



# EBA REPORT ON HIGH EARNERS DATA AS OF END 2021

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**EBA**

EUROPEAN  
BANKING  
AUTHORITY

# Data on high earners (2021 data)

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## Executive summary

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Under Directive 2013/36/EU (CRD) and Directive (EU) 2019/2034, the European Banking Authority (EBA) is mandated to publish aggregated data on high earners earning EUR 1 million or more per financial year. The competent authorities are responsible for collecting the relevant information from credit institutions and investment firms and for submitting it to the EBA.

The EBA has analysed the data provided to it for the year 2021 and compared it to the 2020 data. The main results of this analysis are as follows:

- The number of high earners who have been awarded EUR 1 million or more in annual remuneration increased, from 1 383 in 2020 to 1 957 in 2021 (+41.5%) which is the highest value for EU27/EEA since the EBA started the data collection in 2010. 70% of the increase in terms of the number of all high earners is coming from institutions located in Italy, France and Spain. The increase of the number of high earners is linked to the good performance of institutions, in particular in the area of investment banking and trading and sales, as well as to further relocations from staff after Brexit from UK to the EU and also as overall salary levels increased.
- While the latest revision to the Directive 2013/36/EU<sup>1</sup> introduced in Articles 94 (3)(a) and 109(4) specific derogations to the requirement to pay out a part of the variable remuneration in instruments and under deferral arrangements this did not lead to a wide disapplication of such requirements for high earners. In fact, the percentage of deferred remuneration in relation to the total variable remuneration awarded to all high earners went up from 50.1% in 2020 to 56.4% in 2021. A similar development can be observed for the part of the variable remuneration that is paid out in instruments, which increased from 43.5% in 2020 to 51.5% in 2021.
- An increase of the weighted average ratio of variable to fixed remuneration for all high earners from 86.4% in 2020 to 100.6% in 2021 was observed. As variable remuneration is linked to the performance of the institution, business line and staff, the good financial performance of the institutions (the weighted average Return on Equity (RoE) of institutions increased from 2% in 2020<sup>2</sup> to 7.3% in 2021<sup>3</sup>) drove the increase of some bonuses. Other relevant factors supporting this trend may be identified in the relief of relevant COVID 19 restrictions<sup>4</sup> and in the continuation of relocation of staff to the EU activities in the context of Brexit.

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<sup>1</sup> [Directive 2013/36/EU as amended by: Directive \(EU\) 2019/878 of the European Parliament and of the Council of 20 May 2019 amending Directive 2013/36/EU as regards exempted entities, financial holding companies, mixed financial holding companies, remuneration, supervisory measures and powers and capital conservation measures](#)

<sup>2</sup> [EBA Risk Dashboard data as of Q4 2020](#)

<sup>3</sup> [EBA Risk Dashboard data as of Q4 2021](#)

<sup>4</sup> See also: [The EBA continues to call on banks to apply a conservative approach on dividends and other distributions in light of the COVID-19 pandemic](#)

The EBA will continue to publish data on high earners annually, to closely monitor and evaluate developments in this area. The EBA will collect data for 2022 based on revised guidelines<sup>5</sup>.

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<sup>5</sup> [Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive \(EU\)2019/2034](#)

**Distribution of high earners by payment bracket (PB) of one million Euro (e.g., PB1: EUR 1 mn to EUR 2 mn) and Member State (EU and EEA) with high earners, data for 2021<sup>6</sup>**

Member State	PB1	PB2	PB3	PB4	PB5	PB6	PB7	PB8	PB9	PB10	PB13	PB14	Total
AT	28	4	1			2	1	1		1			38
BE	19	1		1									21
BG	1												1
CY	2												2
CZ	9				1								10
DE	481	64	14	8	5	6	7	1	2		1		589
DK	34	3	2	1									40
EE	1												1
ES	148	37	18	3	8	2	2			1	1	1 <sup>7</sup>	221
FI	8	1											9
FR	256	72	29	9	1	2	1				1		371
EL	1												1
HU	2		1										3
IE	33	8	6			1							48
IT	277	43	17	9	1	1	2		1				351
LI	6	2		1	1								10
LU	34	1		2									37
MT	1												1
NL	35	10	1										46
NO	61	7											68
PL	8												8
PT	6												6
RO	5												5
SE	58	4	2	1		1							66
SI	2	1											3
SK	1												1
<b>EU 27 EEA</b>	<b>1 516</b>	<b>259</b>	<b>91</b>	<b>35</b>	<b>17</b>	<b>15</b>	<b>13</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1 957</b>

<sup>6</sup> The payment bands PB11 and PB12 did not contain any high earners and were therefore omitted.

<sup>7</sup> A significant amount of variable remuneration corresponds to one severance payment.

# 1. Data on high earners

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## 1.1 Background

1. Under Article 75(3) of Directive 2013/36/EU and Article 34(4) of Directive (EU) 2019/2034, home Member States' competent authorities are required to collect information on the number of individuals per institution or investment firm 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. That information shall be forwarded by the competent authorities to EBA, which is required to publish it on an aggregate home Member State basis in a common reporting format.

## 1.2 Data collected on high earners

2. Data on high earners were collected from institutions and investment firms of all Member States at the highest level of consolidation but excluded staff predominantly active in third countries. The data cover all staff of institutions and EU branches of 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, investment firm or parent institution located in Member State B are presented under Member State A). Investment firms participated in the exercise as specified under the EBA GL/2014/07 issued under Directive 2013/36/EU, because the EBA Guidelines on the data collection exercises regarding high earners<sup>8</sup> (EBA/GL/2022/08) with separate templates for investment firms were not in place yet.

## 1.3 Analysis of high earner data

3. The 2021 high earners data were analysed to identify any material changes in respect to 2020 with regard to the number of high earners and the remuneration practices relevant to them. The revised Directive 2013/36/EU introduced specific criteria for derogations to the requirement to pay out a part of the variable remuneration in instruments and under deferral arrangements. Particular attention has been given to any changes in remuneration practices that may result from this legislative change.

