	.	.	1 272 134	1 331 600
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	50%	31%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	33%	33%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	27%	27%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	.	.	.	.	.	.	1	1
of which: "Identified Staff"	.	.	.	.	.	.	.	1	1
Total fixed remuneration (in EUR)	.	.	.	.	.	.	.	1 759 300	1 759 300
Total variable remuneration (in EUR)	.	.	.	.	.	.	.	765 549	765 549
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	459 329	459 329
Average total remuneration per individual (in EUR)	.	.	.	.	.	.	.	2 524 849	2 524 849
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	44%	44%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	60%	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	50%	50%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	2 220 131	.	.	.	.	.	.	2 220 131
Total variable remuneration (in EUR)	.	918 583	.	.	.	.	.	.	918 583
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	551 150	.	.	.	.	.	.	551 150
Average total remuneration per individual (in EUR)	.	3 138 714	.	.	.	.	.	.	3 138 714
Ratio variable/fixed remuneration in %	.	41%	.	.	.	.	.	.	41%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	.	.	.	.	.	.	1	1
of which: "Identified Staff"	.	.	.	.	.	.	.	1	1
Total fixed remuneration (in EUR)	.	.	.	.	.	.	.	2 405 877	2 405 877
Total variable remuneration (in EUR)	.	.	.	.	.	.	.	1 784 436	1 784 436
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	.	.	.	.	.	.	.	4 190 313	4 190 313
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	74%	74%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

CZECH REPUBLIC

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	3	.	.	.	1	.	.	4
of which: "Identified Staff"	.	3	.	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	2 411 521	.	.	.	432 935	.	.	2 844 456
Total variable remuneration (in EUR)	.	1 491 931	.	.	.	681 749	.	.	2 173 680
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 272 838	.	.	.	.	.	.	1 272 838
Average total remuneration per individual (in EUR)	.	1 301 151	.	.	.	1 114 684	.	.	1 254 534
Ratio variable/fixed remuneration in %	.	62%	.	.	.	157%	.	.	76%
Ratio of deferred/total variable remuneration in %	.	85%	.	.	.	.	.	.	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	63%	.	.	.	.	.	.	43%

DENMARK

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	18	3	0	1	2	1	0	25
of which: "Identified Staff"	0	18	3	0	1	2	1	0	25
Total fixed remuneration (in EUR)	0	21 342 693	1 724 566	0	687 265	1 117 079	239 781	0	25 111 384
Total variable remuneration (in EUR)	0	2 782 396	1 384 070	0	399 927	1 053 333	855 744	0	6 475 470
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 999 063	589 352	0	239 956	539 708	453 928	0	3 822 007
Average total remuneration per individual (in EUR)	.	1 340 283	1 036 212	.	1 087 192	1 085 206	1 095 525	.	1 263 474
Ratio variable/fixed remuneration in %	.	13%	80%	.	58%	94%	357%	.	26%
Ratio of deferred/total variable remuneration in %	.	72%	43%	.	60%	51%	53%	.	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	80%	34%	.	80%	57%	27%	.	59%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	3	.	.	.	.	.	.	3
of which: "Identified Staff"	.	3	.	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	4 959 771	.	.	.	.	.	.	4 959 771
Total variable remuneration (in EUR)	.	2 241 188	.	.	.	.	.	.	2 241 188
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	462 535	.	.	.	.	.	.	462 535
Average total remuneration per individual (in EUR)	.	2 400 320	.	.	.	.	.	.	2 400 320
Ratio variable/fixed remuneration in %	.	45%	.	.	.	.	.	.	45%
Ratio of deferred/total variable remuneration in %	.	21%	.	.	.	.	.	.	21%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	25%	.	.	.	.	.	.	25%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	0	2	0	0	0	3
of which: "Identified Staff"	0	0	0	0	2	0	0	0	2
Total fixed remuneration (in EUR)	0	0	1 819 407	0	3 787 970	0	0	0	5 607 377
Total variable remuneration (in EUR)	0	0	1 588 143	0	3 706 338	0	0	0	5 294 481
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 255 890	0	2 206 572	0	0	0	3 462 462
Average total remuneration per individual (in EUR)	.	.	3 407 550	.	3 747 154	.	.	.	3 633 953
Ratio variable/fixed remuneration in %	.	.	87%	.	98%	.	.	.	94%
Ratio of deferred/total variable remuneration in %	.	.	79%	.	60%	.	.	.	65%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	87%	.	50%	.	.	.	61%

FINLAND

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	1	0	0	1	0	3
of which: "Identified Staff"	0	0	1	1	0	0	1	0	3
Total fixed remuneration (in EUR)	0	0	674 187	839 036	0	0	950 487	0	2 463 710
Total variable remuneration (in EUR)	0	0	391 249	203 141	0	0	307 540	0	901 930
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	234 749	121 885	0	0	184 524	0	541 158
Average total remuneration per individual (in EUR)	.	.	1 065 436	1 042 177	.	.	1 258 027	.	1 121 880
Ratio variable/fixed remuneration in %	.	.	58%	24%	.	.	32%	.	37%
Ratio of deferred/total variable remuneration in %	.	.	60%	60%	.	.	60%	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	0%	80%	.	.	80%	.	45%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 791 543	.	.	.	.	.	.	1 791 543
Total variable remuneration (in EUR)	.	338 616	.	.	.	.	.	.	338 616
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	203 170	.	.	.	.	.	.	203 170
Average total remuneration per individual (in EUR)	.	2 130 159	.	.	.	.	.	.	2 130 159
Ratio variable/fixed remuneration in %	.	19%	.	.	.	.	.	.	19%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%

FRANCE

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	2	20	138	7	20	14	2	5	208
of which: "Identified Staff"	2	20	135	7	10	14	2	4	194
Total fixed remuneration (in EUR)	1 551 564	11 307 715	86 473 433	3 974 854	7 646 486	7 302 403	956 000	2 026 622	121 239 077
Total variable remuneration (in EUR)	1 060 000	16 048 467	101 569 838	4 680 522	18 342 396	11 697 208	1 537 000	4 116 010	159 051 441
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 643 088	64 177 613	2 501 667	10 746 269	8 284 025	1 223 300	1 888 462	96 464 424
Average total remuneration per individual (in EUR)	1 305 782	1 367 809	1 362 632	1 236 482	1 299 444	1 357 115	1 246 500	1 228 526	1 347 551
Ratio variable/fixed remuneration in %	68%	142%	117%	118%	240%	160%	161%	203%	131%
Ratio of deferred/total variable remuneration in %	0%	48%	63%	53%	59%	71%	80%	46%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	36%	50%	52%	35%	60%	57%	39%	47%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	7	27	0	4	2	0	1	41
of which: "Identified Staff"	0	7	26	0	1	2	0	1	37
Total fixed remuneration (in EUR)	0	6 522 000	25 703 968	0	2 402 760	1 853 135	0	1 112 379	37 594 242
Total variable remuneration (in EUR)	0	9 194 320	38 472 856	0	6 514 310	3 690 551	0	1 260 250	59 132 287
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 216 943	20 594 665	0	3 439 724	2 952 441	0	782 026	34 985 799
Average total remuneration per individual (in EUR)	.	2 245 189	2 376 919	.	2 229 268	2 771 843	.	2 372 629	2 359 184
Ratio variable/fixed remuneration in %	.	141%	150%	.	271%	199%	.	113%	157%
Ratio of deferred/total variable remuneration in %	.	78%	54%	.	53%	80%	.	62%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	71%	41%	.	41%	63%	.	52%	47%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	5	9	1	0	1	0	0	16
of which: "Identified Staff"	0	4	9	1	0	1	0	0	15
Total fixed remuneration (in EUR)	0	5 789 101	14 817 430	400 000	0	1 271 178	0	0	22 277 709
Total variable remuneration (in EUR)	0	12 520 840	14 448 120	3 182 912	0	2 495 240	0	0	32 647 112
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 931 968	10 726 527	274 000	0	1 996 192	0	0	20 928 687
Average total remuneration per individual (in EUR)	.	3 661 988	3 251 728	3 582 912	.	3 766 418	.	.	3 432 801
Ratio variable/fixed remuneration in %	.	216%	98%	796%	.	196%	.	.	147%
Ratio of deferred/total variable remuneration in %	.	63%	74%	9%	.	80%	.	.	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	55%	6%	.	60%	.	.	44%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	2	.	.	.	.	.	.	2
of which: "Identified Staff"	.	2	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	.	2 658 192	.	.	.	.	.	.	2 658 192
Total variable remuneration (in EUR)	.	6 429 094	.	.	.	.	.	.	6 429 094
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 835 060	.	.	.	.	.	.	3 835 060
Average total remuneration per individual (in EUR)	.	4 543 643	.	.	.	.	.	.	4 543 643
Ratio variable/fixed remuneration in %	.	242%	.	.	.	.	.	.	242%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	31%	.	.	.	.	.	.	31%

Payment bracket for 06 000 000 to below 07 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	2	0	0	0	0	0	2
of which: "Identified Staff"	0	0	2	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	0	3 616 632	0	0	0	0	0	3 616 632
Total variable remuneration (in EUR)	0	0	9 483 533	0	0	0	0	0	9 483 533
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	3 965 248	0	0	0	0	0	3 965 248
Average total remuneration per individual (in EUR)	.	.	6 550 083	.	.	.	.	.	6 550 083
Ratio variable/fixed remuneration in %	.	.	262%	.	.	.	.	.	262%
Ratio of deferred/total variable remuneration in %	.	.	42%	.	.	.	.	.	42%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	42%	.	.	.	.	.	42%

Payment bracket for 12 000 000 to below 13 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	5 017 431	.	.	.	.	.	.	5 017 431
Total variable remuneration (in EUR)	.	7 617 692	.	.	.	.	.	.	7 617 692
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	6 824 141	.	.	.	.	.	.	6 824 141
Average total remuneration per individual (in EUR)	.	12 635 123	.	.	.	.	.	.	12 635 123
Ratio variable/fixed remuneration in %	.	152%	.	.	.	.	.	.	152%
Ratio of deferred/total variable remuneration in %	.	90%	.	.	.	.	.	.	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%

GERMANY

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	242	88	23	27	12	3	4	399
of which: "Identified Staff"	0	157	56	16	14	8	2	2	255
Total fixed remuneration (in EUR)	0	259 492 418	57 195 134	15 723 540	14 851 752	8 261 213	2 511 088	2 582 433	360 617 578
Total variable remuneration (in EUR)	0	63 004 501	58 997 566	15 843 739	22 422 173	7 892 674	1 539 002	1 958 697	171 658 352
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	24 030 987	34 702 785	7 770 448	10 757 454	2 333 965	328 800	221 089	80 145 527
Average total remuneration per individual (in EUR)	.	1 332 632	1 320 372	1 372 490	1 380 516	1 346 157	1 350 030	1 135 283	1 334 025
Ratio variable/fixed remuneration in %	.	24%	103%	101%	151%	96%	61%	76%	48%
Ratio of deferred/total variable remuneration in %	.	38%	59%	49%	48%	30%	21%	11%	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	25%	49%	34%	42%	22%	18%	10%	36%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	34	13	2	1	5	0	1	56
of which: "Identified Staff"	0	29	8	2	0	3	0	1	43
Total fixed remuneration (in EUR)	0	56 921 912	16 350 109	2 390 000	2 500 008	5 931 092	0	1 179 379	85 272 500
Total variable remuneration (in EUR)	0	21 404 614	14 728 825	2 498 744	0	6 285 986	0	855 211	45 773 380
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	10 844 291	8 331 392	382 134	0	2 666 288	0	656 640	22 880 745
Average total remuneration per individual (in EUR)	.	2 303 721	2 390 687	2 444 372	2 500 008	2 443 416	.	2 034 590	2 340 105
Ratio variable/fixed remuneration in %	.	38%	90%	105%	0%	106%	.	73%	54%
Ratio of deferred/total variable remuneration in %	.	51%	57%	15%	.	42%	.	77%	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	42%	43%	13%	.	37%	.	67%	41%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	8	4	0	2	3	0	0	17
of which: "Identified Staff"	0	6	3	0	2	3	0	0	14
Total fixed remuneration (in EUR)	0	20 780 015	5 294 461	0	2 650 306	6 676 101	0	0	35 400 884
Total variable remuneration (in EUR)	0	7 616 102	8 832 383	0	3 593 200	3 415 469	0	0	23 457 154
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 602 849	6 266 666	0	2 155 920	2 049 282	0	0	13 074 717
Average total remuneration per individual (in EUR)	.	3 549 515	3 531 711	.	3 121 753	3 363 857	.	.	3 462 238
Ratio variable/fixed remuneration in %	.	37%	167%	.	136%	51%	.	.	66%
Ratio of deferred/total variable remuneration in %	.	34%	71%	.	60%	60%	.	.	56%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	35%	53%	.	50%	50%	.	.	46%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	6	3	0	0	0	1	0	10
of which: "Identified Staff"	0	6	3	0	0	0	1	0	10
Total fixed remuneration (in EUR)	0	15 888 453	5 881 000	0	0	0	712 500	0	22 481 953
Total variable remuneration (in EUR)	0	11 580 759	7 880 567	0	0	0	3 830 133	0	23 291 459
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 276 302	5 613 540	0	0	0	85 580	0	14 975 422
Average total remuneration per individual (in EUR)	.	4 578 202	4 587 189	.	.	.	4 542 633	.	4 577 341
Ratio variable/fixed remuneration in %	.	73%	134%	.	.	.	538%	.	104%
Ratio of deferred/total variable remuneration in %	.	80%	71%	.	.	.	2%	.	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	64%	61%	.	.	.	2%	.	53%

Payment bracket for 05 000 000 to below 06 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	3	0	0	0	0	0	0	3
of which: "Identified Staff"	0	3	0	0	0	0	0	0	3
Total fixed remuneration (in EUR)	0	9 749 510	0	0	0	0	0	0	9 749 510
Total variable remuneration (in EUR)	0	5 592 906	0	0	0	0	0	0	5 592 906
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 905 068	0	0	0	0	0	0	4 905 068
Average total remuneration per individual (in EUR)	.	5 114 139	.	.	.	.	.	.	5 114 139
Ratio variable/fixed remuneration in %	.	57%	.	.	.	.	.	.	57%
Ratio of deferred/total variable remuneration in %	.	88%	.	.	.	.	.	.	88%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	82%	.	.	.	.	.	.	82%

Payment bracket for 06 000 000 to below 07 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	0	1	1	0	0	0	3
of which: "Identified Staff"	0	1	0	1	1	0	0	0	3
Total fixed remuneration (in EUR)	0	4 384 112	0	3 051 078	2 500 500	0	0	0	9 935 690
Total variable remuneration (in EUR)	0	1 631 717	0	3 495 000	4 122 000	0	0	0	9 248 717
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 631 717	0	3 495 000	2 885 400	0	0	0	8 012 117
Average total remuneration per individual (in EUR)	.	6 015 829	.	6 546 078	6 622 500	.	.	.	6 394 802
Ratio variable/fixed remuneration in %	.	37%	.	115%	165%	.	.	.	93%
Ratio of deferred/total variable remuneration in %	.	100%	.	100%	70%	.	.	.	87%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	82%	.	50%	61%	.	.	.	60%

Payment bracket for 08 000 000 to below 09 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	0	0	0	0	0	0	0	0
Total fixed remuneration (in EUR)	0	4 089 060	0	0	0	0	0	0	4 089 060
Total variable remuneration (in EUR)	0	4 361 664	0	0	0	0	0	0	4 361 664
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 361 664	0	0	0	0	0	0	4 361 664
Average total remuneration per individual (in EUR)	.	8 450 724	.	.	.	.	.	.	8 450 724
Ratio variable/fixed remuneration in %	.	107%	.	.	.	.	.	.	107%
Ratio of deferred/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%

Payment bracket for 11 000 000 to below 12 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 400 000	0	0	0	0	0	0	1 400 000
Total variable remuneration (in EUR)	0	10 264 085	0	0	0	0	0	0	10 264 085
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 697 683	0	0	0	0	0	0	5 697 683
Average total remuneration per individual (in EUR)	.	11 664 085	.	.	.	.	.	.	11 664 085
Ratio variable/fixed remuneration in %	.	733%	.	.	.	.	.	.	733%
Ratio of deferred/total variable remuneration in %	.	56%	.	.	.	.	.	.	56%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	43%	.	.	.	.	.	.	43%

Payment bracket for 12 000 000 to below 13 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 945 325	0	0	0	0	0	0	1 945 325
Total variable remuneration (in EUR)	0	10 907 225	0	0	0	0	0	0	10 907 225
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 520 367	0	0	0	0	0	0	7 520 367
Average total remuneration per individual (in EUR)	.	12 852 550	.	.	.	.	.	.	12 852 550
Ratio variable/fixed remuneration in %	.	561%	.	.	.	.	.	.	561%
Ratio of deferred/total variable remuneration in %	.	69%	.	.	.	.	.	.	69%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	.	.	.	.	.	.	53%