4. The high earners data have been aggregated and are published in the annexes to this report at the EU level, for each Member State and for each remuneration bracket.

## 1.4 The EBA's other work on remuneration

5. The EBA will continue to publish data on high earners annually and benchmark remuneration trends biennially, to closely monitor and evaluate developments in this area. The EBA will collect data for 2022 based on revised guidelines. The data will be collected separately for credit

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<sup>8</sup> [Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive \(EU\)2019/2034](#)

institutions and investment firms that have to apply the specific remuneration provisions under Directive (EU) 2019/2034 and will also include, for future iterations, a benchmarking of the application of derogations on the requirement to pay out a part of the variable remuneration in instruments and under deferral arrangements, the gender pay gap and for institutions the aspect of approved higher ratios (up to 200% with shareholders' approval) between the variable and fixed remuneration.

## 2. High earners' remuneration

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### 2.1 High earners' remuneration, 2021 data

6. High earners are staff who were remunerated EUR 1 million or more for the previous financial year. Most high earners are staff that has a material impact on the institutions risk profile (called "identified staff") and are therefore subject to specific remuneration provisions that apply to identified staff. Article 92(3) of Directive 2013/36/EU and Commission Delegated Regulation (EU) 2021/923 (RTS on identified staff) require that all staff members awarded EUR 500 000 or more and equal to or more than the average remuneration awarded to the members of the institution's management body and senior management in the past performance period are treated as identified staff unless they are excluded from that category, which is only possible where specific criteria are met. 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 informed in order to ensure that there is a consistent application of such exclusions, which need to be justified based on the individual exceptional case. Similar requirements apply to investment firms under Article 30(1) of Directive (EU) 2019/2034 and the RTS on identified staff for investment firms.<sup>9</sup> In addition, some reported high earners are not falling under the category identified staff as they have left the institution (e.g. following a severance payment) or as they exceeded the monetary identification threshold for the first time.

7. All 27 Member States of the EU and 3 additional EEA member countries (hereinafter referred to as Member States) participated in the data collection. Twenty-six Member States have reported high earners, whereas in other four Member States no staff has received annual remuneration at this level. In 12 Member States, the number of high earners was below 10. Most high earners (1 516) received remuneration within the payment bracket from EUR 1 million to EUR 2 million. The highest payment bracket observed was that from EUR 14 million to EUR 15 million.

8. In 2021 within the EU27/EEA there were 1 957 high earners which is the highest value for EU27 since 2010, with an increase of 41.5% compared to 2020 (1 383 high earners). Apart from

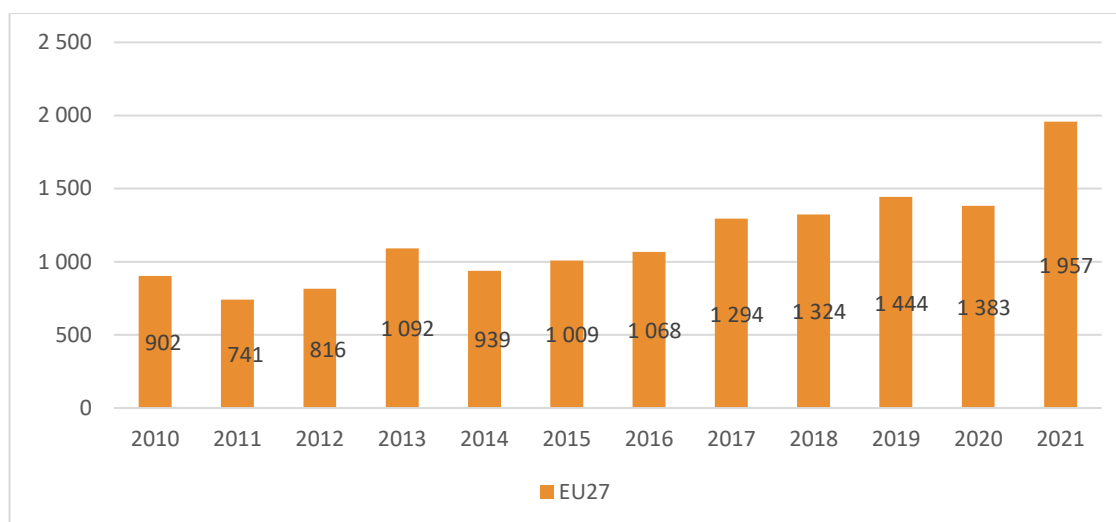
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<sup>9</sup> COMMISSION DELEGATED REGULATION (EU) 2021/2154 of 13 August 2021 supplementing Directive (EU) 2019/2034 of the European Parliament and of the Council with regard to regulatory technical standards specifying appropriate criteria to identify categories of staff whose professional activities have a material impact on the risk profile of an investment firm or of the assets that it manages



Liechtenstein, an increase of the number of high earners in all Member States can be observed, while for Croatia, Iceland, Latvia, and Lithuania no high earners have been reported in recent years.

**Figure 1: Development of the number of high earners in EU27/EEA Member States**



9. Overall 70% of the increase in terms of number of all high earners in EU 27/EEA stems from Italy, France and Spain, this correlates with the increase of the RoE in those Member States<sup>10</sup>. In Italy, the increase of high earners from 187 in 2020 to 351 in 2021 (+88%) represents 29% of the total increase of the number of high earners in 2021 in all Member States. The number of high earners in France increased from 228 in 2020 to 371 in 2021 (+63%) and constitutes 25% of the total increase in 2021. In Spain, the number of high earners increased from 128 in 2020 to 221 in 2021 (+73%) and contributes to 16% of total increase of the numbers of high earners.

10. The relevant increase of the number of high earners is linked to the good performance of institutions in the area of investment banking and trading and sales as well as to further relocations from staff after Brexit from UK to the EU and also to overall salary levels increases.

11. Over time, inflation contributes to an increase of the number of high earners, especially in the payment grade from 1 to 2 million EUR. In December 2021 the annual inflation rate within the EU was 5.3%, while a year earlier, that rate was at 0.3%<sup>11</sup>. In parallel to the inflation, labour costs for the fourth quarter of 2021 have increased by 2.3%<sup>12</sup>.

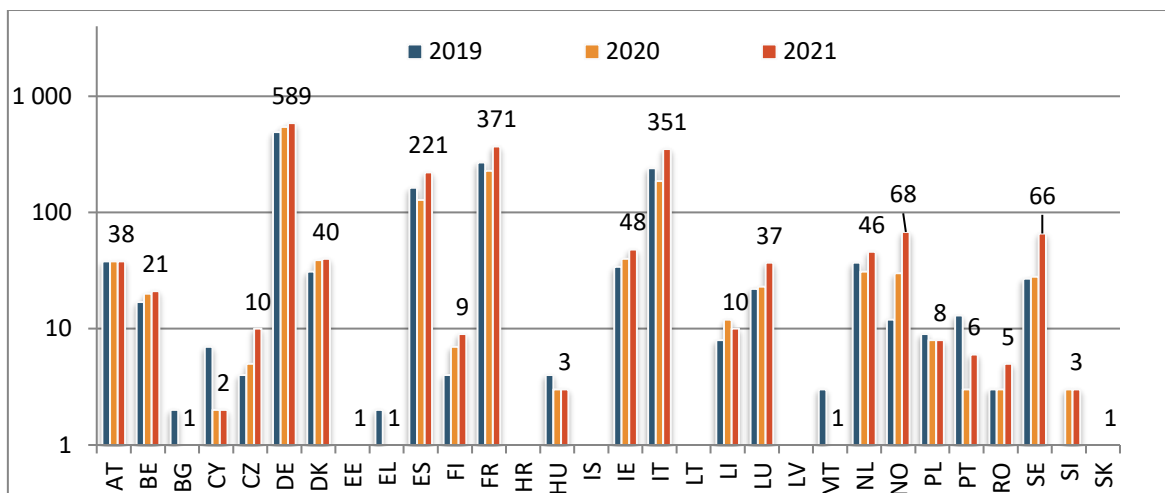
12. A significant number of high earners can be observed in only a few Member States, as shown in Figure 2. Similar to 2020, the largest population of high earners in the EU27/EEA, namely 589, is in Germany and represents 30% of the total number of high earners in 2021. France, with 371, has the second largest number of high earners (19%) and is followed by Italy with 351 high earners (18%).

<sup>10</sup> [EBA Risk Dashboard data as of Q4 2020](#) and [EBA Risk Dashboard data as of Q4 2021](#), RoE: Italy 5.7% (2020: 0.4%), FR: 7.4% (2020: 4.3%) and ES: 11.3% (2020: -3.9%)

<sup>11</sup> [EUROSTAT, Euroindicators 11/2022, 20 January 2022](#)

<sup>12</sup> [EUROSTAT, Euroindicators 32/2022, 18 March 2022](#)

**Figure 2: Number of high earners by Member State (values shown refer to 2021; logarithmic scale)**



13. When comparing the overall percentage of high earners who are identified staff a decrease of the ratio by 3 percentage points from 84.8% in 2020 to 81.8% in 2021 is observed. This is partly related to the fact that the RTS on identified staff<sup>13,14</sup> foresees that staff only becomes identified staff under the quantitative criteria in the year after the set thresholds have been reached.

**Figure 3: Number of high earners in the EU27/EEA and high earners who were identified staff**

Year	Total number of high earners	Of which identified staff	Percentage of high earners who were identified staff (%)
2019	1 444	1 164	80.6
2020	1 383	1 173	84.8
2021	1 957	1 600	81.8

14. In 2021, compared to 2020, the biggest difference in the number of high earners and corresponding identified staff is observed in 'investment banking' (87 high earners who have not been categorised as identified staff) followed by the area of 'asset management' (29 high earners) and 'all other' (22 high earners) (Figure 4). The decrease of the overall percentage of high earners who are identified staff can be put in relation with the following elements: 1) pursuant to Article 109(4) of the Directive 2013/36/EU the identification of staff at consolidated level for banking groups is no longer required in asset management companies and investment firms belonging to the banking group; 2) many of the reported high earners have not been categorised as identified staff as they exceeded the monetary identification threshold for the first time especially in the

<sup>13</sup> Commission Delegated Regulation (EU) 2021/923 of 25 March 2021 supplementing Directive 2013/36/EU of the European Parliament and of the Council with regard to regulatory technical standards setting out the criteria to define managerial responsibility, control functions, material business units and a significant impact on a material business unit's risk profile, and setting out criteria for identifying staff members or categories of staff whose professional activities have an impact on the institution's risk profile that is comparably as material as that of staff members or categories of staff referred to in Article 92(3) of that Directive

<sup>14</sup> Commission Delegated Regulation (EU) 2021/2154 of 13 August 2021 supplementing Directive (EU) 2019/2034 of the European Parliament and of the Council with regard to regulatory technical standards specifying appropriate criteria to identify categories of staff whose professional activities have a material impact on the risk profile of an investment firm or of the assets that it manages