Payment bracket for 16 000 000 to below 17 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	3 500 000	0	0	0	0	0	0	3 500 000
Total variable remuneration (in EUR)	0	12 704 099	0	0	0	0	0	0	12 704 099
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 838 881	0	0	0	0	0	0	4 838 881
Average total remuneration per individual (in EUR)	.	16 204 099	.	.	.	.	.	.	16 204 099
Ratio variable/fixed remuneration in %	.	363%	.	.	.	.	.	.	363%
Ratio of deferred/total variable remuneration in %	.	38%	.	.	.	.	.	.	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	28%	.	.	.	.	.	.	28%

GREECE

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 133 294	0	0	0	0	0	0	1 133 294
Total variable remuneration (in EUR)	0	442 857	0	0	0	0	0	0	442 857
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	.	1 576 151	.	.	.	.	.	.	1 576 151
Ratio variable/fixed remuneration in %	.	39%	.	.	.	.	.	.	39%
Ratio of deferred/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	2 275 424	0	0	0	0	0	0	2 275 424
Total variable remuneration (in EUR)	0	542 143	0	0	0	0	0	0	542 143
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	.	2 817 567	.	.	.	.	.	.	2 817 567
Ratio variable/fixed remuneration in %	.	24%	.	.	.	.	.	.	24%
Ratio of deferred/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

HUNGARY

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	2	0	0	0	0	3
of which: "Identified Staff"	0	0	1	2	0	0	0	0	3
Total fixed remuneration (in EUR)	0	0	869 888	1 637 446	0	0	0	0	2 507 334
Total variable remuneration (in EUR)	0	0	519 750	877 168	0	0	0	0	1 396 918
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	519 750	526 302	0	0	0	0	1 046 052
Average total remuneration per individual (in EUR)	.	.	1 389 638	1 257 307	.	.	.	.	1 301 417
Ratio variable/fixed remuneration in %	.	.	60%	54%	.	.	.	.	56%
Ratio of deferred/total variable remuneration in %	.	.	100%	60%	.	.	.	.	75%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	50%	50%	.	.	.	.	50%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	0	0	0	1	0	0	1
of which: "Identified Staff"	0	0	0	0	0	1	0	0	1
Total fixed remuneration (in EUR)	0	0	0	0	0	1 817 389	0	0	1 817 389
Total variable remuneration (in EUR)	0	0	0	0	0	1 344 312	0	0	1 344 312
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	806 588	0	0	806 588
Average total remuneration per individual (in EUR)	.	.	.	.	.	3 161 701	.	.	3 161 701
Ratio variable/fixed remuneration in %	.	.	.	.	.	74%	.	.	74%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	50%	.	.	50%

IRELAND

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	11	9	0	2	1	2	1	26
of which: "Identified Staff"	0	11	9	0	2	1	2	1	26
Total fixed remuneration (in EUR)	0	7 426 364	5 435 241	0	833 013	556 660	1 630 040	963 648	16 844 967
Total variable remuneration (in EUR)	0	7 673 979	6 930 753	0	1 579 245	872 139	1 008 617	50 000	18 114 733
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 645 321	2 093 305	0	559 696	247 241	719 420	0	8 264 982
Average total remuneration per individual (in EUR)	.	1 372 758	1 373 999	.	1 206 129	1 428 799	1 319 329	1 013 648	1 344 604
Ratio variable/fixed remuneration in %	.	103%	128%	.	190%	157%	62%	5%	108%
Ratio of deferred/total variable remuneration in %	.	61%	30%	.	35%	28%	71%	0%	46%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	59%	28%	.	35%	28%	71%	0%	44%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	1	0	0	0	0	0	3
of which: "Identified Staff"	0	2	1	0	0	0	0	0	3
Total fixed remuneration (in EUR)	0	2 465 635	2 497 868	0	0	0	0	0	4 963 503
Total variable remuneration (in EUR)	0	2 897 452	0	0	0	0	0	0	2 897 452
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 205 883	0	0	0	0	0	0	2 205 883
Average total remuneration per individual (in EUR)	.	2 681 544	2 497 868	.	.	.	.	.	2 620 318
Ratio variable/fixed remuneration in %	.	118%	0%	.	.	.	.	.	58%
Ratio of deferred/total variable remuneration in %	.	76%	.	.	.	.	.	.	76%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	33%	.	.	.	.	.	.	33%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	3 266 026	0	0	0	0	0	0	3 266 026
Total variable remuneration (in EUR)	0	385 021	0	0	0	0	0	0	385 021
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	385 021	0	0	0	0	0	0	385 021
Average total remuneration per individual (in EUR)	.	3 651 047	.	.	.	.	.	.	3 651 047
Ratio variable/fixed remuneration in %	.	12%	.	.	.	.	.	.	12%
Ratio of deferred/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	1	0	1	0	0	0	3
of which: "Identified Staff"	0	1	1	0	1	0	0	0	3
Total fixed remuneration (in EUR)	0	326 087	1 874 466	0	235 000	0	0	0	2 435 553
Total variable remuneration (in EUR)	0	4 442 572	2 397 265	0	3 862 800	0	0	0	10 702 637
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	500 000	0	0	2 335 244	0	0	0	2 835 244
Average total remuneration per individual (in EUR)	.	4 768 659	4 271 731	.	4 097 800	.	.	.	4 379 397
Ratio variable/fixed remuneration in %	.	1362%	128%	.	1644%	.	.	.	439%
Ratio of deferred/total variable remuneration in %	.	11%	0%	.	60%	.	.	.	26%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	0%	.	60%	.	.	.	63%

Payment bracket for 16 000 000 to below 17 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	9 013 047	0	0	0	0	0	0	9 013 047
Total variable remuneration (in EUR)	0	7 190 612	0	0	0	0	0	0	7 190 612
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 397 062	0	0	0	0	0	0	6 397 062
Average total remuneration per individual (in EUR)	.	16 203 659	.	.	.	.	.	.	16 203 659
Ratio variable/fixed remuneration in %	.	80%	.	.	.	.	.	.	80%
Ratio of deferred/total variable remuneration in %	.	89%	.	.	.	.	.	.	89%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%

ITALY

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	3	18	71	18	12	25	4	28	179
of which: "Identified Staff"	2	16	45	16	10	13	3	27	132
Total fixed remuneration (in EUR)	3 052 800	15 125 676	52 441 271	12 573 033	6 737 175	15 430 139	4 327 692	20 394 780	130 082 565
Total variable remuneration (in EUR)	1 593 892	10 403 871	43 222 474	9 583 484	8 183 329	18 114 833	1 315 400	13 215 223	105 632 506
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	569 576	3 839 030	18 687 538	5 777 427	5 484 740	13 607 251	1 064 250	8 144 243	57 174 055
Average total remuneration per individual (in EUR)	1 548 897	1 418 308	1 347 377	1 230 918	1 243 375	1 341 799	1 410 773	1 200 357	1 316 844
Ratio variable/fixed remuneration in %	52%	69%	82%	76%	121%	117%	30%	65%	81%
Ratio of deferred/total variable remuneration in %	36%	37%	43%	60%	67%	75%	81%	62%	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	40%	35%	59%	60%	69%	75%	53%	48%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	3	19	5	5	7	0	4	43
of which: "Identified Staff"	0	3	16	4	5	3	0	4	35
Total fixed remuneration (in EUR)	0	3 895 906	24 371 078	6 474 438	4 367 662	6 048 835	0	5 819 517	50 977 437
Total variable remuneration (in EUR)	0	3 769 967	19 731 393	6 081 300	6 642 007	11 278 759	0	3 568 338	51 071 764
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 534 899	12 270 178	4 062 780	3 466 049	9 703 239	0	2 613 565	34 650 710
Average total remuneration per individual (in EUR)	.	2 555 291	2 321 183	2 511 148	2 201 934	2 475 371	.	2 346 964	2 373 237
Ratio variable/fixed remuneration in %	.	97%	81%	94%	152%	186%	.	61%	100%
Ratio of deferred/total variable remuneration in %	.	67%	62%	67%	52%	86%	.	73%	68%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	52%	52%	57%	57%	80%	.	46%	59%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	2	5	.	.	2	.	2	11
of which: "Identified Staff"	.	2	3	.	.	.	.	2	7
Total fixed remuneration (in EUR)	.	2 860 776	9 119 134	.	.	1 800 000	.	5 243 220	19 023 130
Total variable remuneration (in EUR)	.	4 138 101	8 327 482	.	.	4 665 358	.	1 219 403	18 350 344
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 482 858	3 820 992	.	.	4 325 358	.	579 217	11 208 425
Average total remuneration per individual (in EUR)	.	3 499 439	3 489 323	.	.	3 232 679	.	3 231 312	3 397 589
Ratio variable/fixed remuneration in %	.	145%	91%	.	.	259%	.	23%	96%
Ratio of deferred/total variable remuneration in %	.	60%	46%	.	.	93%	.	48%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	66%	50%	.	.	84%	.	25%	61%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	1	0	0	0	0	1	3
of which: "Identified Staff"	0	1	1	0	0	0	0	1	3
Total fixed remuneration (in EUR)	0	1 900 000	1 657 024	0	0	0	0	3 833 083	7 390 107
Total variable remuneration (in EUR)	0	2 650 000	3 264 224	0	0	0	0	1 002 000	6 916 224
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 590 000	2 624 224	0	0	0	0	475 950	4 690 174
Average total remuneration per individual (in EUR)	.	4 550 000	4 921 248	.	.	.	.	4 835 083	4 768 777
Ratio variable/fixed remuneration in %	.	139%	197%	.	.	.	.	26%	94%
Ratio of deferred/total variable remuneration in %	.	60%	80%	.	.	.	.	48%	68%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	53%	.	.	.	.	25%	48%