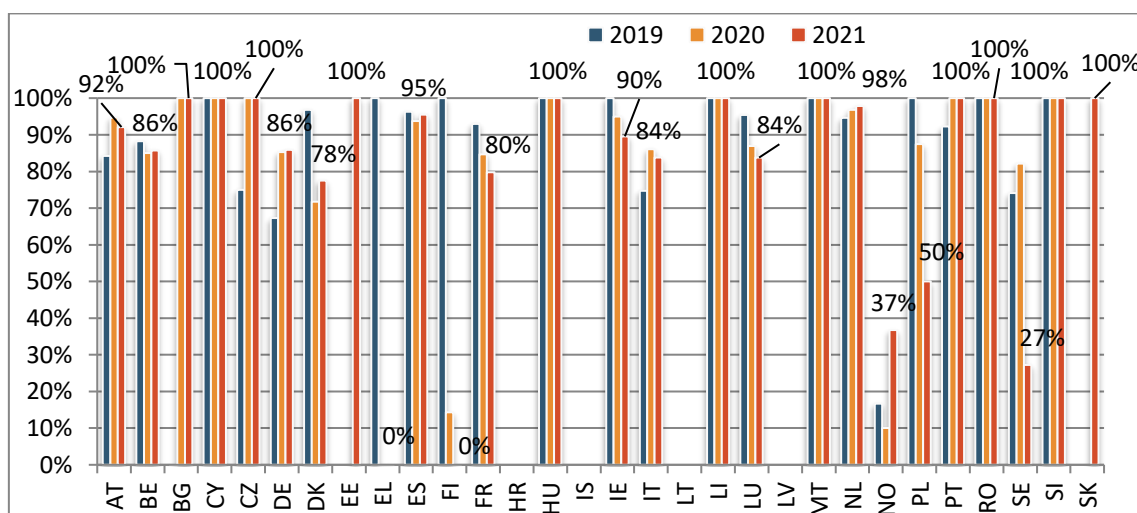
mentioned business areas where also the performance of the institutions has been very strong in 2021; and 3) the increase of the threshold for identifying staff from 500 000 to 750 000 in some cases.

**Figure 4: Number of high earners in the EU27/EEA and high earners who were identified staff by business area or function as of end 2021, and the percentage of high earners who were identified staff by business area or function in 2021 and 2020**

Business area	Total number of high earners	Of which identified staff	Percentage of high earners who were identified staff (%)	
	EU27/EEA 2021	EU27/EEA 2021	EU27/EEA 2021	EU27/EEA 2020
MB <sup>15</sup> supervisory function	12	10	83.3	91.7
MB management function	599	564	94.2	95.0
Investment banking	749	569	76.0	78.2
Retail banking	187	155	82.9	74.8
Asset management	122	60	49.2	62.1
Corporate functions	152	140	92.1	89.7
Independent control functions	42	39	92.9	83.8
All other	94	63	67.0	81.6

15. In ten Member States, all high earners were identified staff (Figure 5), while in the other Member States the percentage of identified staff ranged between 0 and 98%, differences which to some extent are linked to the way Directive 2013/36/EU has been implemented.<sup>16</sup>

**Figure 5: Percentage of high earners who were identified staff by Member State (values shown in the graph refer to 2021)**



<sup>15</sup> MB, management body

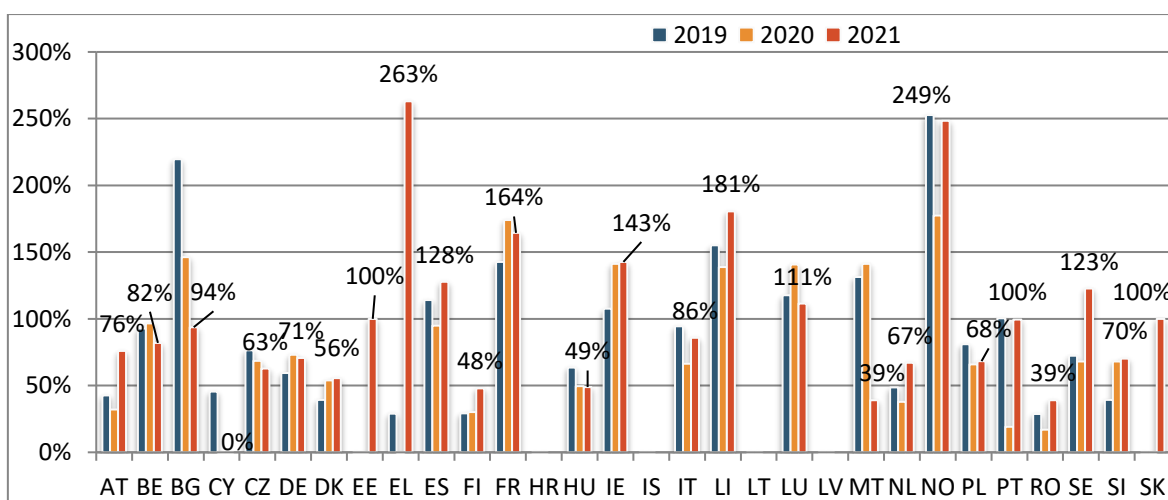
<sup>16</sup> In some cases, for example, the national law has not required the identification of staff for small institutions, notwithstanding the fact that the Directive does not consider this possibility.

16. Despite the introduction of waivers to the requirement to pay out a part of the variable remuneration in instruments and under deferral arrangements for institutions that are small and non-complex, the overall ratio of the variable remuneration of high earners that are identified staff paid out in instruments increased from 43.5 % in 2020 to 51.5 % in 2021 and the overall ratio of deferred remuneration went up from 50.1 % in 2020 to 56.4% in 2021.

17. An increase of the weighted average ratio of variable to fixed remuneration for all high earners from 86.4% in 2020 to 100.6% in 2021 was observed, which may be linked to the fact that COVID 19 restrictions<sup>17</sup> on the award of bonuses expired. The weighted average Return on Equity (RoE) of institutions increased from 2% in 2020 to 7.3% in 2021. The increase of the number of the variable remuneration of high earners is correlated to the good performance of institutions in the area of investment banking and trading and sales. Based on empirical evidence, supervisors note that institutions have offered higher salaries and new financial incentives such as profit-sharing among employees in order to retain and attract talents in a competitive environment.