Payment bracket for 05 000 000 to below 06 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	2	0	0	0	0	0	3
of which: "Identified Staff"	0	0	2	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	1 185 000	3 075 118	0	0	0	0	0	4 260 118
Total variable remuneration (in EUR)	0	4 448 046	8 409 258	0	0	0	0	0	12 857 304
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 448 046	5 463 592	0	0	0	0	0	9 911 638
Average total remuneration per individual (in EUR)	.	5 633 046	5 742 188	.	.	.	.	.	5 705 807
Ratio variable/fixed remuneration in %	.	375%	273%	.	.	.	.	.	302%
Ratio of deferred/total variable remuneration in %	.	100%	65%	.	.	.	.	.	77%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	52%	.	.	.	.	.	68%

Payment bracket for 06 000 000 to below 07 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	1	.	.	2
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	2 620 000	.	.	.	1 200 000	.	.	3 820 000
Total variable remuneration (in EUR)	.	3 574 000	.	.	.	5 395 110	.	.	8 969 110
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 664 400	.	.	.	5 032 718	.	.	7 697 118
Average total remuneration per individual (in EUR)	.	6 194 000	.	.	.	6 595 110	.	.	6 394 555
Ratio variable/fixed remuneration in %	.	136%	.	.	.	450%	.	.	235%
Ratio of deferred/total variable remuneration in %	.	75%	.	.	.	93%	.	.	86%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	71%	.	.	.	85%	.	.	80%

LIECHTENSTEIN

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	3	.	.	.	.	.	.	3
of which: "Identified Staff"	.	3	.	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	1 302 964	.	.	.	.	.	.	1 302 964
Total variable remuneration (in EUR)	.	2 419 247	.	.	.	.	.	.	2 419 247
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 218 605	.	.	.	.	.	.	1 218 605
Average total remuneration per individual (in EUR)	.	1 240 737	.	.	.	.	.	.	1 240 737
Ratio variable/fixed remuneration in %	.	186%	.	.	.	.	.	.	186%
Ratio of deferred/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	1	1	.	.	.	.	.	.	2
of which: "Identified Staff"	1	1	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	2 320 098	432 190	.	.	.	.	.	.	2 752 288
Total variable remuneration (in EUR)	0	2 123 556	.	.	.	.	.	.	2 123 556
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 091 802	.	.	.	.	.	.	1 091 802
Average total remuneration per individual (in EUR)	2 320 098	2 555 746	.	.	.	.	.	.	2 437 922
Ratio variable/fixed remuneration in %	0%	491%	.	.	.	.	.	.	77%
Ratio of deferred/total variable remuneration in %	.	51%	.	.	.	.	.	.	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	51%	.	.	.	.	.	.	51%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	2	.	.	.	.	.	.	2
of which: "Identified Staff"	.	2	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	.	2 457 273	.	.	.	.	.	.	2 457 273
Total variable remuneration (in EUR)	.	4 822 127	.	.	.	.	.	.	4 822 127
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 929 670	.	.	.	.	.	.	2 929 670
Average total remuneration per individual (in EUR)	.	3 639 700	.	.	.	.	.	.	3 639 700
Ratio variable/fixed remuneration in %	.	196%	.	.	.	.	.	.	196%
Ratio of deferred/total variable remuneration in %	.	61%	.	.	.	.	.	.	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	56%	.	.	.	.	.	.	56%

Payment bracket for 05 000 000 to below 06 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 674 115	.	.	.	.	.	.	1 674 115
Total variable remuneration (in EUR)	.	3 329 997	.	.	.	.	.	.	3 329 997
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 997 998	.	.	.	.	.	.	1 997 998
Average total remuneration per individual (in EUR)	.	5 004 112	.	.	.	.	.	.	5 004 112
Ratio variable/fixed remuneration in %	.	199%	.	.	.	.	.	.	199%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

LUXEMBOURG

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	12	0	1	2	1	0	0	16
of which: "Identified Staff"	0	11	0	1	2	1	0	0	15
Total fixed remuneration (in EUR)	0	7 282 857	0	552 227	1 147 782	945 938	0	0	9 928 804
Total variable remuneration (in EUR)	0	8 057 797	0	454 918	1 478 520	200 000	0	0	10 191 235
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 510 849	0	272 951	347 124	80 000	0	0	4 210 924
Average total remuneration per individual (in EUR)	.	1 278 388	.	1 007 145	1 313 151	1 145 938	.	.	1 257 502
Ratio variable/fixed remuneration in %	.	111%	.	82%	129%	21%	.	.	103%
Ratio of deferred/total variable remuneration in %	.	44%	.	60%	23%	40%	.	.	41%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	61%	.	80%	81%	50%	.	.	64%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	4	0	0	0	0	0	0	4
of which: "Identified Staff"	0	4	0	0	0	0	0	0	4
Total fixed remuneration (in EUR)	0	4 526 803	0	0	0	0	0	0	4 526 803
Total variable remuneration (in EUR)	0	4 440 736	0	0	0	0	0	0	4 440 736
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 931 056	0	0	0	0	0	0	2 931 056
Average total remuneration per individual (in EUR)	.	2 241 885	.	.	.	.	.	.	2 241 885
Ratio variable/fixed remuneration in %	.	98%	.	.	.	.	.	.	98%
Ratio of deferred/total variable remuneration in %	.	66%	.	.	.	.	.	.	66%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	48%	.	.	.	.	.	.	48%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	684 762	0	0	0	0	0	0	684 762
Total variable remuneration (in EUR)	0	2 883 000	0	0	0	0	0	0	2 883 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 025 000	0	0	0	0	0	0	1 025 000
Average total remuneration per individual (in EUR)	.	3 567 762	.	.	.	.	.	.	3 567 762
Ratio variable/fixed remuneration in %	.	421%	.	.	.	.	.	.	421%
Ratio of deferred/total variable remuneration in %	.	36%	.	.	.	.	.	.	36%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 725 224	0	0	0	0	0	0	1 725 224
Total variable remuneration (in EUR)	0	2 331 881	0	0	0	0	0	0	2 331 881
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 820 189	0	0	0	0	0	0	1 820 189
Average total remuneration per individual (in EUR)	.	4 057 105	.	.	.	.	.	.	4 057 105
Ratio variable/fixed remuneration in %	.	135%	.	.	.	.	.	.	135%
Ratio of deferred/total variable remuneration in %	.	78%	.	.	.	.	.	.	78%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	89%	.	.	.	.	.	.	89%

MALTA

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	.	.	1	.	.	.	.	1
of which: "Identified Staff"	.	.	.	1	.	.	.	.	1
Total fixed remuneration (in EUR)	.	.	.	847 259	.	.	.	.	847 259
Total variable remuneration (in EUR)	.	.	.	905 691	.	.	.	.	905 691
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	.	.	.	1 752 950	.	.	.	.	1 752 950
Ratio variable/fixed remuneration in %	.	.	.	107%	.	.	.	.	107%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	884 581	.	.	.	.	.	.	884 581
Total variable remuneration (in EUR)	.	1 283 400	.	.	.	.	.	.	1 283 400
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	.	2 167 981	.	.	.	.	.	.	2 167 981
Ratio variable/fixed remuneration in %	.	145%	.	.	.	.	.	.	145%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	30%	.	.	.	.	.	.	30%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 392 826	.	.	.	.	.	.	1 392 826
Total variable remuneration (in EUR)	.	1 914 608	.	.	.	.	.	.	1 914 608
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	.	3 307 434	.	.	.	.	.	.	3 307 434
Ratio variable/fixed remuneration in %	.	137%	.	.	.	.	.	.	137%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	27%	.	.	.	.	.	.	27%

NETHERLANDS

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	18	10	5	0	1	1	0	35
of which: "Identified Staff"	0	18	8	5	0	1	1	0	33
Total fixed remuneration (in EUR)	0	16 804 270	7 305 045	3 981 929	0	469 000	317 258	0	28 877 502
Total variable remuneration (in EUR)	0	5 888 241	5 784 760	2 068 785	0	661 257	817 486	0	15 220 529
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 151 949	3 205 519	466 788	0	0	18 000	0	5 842 256
Average total remuneration per individual (in EUR)	.	1 260 695	1 308 981	1 210 143	.	1 130 257	1 134 744	.	1 259 944
Ratio variable/fixed remuneration in %	.	35%	79%	52%	.	141%	258%	.	53%
Ratio of deferred/total variable remuneration in %	.	37%	55%	23%	.	0%	2%	.	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	23%	53%	17%	.	0%	3%	.	32%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	0	0	0	0	0	0	2
of which: "Identified Staff"	0	2	0	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	3 639 174	0	0	0	0	0	0	3 639 174
Total variable remuneration (in EUR)	0	562 000	0	0	0	0	0	0	562 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	307 600	0	0	0	0	0	0	307 600
Average total remuneration per individual (in EUR)	.	2 100 587	.	.	.	.	.	.	2 100 587
Ratio variable/fixed remuneration in %	.	15%	.	.	.	.	.	.	15%
Ratio of deferred/total variable remuneration in %	.	55%	.	.	.	.	.	.	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	74%	.	.	.	.	.	.	74%

NORWAY

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	3	8	.	1	.	.	.	12
of which: "Identified Staff"	.	1	.	.	1	.	.	.	2
Total fixed remuneration (in EUR)	.	1 401 372	2 494 607	.	678 783	.	.	.	4 574 762
Total variable remuneration (in EUR)	.	2 978 050	8 127 839	.	460 176	.	.	.	11 566 065
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 611 627	332 100	.	276 106	.	.	.	2 219 833
Average total remuneration per individual (in EUR)	.	1 459 807	1 327 806	.	1 138 959	.	.	.	1 345 069
Ratio variable/fixed remuneration in %	.	213%	326%	.	68%	.	.	.	253%
Ratio of deferred/total variable remuneration in %	.	54%	4%	.	60%	.	.	.	19%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	.	.	84%	.	.	.	17%

POLAND

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	6	0	2	0	0	0	0	8
of which: "Identified Staff"	0	6	0	2	0	0	0	0	8
Total fixed remuneration (in EUR)	0	4 606 331	0	1 240 106	0	0	0	0	5 846 437
Total variable remuneration (in EUR)	0	2 622 740	0	1 323 940	0	0	0	0	3 946 680
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 531 156	0	577 644	0	0	0	0	2 108 800
Average total remuneration per individual (in EUR)	.	1 204 845	.	1 282 023	.	.	.	.	1 224 140
Ratio variable/fixed remuneration in %	.	57%	.	107%	.	.	.	.	68%
Ratio of deferred/total variable remuneration in %	.	58%	.	44%	.	.	.	.	53%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	50%	.	.	.	.	50%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	.	.	1	.	.	.	.	1
of which: "Identified Staff"	.	.	.	1	.	.	.	.	1
Total fixed remuneration (in EUR)	.	.	.	938 370	.	.	.	.	938 370
Total variable remuneration (in EUR)	.	.	.	1 551 196	.	.	.	.	1 551 196
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	775 598	.	.	.	.	775 598
Average total remuneration per individual (in EUR)	.	.	.	2 489 566	.	.	.	.	2 489 566
Ratio variable/fixed remuneration in %	.	.	.	165%	.	.	.	.	165%
Ratio of deferred/total variable remuneration in %	.	.	.	50%	.	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	50%	.	.	.	.	50%

PORTUGAL

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	4	1	4	0	0	0	1	11
of which: "Identified Staff"	1	4	0	4	0	0	0	1	10
Total fixed remuneration (in EUR)	1 690 239	2 973 196	163 350	1 067 669	0	0	0	28 145	5 922 599
Total variable remuneration (in EUR)	0	1 953 895	1 066 322	3 450 515	0	0	0	1 313 120	7 783 852
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 362 129	0	609 042	0	0	0	0	1 971 171
Average total remuneration per individual (in EUR)	1 690 239	1 231 773	1 229 672	1 129 546	.	.	.	1 341 265	1 246 041
Ratio variable/fixed remuneration in %	0%	66%	653%	323%	.	.	.	4666%	131%
Ratio of deferred/total variable remuneration in %	.	70%	0%	18%	.	.	.	0%	25%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	90%	0%	19%	.	.	.	0%	31%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	0	0	0	0	0	1
of which: "Identified Staff"	0	0	1	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	0	300 000	0	0	0	0	0	300 000
Total variable remuneration (in EUR)	0	0	2 295 000	0	0	0	0	0	2 295 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	470 000	0	0	0	0	0	470 000
Average total remuneration per individual (in EUR)	.	.	2 595 000	.	.	.	.	.	2 595 000
Ratio variable/fixed remuneration in %	.	.	765%	.	.	.	.	.	765%
Ratio of deferred/total variable remuneration in %	.	.	20%	.	.	.	.	.	20%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	10%	.	.	.	.	.	10%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	0	0	0	0	0	0	0	1
of which: "Identified Staff"	1	0	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	3 806 134	0	0	0	0	0	0	0	3 806 134
Total variable remuneration (in EUR)	0	0	0	0	0	0	0	0	0
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	3 806 134	.	.	.	.	.	.	.	3 806 134
Ratio variable/fixed remuneration in %	0%	.	.	.	.	.	.	.	0%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

ROMANIA

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	2	0	0	0	0	0	0	3
of which: "Identified Staff"	1	2	0	0	0	0	0	0	3
Total fixed remuneration (in EUR)	1 357 921	2 140 355	0	0	0	0	0	0	3 498 276
Total variable remuneration (in EUR)	0	1 005 646	0	0	0	0	0	0	1 005 646
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	389 698	0	0	0	0	0	0	389 698
Average total remuneration per individual (in EUR)	1 357 921	1 573 001	.	.	.	.	.	.	1 501 307
Ratio variable/fixed remuneration in %	0%	47%	.	.	.	.	.	.	29%
Ratio of deferred/total variable remuneration in %	.	39%	.	.	.	.	.	.	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	87%	.	.	.	.	.	.	87%

SLOVENIA

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 010 361	.	.	.	.	.	.	1 010 361
Total variable remuneration (in EUR)	.	395 520	.	.	.	.	.	.	395 520
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	347 680	.	.	.	.	.	.	347 680
Average total remuneration per individual (in EUR)	.	1 405 881	.	.	.	.	.	.	1 405 881
Ratio variable/fixed remuneration in %	.	39%	.	.	.	.	.	.	39%
Ratio of deferred/total variable remuneration in %	.	88%	.	.	.	.	.	.	88%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	44%	.	.	.	.	.	.	44%