18. The data provided for 2021 shows that there are numerous reported average ratios between the variable and the fixed remuneration that are higher than 200%. The collected data does not differentiate between institutions and investment firms. As of 2021 the limitation of the ratio between the variable and the fixed remuneration did not any longer apply to investment firms and other firms that are subject to a specific sectoral remuneration framework. Higher ratios were observed from 201% to 2 245% per payment bracket, and concern mainly the business areas 'asset management' and 'all other' as some high earners have not been subject to the requirement of the bonus cap. However, particularly high ratios might indicate a misalignment of the variable remuneration to the underlying risks, including operational and legal risks.

**Figure 6: Ratio of variable to fixed remuneration for high earners by Member State (values shown in the graph refer to 2021)**<sup>18,19</sup>



<sup>17</sup> [The EBA continues to call on banks to apply a conservative approach on dividends and other distributions in light of the COVID-19 pandemic](#)

<sup>18</sup> The ratio includes reported severance payments which constitute the following percentage (severance payments to total variable remuneration) per MS: AT: 13.5%, BE:37.8%, CZ:5.1%, DE:15.8%, ES:18.2%, FR:4.0%, IE:1.7%, IT:12.7%, LU:6.5%, NL:9.6%, PT:47.1%, RO:25.7%.

<sup>19</sup> EU average calculated as a simple average of the ratio observed in Member States for which high earners were reported.

19. In 2021, 143 high earners (2020, 181) received significant severance payments,<sup>20</sup> with an average amount of EUR 1 328 048 million (for 2020, EUR 1 171 943). In total, these amounts represent 10.7% of the variable remuneration of high earners in 2021.

**Figure 7: Severance payments to high earners**

Business area	Number of high earners with severance payments EU27/EEA, 2020	Total amount of severance payments to high earners EU27/EEA, 2020 (EUR)	Number of high earners with severance payments EU27/EEA, 2021	Total amount of severance payments to high earners EU27/EEA, 2021 (EUR)
MB supervisory function	1	1 800 000	2	3 406 611
MB management function	21	26 729 234	23	28 465 280
Investment banking	42	51 063 949	18	25 467 396
Retail banking	53	54 932 911	49	60 013 143
Asset management	12	12 149 038	7	10 102 189
Corporate functions	31	39 537 514	33	46 959 904
Independent control functions	18	23 736 129	8	9 554 079
All other	3	2 172 833	3	5 942 243

20. These severance payments relate mostly to the payment bracket from EUR 1 million to EUR 2 million, in which 108 high earners received severance payments of, on average, EUR 988 355 in 2021 (Figure 8). Without these payments, most of these staff members would not have been considered high earners. A breakdown of severance payments per payment bracket for the year 2021 is provided below.

**Figure 8: Severance payments per payment bracket – 2021 data<sup>21</sup>**

Payment Bracket	Number of high earners with severance payments	Total amount of severance payments (EUR)	Average amount of severance payment per high earner (EUR)
PB001	108	106 742 333	988 355
PB002	18	25 194 871	1 399 715
PB003	9	19 232 014	2 136 890
PB004	3	10 725 532	3 575 177
PB005	3	10 504 724	3 501 575
PB009	1	6 263 445	6 263 445
PB014	1	11 247 926	11 247 926
<b>Total</b>	<b>143</b>	<b>189 910 846</b>	<b>1 328 048</b>

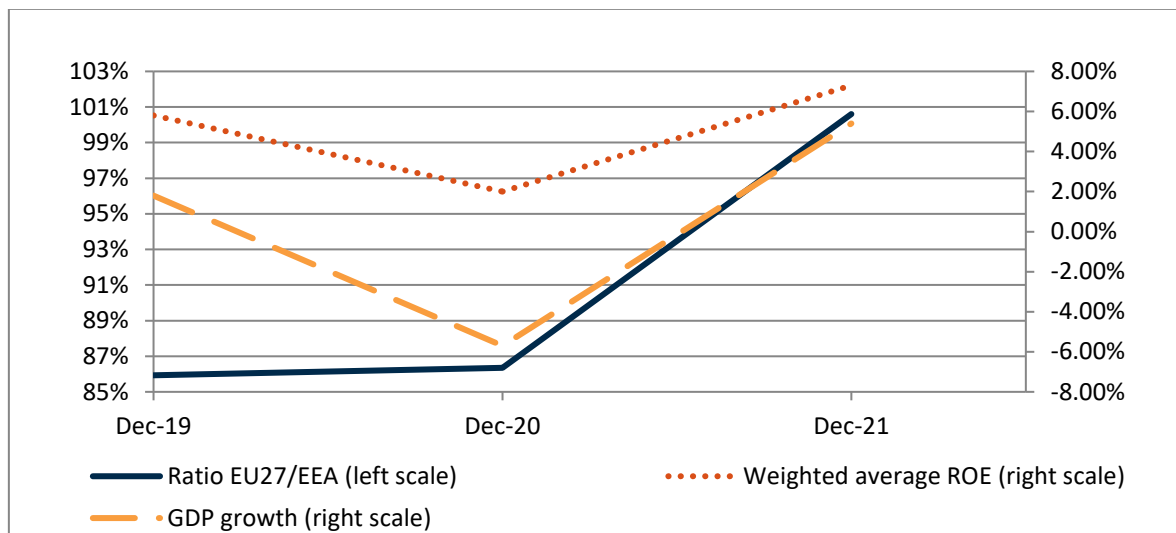
<sup>20</sup> It is important to stress that for the calculation of the bonus cap, the deferral ratio and the payout in instruments, the full amount of severance payments has been considered. However, there are some cases where - in line with the EBA Guidelines on sound remuneration policies - these payments can be excluded from these ratios.