SPAIN

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	7	38	20	3	22	6	1	98
of which: "Identified Staff"	1	7	34	20	2	22	6	1	93
Total fixed remuneration (in EUR)	1 150 013	5 379 050	25 115 179	13 561 116	1 161 658	15 537 219	5 213 972	583 257	67 701 465
Total variable remuneration (in EUR)	0	4 581 249	27 754 660	11 582 842	1 981 581	12 199 217	3 548 905	604 062	62 252 516
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 080 283	14 598 506	4 393 766	889 942	5 138 013	1 623 863	255 568	28 979 941
Average total remuneration per individual (in EUR)	1 150 013	1 422 900	1 391 312	1 257 198	1 047 746	1 260 747	1 460 480	1 187 319	1 326 061
Ratio variable/fixed remuneration in %	0%	85%	111%	85%	171%	79%	68%	104%	92%
Ratio of deferred/total variable remuneration in %	.	45%	53%	38%	45%	42%	46%	42%	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	52%	51%	44%	41%	48%	52%	52%	49%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	3	10	3	0	13	1	0	30
of which: "Identified Staff"	0	3	9	3	0	13	1	0	29
Total fixed remuneration (in EUR)	0	4 990 188	10 998 089	2 521 542	0	15 222 044	196 434	0	33 928 297
Total variable remuneration (in EUR)	0	2 556 872	13 746 802	4 671 390	0	15 799 279	2 270 924	0	39 045 267
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 566 443	6 507 724	1 583 655	0	3 838 351	78 574	0	13 574 747
Average total remuneration per individual (in EUR)	.	2 515 687	2 474 489	2 397 644	.	2 386 256	2 467 358	.	2 432 452
Ratio variable/fixed remuneration in %	.	51%	125%	185%	.	104%	1156%	.	115%
Ratio of deferred/total variable remuneration in %	.	61%	47%	34%	.	24%	3%	.	35%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	46%	35%	.	26%	4%	.	35%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	3	1	2	1	8	3	0	18
of which: "Identified Staff"	0	3	1	2	1	8	3	0	18
Total fixed remuneration (in EUR)	0	7 016 319	1 260 566	1 302 378	1 799 111	13 979 548	4 863 363	0	30 221 285
Total variable remuneration (in EUR)	0	2 932 948	2 030 200	5 231 083	1 497 913	14 348 444	6 302 036	0	32 342 624
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 795 159	1 456 718	213 258	773 413	6 520 712	1 696 085	0	12 455 345
Average total remuneration per individual (in EUR)	.	3 316 422	3 290 766	3 266 731	3 297 024	3 540 999	3 721 800	.	3 475 773
Ratio variable/fixed remuneration in %	.	42%	161%	402%	83%	103%	130%	.	107%
Ratio of deferred/total variable remuneration in %	.	61%	72%	4%	52%	45%	27%	.	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	86%	5%	52%	43%	27%	.	38%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	2	1	0	2	1	0	6
of which: "Identified Staff"	0	0	2	1	0	2	1	0	6
Total fixed remuneration (in EUR)	0	0	3 551 485	1 522 258	0	3 650 043	1 120 437	0	9 844 223
Total variable remuneration (in EUR)	0	0	5 169 110	2 986 000	0	5 271 683	3 818 638	0	17 245 431
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	3 515 233	1 793 000	0	3 027 578	920 213	0	9 256 024
Average total remuneration per individual (in EUR)	.	.	4 360 298	4 508 258	.	4 460 863	4 939 075	.	4 514 942
Ratio variable/fixed remuneration in %	.	.	146%	196%	.	144%	341%	.	175%
Ratio of deferred/total variable remuneration in %	.	.	68%	60%	.	57%	24%	.	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	52%	60%	.	57%	22%	.	48%

Payment bracket for 05 000 000 to below 06 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	.	.	1	.	.	1	.	2
of which: "Identified Staff"	.	.	.	1	.	.	1	.	2
Total fixed remuneration (in EUR)	.	.	.	2 436 921	.	.	3 099 642	.	5 536 563
Total variable remuneration (in EUR)	.	.	.	3 263 239	.	.	2 377 144	.	5 640 383
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	1 963 239	.	.	1 221 644	.	3 184 883
Average total remuneration per individual (in EUR)	.	.	.	5 700 160	.	.	5 476 786	.	5 588 473
Ratio variable/fixed remuneration in %	.	.	.	134%	.	.	77%	.	102%
Ratio of deferred/total variable remuneration in %	.	.	.	60%	.	.	51%	.	56%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	60%	.	.	51%	.	56%

Payment bracket for 06 000 000 to below 07 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	2	.	.	1	2	.	.	5
of which: "Identified Staff"	.	2	.	.	1	2	.	.	5
Total fixed remuneration (in EUR)	.	6 120 189	.	.	1 271 974	5 766 133	.	.	13 158 296
Total variable remuneration (in EUR)	.	6 295 171	.	.	5 333 000	7 772 880	.	.	19 401 051
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 881 642	.	.	.	5 081 680	.	.	8 963 322
Average total remuneration per individual (in EUR)	.	6 207 680	.	.	6 604 974	6 769 507	.	.	6 511 869
Ratio variable/fixed remuneration in %	.	103%	.	.	419%	135%	.	.	147%
Ratio of deferred/total variable remuneration in %	.	62%	.	.	.	65%	.	.	46%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	58%	.	.	.	57%	.	.	41%

Payment bracket for 07 000 000 to below 08 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 793 345	.	.	.	.	.	.	1 793 345
Total variable remuneration (in EUR)	.	5 600 000	.	.	.	.	.	.	5 600 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 200 000	.	.	.	.	.	.	1 200 000
Average total remuneration per individual (in EUR)	.	7 393 345	.	.	.	.	.	.	7 393 345
Ratio variable/fixed remuneration in %	.	312%	.	.	.	.	.	.	312%
Ratio of deferred/total variable remuneration in %	.	21%	.	.	.	.	.	.	21%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	18%	.	.	.	.	.	.	18%

Payment bracket for 09 000 000 to below 10 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	1	.	1	.	.	.	.	2
of which: "Identified Staff"	.	1	.	1	.	.	.	.	2
Total fixed remuneration (in EUR)	.	5 184 820	.	2 622 431	.	.	.	.	7 807 251
Total variable remuneration (in EUR)	.	4 651 068	.	7 033 472	.	.	.	.	11 684 540
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 910 268	.	2 266 194	.	.	.	.	5 176 462
Average total remuneration per individual (in EUR)	.	9 835 888	.	9 655 903	.	.	.	.	9 745 896
Ratio variable/fixed remuneration in %	.	90%	.	268%	.	.	.	.	150%
Ratio of deferred/total variable remuneration in %	.	63%	.	32%	.	.	.	.	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	.	27%	.	.	.	.	37%

Payment bracket for 12 000 000 to below 13 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	5 338 620	.	.	.	.	.	.	5 338 620
Total variable remuneration (in EUR)	.	6 958 094	.	.	.	.	.	.	6 958 094
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	4 353 294	.	.	.	.	.	.	4 353 294
Average total remuneration per individual (in EUR)	.	12 296 714	.	.	.	.	.	.	12 296 714
Ratio variable/fixed remuneration in %	.	130%	.	.	.	.	.	.	130%
Ratio of deferred/total variable remuneration in %	.	63%	.	.	.	.	.	.	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	.	.	.	.	.	.	53%

SWEDEN

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	8	8	2	1	1	0	0	20
of which: "Identified Staff"	0	6	8	0	1	0	0	0	15
Total fixed remuneration (in EUR)	0	8 680 282	5 406 229	2 156 138	687 217	654 118	0	0	17 583 984
Total variable remuneration (in EUR)	0	1 922 808	5 057 539	0	363 707	542 349	0	0	7 886 403
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 324 361	2 946 653	0	218 224	0	0	0	4 489 238
Average total remuneration per individual (in EUR)	.	1 325 386	1 307 971	1 078 069	1 050 924	1 196 468	.	.	1 273 519
Ratio variable/fixed remuneration in %	.	22%	94%	0%	53%	83%	.	.	45%
Ratio of deferred/total variable remuneration in %	.	69%	58%	.	60%	0%	.	.	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	42%	.	80%	0%	.	.	40%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	5	0	0	1	0	0	6
of which: "Identified Staff"	0	0	4	0	0	0	0	0	4
Total fixed remuneration (in EUR)	0	0	4 923 630	0	0	1 253 825	0	0	6 177 455
Total variable remuneration (in EUR)	0	0	6 633 955	0	0	906 726	0	0	7 540 681
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	4 883 965	0	0	0	0	0	4 883 965
Average total remuneration per individual (in EUR)	.	.	2 311 517	.	.	2 160 551	.	.	2 286 356
Ratio variable/fixed remuneration in %	.	.	135%	.	.	72%	.	.	122%
Ratio of deferred/total variable remuneration in %	.	.	74%	.	.	0%	.	.	65%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	49%	.	.	0%	.	.	43%

Payment bracket for 05 000 000 to below 06 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	0	0	0	0	0	1
of which: "Identified Staff"	0	0	1	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	0	1 900 721	0	0	0	0	0	1 900 721
Total variable remuneration (in EUR)	0	0	3 156 156	0	0	0	0	0	3 156 156
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	2 157 152	0	0	0	0	0	2 157 152
Average total remuneration per individual (in EUR)	.	.	5 056 877	.	.	.	.	.	5 056 877
Ratio variable/fixed remuneration in %	.	.	166%	.	.	.	.	.	166%
Ratio of deferred/total variable remuneration in %	.	.	68%	.	.	.	.	.	68%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	50%	.	.	.	.	.	50%