<sup>21</sup> Data is only shown for payment brackets that included severance payments.



21. In 2021 the overall development of the ratio of variable to fixed remuneration is correlated to the development of the GDP and the performance of institutions. Overall, a positive correlation of the ratio to the average RoE can be observed (Figure 9). The observed ratios differ materially between Member States (see Annex II).

**Figure 9: Ratio between variable and fixed remuneration of high earners, weighted average RoE and GDP growth<sup>22</sup>**



<sup>22</sup> [EUROSTAT Real GDP growth rate-volume](#)

### 3. Annex I — Aggregated data on higher earners at the EU level<sup>23</sup>

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	12	599	749	187	122	152	42	94	1 957
of which: "Identified Staff"	10	564	569	155	60	140	39	63	1 600
Total fixed remuneration (in EUR)	16 603 435	744 061 074	527 594 938	149 843 994	68 708 416	126 799 925	35 475 758	88 646 102	1757 733 641
Total variable remuneration (in EUR)	8 172 009	438 845 452	772 357 806	155 170 805	142 764 832	159 022 115	28 350 625	63 650 157	1768 333 802
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	2 839 042	248 701 026	408 138 702	66 099 549	77 709 150	72 418 745	10 065 861	24 893 780	910 865 855
Average total remuneration per individual (in EUR)	2 064 620	1 974 802	1 735 584	1 631 095	1 733 387	1 880 408	1 519 676	1 620 173	1 801 772
Ratio variable/fixed remuneration in %	49%	59%	146%	104%	208%	125%	80%	72%	101%
Ratio of deferred/total variable remuneration in %	35%	57%	53%	43%	54%	46%	36%	39%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	31%	45%	52%	36%	51%	42%	36%	26%	47%

<sup>23</sup> Including data submitted by EEA member countries

## 4. Annex II — High earners aggregated data by Member State (EU27 and EEA)

AUSTRIA									
	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	29	2	3	0	4	0	0	38
of which: "Identified Staff"	0	27	2	3	0	3	0	0	35
Total fixed remuneration (in EUR)	0	46 421 551	1 086 013	2 463 174	0	2 295 992	0	0	52 266 731
Total variable remuneration (in EUR)	0	31 277 490	1 075 000	3 858 936	0	3 442 979	0	0	39 654 405
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	22 425 326	360 028	2 037 441	0	1 450 052	0	0	26 272 847
Average total remuneration per individual (in EUR)	.	2 679 277	1 080 507	2 107 370	.	1 434 743	.	.	2 418 977
Ratio variable/fixed remuneration in %	.	67%	99%	157%	.	150%	.	.	76%
Ratio of deferred/total variable remuneration in %	.	72%	33%	53%	.	42%	.	.	66%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	46%	21%	37%	.	29%	.	.	43%

BELGIUM									
	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	11	2	6	0	1	1	0	21
of which: "Identified Staff"	0	10	2	6	0	0	0	0	18
Total fixed remuneration (in EUR)	0	11 468 925	2 865 795	4 089 138	0	231 099	398 663	0	19 053 620
Total variable remuneration (in EUR)	0	5 077 760	3 221 400	5 318 066	0	857 449	1 147 606	0	15 622 281
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 166 657	2 753 715	903 419	0	0	0	0	6 823 790
Average total remuneration per individual (in EUR)	.	1 504 244	3 043 598	1 567 867	.	1 088 548	1 546 269	.	1 651 233
Ratio variable/fixed remuneration in %	.	44%	112%	130%	.	371%	288%	.	82%
Ratio of deferred/total variable remuneration in %	.	62%	85%	17%	.	0%	0%	.	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	92%	15%	.	0%	0%	.	40%

BULGARIA									
	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	.	1	.	.	.	.	.	1
of which: "Identified Staff"	.	.	1	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	.	740 185	.	.	.	.	.	740 185
Total variable remuneration (in EUR)	.	.	693 951	.	.	.	.	.	693 951
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	557 723	.	.	.	.	.	557 723
Average total remuneration per individual (in EUR)	.	.	1 434 136	.	.	.	.	.	1 434 136
Ratio variable/fixed remuneration in %	.	.	94%	.	.	.	.	.	94%
Ratio of deferred/total variable remuneration in %	.	.	80%	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	53%	.	.	.	.	.	53%

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	.	1	.	.	.	.	.	1	2
of which: "Identified Staff"	.	1	.	.	.	.	.	1	2
Total fixed remuneration (in EUR)	.	1 919 367	.	.	.	.	.	1 548 931	3 468 298
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)	.	1 919 367	.	.	.	.	.	1 548 931	1 734 149
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

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	.	7	.	1	.	.	.	2	10
of which: "Identified Staff"	.	7	.	1	.	.	.	2	10
Total fixed remuneration (in EUR)	.	9 050 616	.	728 289	.	.	.	107 549	9 886 454
Total variable remuneration (in EUR)	.	3 864 408	.	318 215	.	.	.	2 015 527	6 198 150
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 876 735	.	159 107	.	.	.	.	2 035 842
Average total remuneration per individual (in EUR)	.	1 845 003	.	1 046 504	.	.	.	1 061 538	1 608 460
Ratio variable/fixed remuneration in %	.	43%	.	44%	.	.	.	1874%	63%
Ratio of deferred/total variable remuneration in %	.	49%	.	50%	.	.	.	.	33%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	.	70%	.	.	.	.	27%