UNITED KINGDOM

Payment bracket for 01 000 000 to below 02 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	213	1 433	99	294	219	91	143	2 493
of which: "Identified Staff"	1	196	1 344	97	235	209	88	88	2 258
Total fixed remuneration (in EUR)	1 525 323	123 284 053	933 752 725	65 713 778	106 267 092	139 718 654	64 878 325	52 837 372	1487 977 323
Total variable remuneration (in EUR)	0	173 900 258	1010 662 011	64 855 016	298 131 227	150 471 285	55 800 693	134 594 023	1888 414 513
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	75 372 357	601 355 582	38 933 956	125 912 501	82 430 203	31 377 693	25 415 368	980 797 661
Average total remuneration per individual (in EUR)	1 525 323	1 395 232	1 356 884	1 318 877	1 375 504	1 325 068	1 326 143	1 310 709	1 354 349
Ratio variable/fixed remuneration in %	0%	141%	108%	99%	281%	108%	86%	255%	127%
Ratio of deferred/total variable remuneration in %	.	43%	60%	60%	42%	55%	56%	19%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	46%	55%	67%	29%	60%	62%	34%	49%

Payment bracket for 02 000 000 to below 03 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	67	326	19	76	29	11	23	552
of which: "Identified Staff"	1	57	318	19	63	29	11	14	512
Total fixed remuneration (in EUR)	2 032 167	57 521 554	362 581 942	23 106 460	31 932 879	35 048 897	15 457 483	10 404 787	538 086 170
Total variable remuneration (in EUR)	0	103 925 914	425 310 601	24 495 693	148 450 996	35 763 569	12 015 541	46 911 815	796 874 129
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	40 204 947	283 532 734	16 502 477	62 032 039	24 306 880	8 752 008	6 220 632	441 551 717
Average total remuneration per individual (in EUR)	2 032 167	2 409 664	2 416 848	2 505 376	2 373 472	2 441 809	2 497 548	2 492 026	2 418 406
Ratio variable/fixed remuneration in %	0%	181%	117%	106%	465%	102%	78%	451%	148%
Ratio of deferred/total variable remuneration in %	.	39%	67%	67%	42%	68%	73%	13%	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	43%	59%	63%	29%	71%	70%	23%	50%

Payment bracket for 03 000 000 to below 04 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	28	125	2	25	10	5	5	200
of which: "Identified Staff"	0	28	121	2	23	10	5	4	193
Total fixed remuneration (in EUR)	0	34 666 973	198 838 100	3 542 582	12 285 029	14 938 109	7 779 676	5 555 396	277 605 866
Total variable remuneration (in EUR)	0	60 908 578	238 272 821	2 640 006	73 533 272	18 649 489	9 627 020	10 877 848	414 509 034
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	33 974 925	174 275 889	2 445 960	32 717 875	12 988 313	4 987 653	4 306 957	265 697 571
Average total remuneration per individual (in EUR)	.	3 413 413	3 496 887	3 091 294	3 432 732	3 358 760	3 481 339	3 286 649	3 460 575
Ratio variable/fixed remuneration in %	.	176%	120%	75%	599%	125%	124%	196%	149%
Ratio of deferred/total variable remuneration in %	.	56%	73%	93%	44%	70%	52%	40%	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	60%	61%	100%	34%	64%	49%	45%	56%

Payment bracket for 04 000 000 to below 05 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	17	68	3	10	5	1	1	105
of which: "Identified Staff"	0	18	67	3	9	5	1	1	104
Total fixed remuneration (in EUR)	0	22 855 384	129 453 893	6 122 215	7 476 576	10 691 718	1 558 812	2 494 214	180 652 812
Total variable remuneration (in EUR)	0	56 656 480	173 578 820	7 924 019	38 232 673	12 141 277	2 795 639	2 347 969	293 676 877
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	27 172 559	118 805 182	4 951 359	19 523 041	9 170 340	2 266 605	1 995 774	183 884 860
Average total remuneration per individual (in EUR)	.	4 677 168	4 456 363	4 682 078	4 570 925	4 566 599	4 354 451	4 842 183	4 517 426
Ratio variable/fixed remuneration in %	.	248%	134%	129%	511%	114%	179%	94%	163%
Ratio of deferred/total variable remuneration in %	.	48%	68%	62%	51%	76%	81%	85%	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	51%	58%	52%	44%	55%	100%	76%	55%

Payment bracket for 05 000 000 to below 06 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	10	43	0	9	2	1	3	68
of which: "Identified Staff"	0	10	38	0	8	2	1	3	62
Total fixed remuneration (in EUR)	0	28 793 492	86 619 584	0	7 051 223	4 379 265	3 316 839	5 991 794	136 152 197
Total variable remuneration (in EUR)	0	25 190 658	149 873 590	0	41 109 422	6 014 150	2 631 134	10 070 646	234 889 599
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	16 846 270	104 763 388	0	25 345 344	4 437 775	2 161 540	6 901 167	160 455 483
Average total remuneration per individual (in EUR)	.	5 398 415	5 499 841	.	5 351 183	5 196 708	5 947 973	5 354 147	5 456 497
Ratio variable/fixed remuneration in %	.	87%	173%	.	583%	137%	79%	168%	173%
Ratio of deferred/total variable remuneration in %	.	67%	70%	.	62%	74%	82%	69%	68%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	62%	46%	.	42%	52%	50%	69%	48%

Payment bracket for 06 000 000 to below 07 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	7	12	0	4	1	0	2	26
of which: "Identified Staff"	0	7	12	0	4	1	0	2	26
Total fixed remuneration (in EUR)	0	16 105 207	32 894 718	0	7 988 612	2 108 721	0	4 946 747	64 044 005
Total variable remuneration (in EUR)	0	29 216 770	44 681 819	0	17 943 697	4 023 769	0	8 624 867	104 490 922
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	22 808 664	39 458 045	0	1 152 977	2 496 878	0	7 597 324	73 513 888
Average total remuneration per individual (in EUR)	.	6 474 568	6 464 711	.	6 483 077	6 132 490	.	6 785 807	6 482 113
Ratio variable/fixed remuneration in %	.	181%	136%	.	225%	191%	.	174%	163%
Ratio of deferred/total variable remuneration in %	.	78%	88%	.	6%	62%	.	88%	70%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	79%	59%	.	6%	52%	.	50%	54%

Payment bracket for 07 000 000 to below 08 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	**Total**
Total number of high earners	0	6	12	0	1	2	0	3	24
of which: "Identified Staff"	0	2	12	0	1	2	0	3	20
Total fixed remuneration (in EUR)	0	4 673 061	31 971 393	0	75 023	6 860 204	0	695 830	44 275 511
Total variable remuneration (in EUR)	0	39 747 297	57 370 917	0	7 349 144	8 329 444	0	22 053 297	134 850 099
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	17 525 746	40 219 043	0	6 222 119	7 290 444	0	7 814 648	79 072 000
Average total remuneration per individual (in EUR)	.	7 403 393	7 445 193	.	7 424 167	7 594 824	.	7 583 042	7 463 567
Ratio variable/fixed remuneration in %	.	851%	179%	.	9796%	121%	.	3169%	305%
Ratio of deferred/total variable remuneration in %	.	44%	70%	.	85%	88%	.	35%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	33%	62%	.	73%	59%	.	35%	50%

Payment bracket for 08 000 000 to below 09 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	8	0	2	0	0	0	12
of which: "Identified Staff"	0	2	7	0	2	0	0	0	11
Total fixed remuneration (in EUR)	0	7 216 697	29 439 075	0	5 146 468	0	0	0	41 802 240
Total variable remuneration (in EUR)	0	9 283 411	37 750 134	0	11 718 108	0	0	0	58 751 653
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 976 787	30 899 986	0	8 666 485	0	0	0	47 543 258
Average total remuneration per individual (in EUR)	.	8 250 054	8 398 651	.	8 432 288	.	.	.	8 379 491
Ratio variable/fixed remuneration in %	.	129%	128%	.	228%	.	.	.	141%
Ratio of deferred/total variable remuneration in %	.	86%	82%	.	74%	.	.	.	81%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	75%	61%	.	35%	.	.	.	58%

Payment bracket for 09 000 000 to below 10 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	3	6	1	2	0	0	0	12
of which: "Identified Staff"	0	3	6	1	2	0	0	0	12
Total fixed remuneration (in EUR)	0	13 692 932	18 214 548	4 137 204	8 520 902	0	0	0	44 565 586
Total variable remuneration (in EUR)	0	14 458 070	37 740 483	5 282 930	9 718 309	0	0	0	67 199 792
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	12 519 404	27 020 819	4 490 491	6 506 092	0	0	0	50 536 806
Average total remuneration per individual (in EUR)	.	9 383 667	9 325 839	9 420 134	9 119 606	.	.	.	9 313 782
Ratio variable/fixed remuneration in %	.	106%	207%	128%	114%	.	.	.	151%
Ratio of deferred/total variable remuneration in %	.	87%	72%	85%	67%	.	.	.	75%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	82%	47%	75%	41%	.	.	.	56%