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	19	12	0	6	2	1	0	40
of which: "Identified Staff"	0	19	8	0	2	1	1	0	31
Total fixed remuneration (in EUR)	0	27 409 017	7 737 817	0	5 935 388	1 752 535	786 234	0	43 620 991
Total variable remuneration (in EUR)	0	7 083 672	8 903 668	0	6 901 571	1 156 483	243 312	0	24 288 706
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 815 231	4 553 696	0	3 523 733	371 172	145 987	0	13 409 819
Average total remuneration per individual (in EUR)	.	1 815 405	1 386 790	.	2 139 493	1 454 509	1 029 546	.	1 697 742
Ratio variable/fixed remuneration in %	.	26%	115%	.	116%	66%	31%	.	56%
Ratio of deferred/total variable remuneration in %	.	68%	51%	.	51%	32%	60%	.	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	78%	49%	.	52%	27%	50%	.	57%

ESTONIA									
	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)	.	600 000	.	.	.	.	.	.	600 000
Total variable remuneration (in EUR)	.	600 000	.	.	.	.	.	.	600 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	360 000	.	.	.	.	.	.	360 000
Average total remuneration per individual (in EUR)	.	1 200 000	.	.	.	.	.	.	1 200 000
Ratio variable/fixed remuneration in %	.	100%	.	.	.	.	.	.	100%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

## 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	.	3	1	2	0	1	2	0	9
of which: "Identified Staff"	.	.	.	.	.	.	.	.	.
Total fixed remuneration (in EUR)	0	3 246 078	924 284	3 187 412	0	826 933	1 718 506	0	9 903 213
Total variable remuneration (in EUR)	0	2 479 268	761 076	740 978	0	250 450	505 221	0	4 736 993
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	845 706	0	444 586	0	150 270	303 133	0	1 743 695
Average total remuneration per individual (in EUR)	.	1 908 449	1 685 360	1 964 195	.	1 077 383	1 111 864	.	1 626 690
Ratio variable/fixed remuneration in %	.	76%	82%	23%	.	30%	29%	.	48%
Ratio of deferred/total variable remuneration in %	.	34%	0%	60%	.	60%	60%	.	37%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	34%	.	50%	.	120%	120%	.	45%

## 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	38	255	4	44	15	6	7	371
of which: "Identified Staff"	2	38	206	4	19	15	6	6	296
Total fixed remuneration (in EUR)	1 444 622	41 050 261	187 546 081	2 598 883	16 960 356	9 507 912	4 327 315	1 253 851	264 689 281
Total variable remuneration (in EUR)	2 417 861	63 972 325	273 498 442	2 976 468	59 746 880	14 876 991	5 605 066	12 184 636	435 278 669
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	43 147 084	173 060 735	2 051 609	40 454 222	11 072 170	2 658 371	4 635 121	277 079 312
Average total remuneration per individual (in EUR)	1 931 242	2 763 752	1 808 018	1 393 838	1 743 346	1 625 660	1 655 397	1 919 784	1 886 706
Ratio variable/fixed remuneration in %	167%	156%	146%	115%	352%	156%	130%	972%	164%
Ratio of deferred/total variable remuneration in %	0%	67%	63%	69%	68%	74%	47%	38%	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	57%	62%	62%	56%	62%	39%	12%	58%

## 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	353	127	42	34	21	10	2	589
of which: "Identified Staff"	0	334	100	28	15	17	10	2	506
Total fixed remuneration (in EUR)	0	451 401 762	87 016 053	25 592 706	21 538 493	15 643 663	6 887 190	2 055 680	610 135 547
Total variable remuneration (in EUR)	0	187 289 336	132 950 488	44 191 904	39 788 235	20 439 538	5 906 295	838 650	431 404 445
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	99 844 555	71 870 615	16 000 732	16 300 367	8 385 716	1 283 304	203 190	213 888 479
Average total remuneration per individual (in EUR)	.	1 809 323	1 732 020	1 661 538	1 803 727	1 718 248	1 279 348	1 447 165	1 768 319
Ratio variable/fixed remuneration in %	.	41%	153%	173%	185%	131%	86%	41%	71%
Ratio of deferred/total variable remuneration in %	.	53%	54%	36%	41%	41%	22%	24%	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	37%	55%	24%	39%	33%	20%	20%	41%

## 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	0	0	1	0	0	0	0	1
of which: "Identified Staff"	0	0	0	0	0	0	0	0	0
Total fixed remuneration (in EUR)	0	0	0	279 630	0	0	0	0	279 630
Total variable remuneration (in EUR)	0	0	0	735 773	0	0	0	0	735 773
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)	.	.	.	1 015 403	.	.	.	.	1 015 403
Ratio variable/fixed remuneration in %	.	.	.	263%	.	.	.	.	263%
Ratio of deferred/total variable remuneration in %	.	.	.	0%	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	23%	.	.	.	.	23%



## 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	0	2	0	1	0	0	3
of which: "Identified Staff"	0	0	0	2	0	1	0	0	3
Total fixed remuneration (in EUR)	0	0	0	1 537 184	0	1 977 196	0	0	3 514 380
Total variable remuneration (in EUR)	0	0	0	639 548	0	1 079 028	0	0	1 718 576
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	383 728	0	647 418	0	0	1 031 146
Average total remuneration per individual (in EUR)	.	.	.	1 088 366	.	3 056 224	.	.	1 744 319
Ratio variable/fixed remuneration in %	.	.	.	42%	.	55%	.	.	49%
Ratio of deferred/total variable remuneration in %	.	.	.	60%	.	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	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	.	14	24	2	3	3	2	.	48
of which: "Identified Staff"	.	14	23	2	0	2	2	.	43
Total fixed remuneration (in EUR)	.	12 823 090	16 477 293	1 471 170	1 375 492	1 490 337	1 749 570	.	35 386 952
Total variable remuneration (in EUR)	.	13 541 001	28 844 173	821 846	3 295 944	3 196 578	788 932	.	50 488 473
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	8 374 676	2 638 848	413 495	1 081 006	1 799 777	758 954	.	15 066 756
Average total remuneration per individual (in EUR)	.	1 883 149	1 888 394	1 146 508	1 557 145	1 562 305	1 269 251	.	1 789 071
Ratio variable/fixed remuneration in %	.	106%	175%	56%	240%	214%	45%	.	143%
Ratio of deferred/total variable remuneration in %	.	62%	9%	50%	33%	56%	96%	.	30%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	47%	10%	41%	33%	58%	92%	.	26%