Payment bracket for 10 000 000 to below 11 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	3	0	0	0	0	0	4
of which: "Identified Staff"	0	1	3	0	0	0	0	0	4
Total fixed remuneration (in EUR)	0	4 693 038	15 184 632	0	0	0	0	0	19 877 670
Total variable remuneration (in EUR)	0	5 810 793	16 923 015	0	0	0	0	0	22 733 808
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 810 793	16 923 015	0	0	0	0	0	22 733 808
Average total remuneration per individual (in EUR)	.	10 503 831	10 702 549	.	.	.	.	.	10 652 870
Ratio variable/fixed remuneration in %	.	124%	111%	.	.	.	.	.	114%
Ratio of deferred/total variable remuneration in %	.	100%	100%	.	.	.	.	.	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	100%	.	.	.	.	.	100%

Payment bracket for 11 000 000 to below 12 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	3	0	0	0	0	0	4
of which: "Identified Staff"	0	1	3	0	0	0	0	0	4
Total fixed remuneration (in EUR)	0	4 692 129	12 433 092	0	0	0	0	0	17 125 221
Total variable remuneration (in EUR)	0	6 720 380	21 744 855	0	0	0	0	0	28 465 235
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 485 658	18 288 541	0	0	0	0	0	24 774 199
Average total remuneration per individual (in EUR)	.	11 412 509	11 392 649	.	.	.	.	.	11 397 614
Ratio variable/fixed remuneration in %	.	143%	175%	.	.	.	.	.	166%
Ratio of deferred/total variable remuneration in %	.	97%	84%	.	.	.	.	.	87%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	98%	52%	.	.	.	.	.	63%

Payment bracket for 12 000 000 to below 13 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	1	0	1	0	0	1	4
of which: "Identified Staff"	0	1	1	0	1	0	0	1	4
Total fixed remuneration (in EUR)	0	4 915 174	5 452 067	0	821 786	0	0	318 196	11 507 223
Total variable remuneration (in EUR)	0	7 721 533	6 815 084	0	12 111 123	0	0	12 267 180	38 914 920
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 632 920	6 746 933	0	4 238 893	0	0	6 415 281	22 034 027
Average total remuneration per individual (in EUR)	.	12 636 707	12 267 151	.	12 932 909	.	.	12 585 376	12 605 536
Ratio variable/fixed remuneration in %	.	157%	125%	.	1474%	.	.	3855%	338%
Ratio of deferred/total variable remuneration in %	.	60%	99%	.	35%	.	.	52%	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	85%	100%	.	0%	.	.	52%	51%

Payment bracket for 13 000 000 to below 14 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	3	0	0	0	0	0	3
of which: "Identified Staff"	0	0	2	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	0	13 384 303	0	0	0	0	0	13 384 303
Total variable remuneration (in EUR)	0	0	26 662 458	0	0	0	0	0	26 662 458
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	13 312 131	0	0	0	0	0	13 312 131
Average total remuneration per individual (in EUR)	.	.	13 348 920	.	.	.	.	.	13 348 920
Ratio variable/fixed remuneration in %	.	.	199%	.	.	.	.	.	199%
Ratio of deferred/total variable remuneration in %	.	.	50%	.	.	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	50%	.	.	.	.	.	50%

Payment bracket for 14 000 000 to below 15 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	0	0	0	0	0	1
of which: "Identified Staff"	0	0	1	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	0	4 997 728	0	0	0	0	0	4 997 728
Total variable remuneration (in EUR)	0	0	9 995 456	0	0	0	0	0	9 995 456
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	8 477 965	0	0	0	0	0	8 477 965
Average total remuneration per individual (in EUR)	.	.	14 993 184	.	.	.	.	.	14 993 184
Ratio variable/fixed remuneration in %	.	.	200%	.	.	.	.	.	200%
Ratio of deferred/total variable remuneration in %	.	.	85%	.	.	.	.	.	85%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	92%	.	.	.	.	.	92%

Payment bracket for 15 000 000 to below 16 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	0	0	1	0	1	3
of which: "Identified Staff"	0	0	1	0	0	1	0	1	3
Total fixed remuneration (in EUR)	0	0	7 269 423	0	0	5 752 561	0	5 934 566	18 956 550
Total variable remuneration (in EUR)	0	0	8 178 101	0	0	9 907 193	0	9 542 359	27 627 653
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	8 178 101	0	0	7 557 981	0	9 542 359	25 278 441
Average total remuneration per individual (in EUR)	.	.	15 447 524	.	.	15 659 754	.	15 476 925	15 528 068
Ratio variable/fixed remuneration in %	.	.	113%	.	.	172%	.	161%	146%
Ratio of deferred/total variable remuneration in %	.	.	100%	.	.	76%	.	100%	91%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	100%	.	.	69%	.	53%	73%

Payment bracket for 17 000 000 to below 18 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	9 086 779	0	0	0	0	0	0	9 086 779
Total variable remuneration (in EUR)	0	8 178 101	0	0	0	0	0	0	8 178 101
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	8 178 101	0	0	0	0	0	0	8 178 101
Average total remuneration per individual (in EUR)	.	17 264 880	.	.	.	.	.	.	17 264 880
Ratio variable/fixed remuneration in %	.	90%	.	.	.	.	.	.	90%
Ratio of deferred/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%

Payment bracket for 19 000 000 to below 20 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	0	0	0	0	0	1	1
of which: "Identified Staff"	0	0	0	0	0	0	0	1	1
Total fixed remuneration (in EUR)	0	0	0	0	0	0	0	318 196	318 196
Total variable remuneration (in EUR)	0	0	0	0	0	0	0	19 082 280	19 082 280
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	10 958 681	10 958 681
Average total remuneration per individual (in EUR)	.	.	.	.	.	.	.	19 400 476	19 400 476
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	5997%	5997%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	57%	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	57%	57%

Payment bracket for 20 000 000 to below 21 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	1	2
of which: "Identified Staff"	0	1	0	0	0	0	0	1	2
Total fixed remuneration (in EUR)	0	7 540 834	0	0	0	0	0	318 196	7 859 030
Total variable remuneration (in EUR)	0	12 958 453	0	0	0	0	0	19 990 960	32 949 413
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	12 958 453	0	0	0	0	0	11 640 191	24 598 644
Average total remuneration per individual (in EUR)	.	20 499 287	.	.	.	.	.	20 309 156	20 404 222
Ratio variable/fixed remuneration in %	.	172%	.	.	.	.	.	6283%	419%
Ratio of deferred/total variable remuneration in %	.	100%	.	.	.	.	.	58%	75%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	58%	75%

Payment bracket for 25 000 000 to below 26 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	0	0	1	0	0	0	1
of which: "Identified Staff"	0	0	0	0	1	0	0	0	1
Total fixed remuneration (in EUR)	0	0	0	0	217 444	0	0	0	217 444
Total variable remuneration (in EUR)	0	0	0	0	24 964 901	0	0	0	24 964 901
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	15 957 798	0	0	0	15 957 798
Average total remuneration per individual (in EUR)	.	.	.	.	25 182 345	.	.	.	25 182 345
Ratio variable/fixed remuneration in %	.	.	.	.	11481%	.	.	.	11481%
Ratio of deferred/total variable remuneration in %	.	.	.	.	64%	.	.	.	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	64%	.	.	.	64%

Payment bracket for 38 000 000 to below 39 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	0	0	2	0	0	0	2
of which: "Identified Staff"	0	0	0	0	2	0	0	0	2
Total fixed remuneration (in EUR)	0	0	0	0	5 196 426	0	0	0	5 196 426
Total variable remuneration (in EUR)	0	0	0	0	72 307 187	0	0	0	72 307 187
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	37 204 613	0	0	0	37 204 613
Average total remuneration per individual (in EUR)	.	.	.	.	38 751 807	.	.	.	38 751 807
Ratio variable/fixed remuneration in %	.	.	.	.	1391%	.	.	.	1391%
Ratio of deferred/total variable remuneration in %	.	.	.	.	51%	.	.	.	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	35%	.	.	.	35%

Payment bracket for 64 000 000 to below 65 000 000 Euro

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	241 920	0	0	0	0	0	0	241 920
Total variable remuneration (in EUR)	0	64 602 241	0	0	0	0	0	0	64 602 241
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	32 301 121	0	0	0	0	0	0	32 301 121
Average total remuneration per individual (in EUR)	.	64 844 161	.	.	.	.	.	.	64 844 161
Ratio variable/fixed remuneration in %	.	26704%	.	.	.	.	.	.	26704%
Ratio of deferred/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

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