## 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	30	111	73	17	46	6	65	351
of which: "Identified Staff"	2	29	92	64	12	45	6	44	294
Total fixed remuneration (in EUR)	3 327 811	30 436 389	95 298 474	69 844 674	9 942 433	32 798 656	6 508 159	72 339 914	320 496 511
Total variable remuneration (in EUR)	1 102 081	34 650 795	102 928 255	45 250 948	17 305 990	41 337 214	948 000	31 641 161	275 164 444
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	454 248	17 544 611	65 969 429	24 749 333	9 824 701	23 911 427	508 800	15 252 309	158 214 858
Average total remuneration per individual (in EUR)	1 476 631	2 169 573	1 785 826	1 576 652	1 602 848	1 611 649	1 242 693	1 599 709	1 697 040
Ratio variable/fixed remuneration in %	33%	114%	108%	65%	174%	126%	15%	44%	86%
Ratio of deferred/total variable remuneration in %	41%	51%	64%	55%	57%	58%	54%	48%	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	30%	51%	59%	46%	65%	49%	55%	32%	51%

## 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	6	1	1	.	1	.	.	10
of which: "Identified Staff"	1	6	1	1	0	1	0	0	10
Total fixed remuneration (in EUR)	957 874	6 060 972	367 213	363 988	.	498 084	.	.	8 248 130
Total variable remuneration (in EUR)	1 915 709	10 607 298	651 341	727 969	.	986 590	.	.	14 888 907
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 149 425	6 360 172	390 805	478 927	.	591 954	.	.	8 971 283
Average total remuneration per individual (in EUR)	2 873 582	2 778 045	1 018 554	1 091 957	.	1 484 674	.	.	2 313 704
Ratio variable/fixed remuneration in %	200%	175%	177%	200%	.	198%	.	.	181%
Ratio of deferred/total variable remuneration in %	60%	60%	60%	66%	.	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	60%	60%	60%	66%	.	60%	.	.	60%

## 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	23	2	7	2	0	0	3	37
of which: "Identified Staff"	0	23	2	2	1	0	0	3	31
Total fixed remuneration (in EUR)	0	18 794 570	1 170 522	2 822 062	1 842 529	0	0	1 390 176	26 019 858
Total variable remuneration (in EUR)	0	19 001 002	1 087 787	4 693 652	2 176 986	0	0	2 032 250	28 991 676
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 401 868	712 769	1 949 892	695 395	0	0	812 900	13 572 824
Average total remuneration per individual (in EUR)	.	1 643 286	1 129 154	1 073 673	2 009 758	.	.	1 140 809	1 486 798
Ratio variable/fixed remuneration in %	.	101%	93%	166%	118%	.	.	146%	111%
Ratio of deferred/total variable remuneration in %	.	49%	66%	42%	32%	.	.	40%	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	44%	52%	29%	32%	.	.	50%	41%

## 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	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 009 052	.	.	.	.	.	.	1 009 052
Total variable remuneration (in EUR)	.	395 000	.	.	.	.	.	.	395 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	316 000	.	.	.	.	.	.	316 000
Average total remuneration per individual (in EUR)	.	1 404 052	.	.	.	.	.	.	1 404 052
Ratio variable/fixed remuneration in %	.	39%	.	.	.	.	.	.	39%
Ratio of deferred/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%

## 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	1	23	15	3	2	1	0	1	46
of which: "Identified Staff"	1	23	15	3	2	1	0	0	45
Total fixed remuneration (in EUR)	2 103 529	28 251 555	10 514 911	3 078 679	1 085 885	410 288	0	264 464	45 709 311
Total variable remuneration (in EUR)	0	11 236 668	13 416 185	2 172 630	1 770 129	641 064	0	1 374 874	30 611 549
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 929 287	8 727 715	476 394	1 062 077	66 000	0	0	16 261 473
Average total remuneration per individual (in EUR)	2 103 529	1 716 879	1 595 406	1 750 436	1 428 007	1 051 352	.	1 639 338	1 659 149
Ratio variable/fixed remuneration in %	0%	40%	128%	71%	163%	156%	.	520%	67%
Ratio of deferred/total variable remuneration in %	.	53%	65%	22%	60%	10%	.	0%	53%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	68%	18%	71%	13%	.	0%	54%

## 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	0	9	56	0	1	1	0	1	68
of which: "Identified Staff"	0	8	16	0	0	1	0	0	25
Total fixed remuneration (in EUR)	0	4 720 596	20 888 637	0	697 789	1 156 837	0	264 464	27 728 323
Total variable remuneration (in EUR)	0	8 013 229	58 724 827	0	476 640	318 961	0	1 374 874	68 908 531
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 880 353	5 997 240	0	285 984	158 277	0	0	9 321 854
Average total remuneration per individual (in EUR)	.	1 414 869	1 421 669	.	1 174 429	1 475 798	.	1 639 338	1 421 130
Ratio variable/fixed remuneration in %	.	170%	281%	.	68%	28%	.	520%	249%
Ratio of deferred/total variable remuneration in %	.	36%	10%	.	60%	50%	.	0%	14%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	24%	4%	.	60%	50%	.	0%	6%

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	3	2	3	0	0	0	0	8
of which: "Identified Staff"	0	0	1	3	0	0	0	0	4
Total fixed remuneration (in EUR)	0	2 567 209	826 692	2 168 211	0	0	0	0	5 562 112
Total variable remuneration (in EUR)	0	766 701	1 392 773	1 639 462	0	0	0	0	3 798 936
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	426 350	618 787	876 266	0	0	0	0	1 921 403
Average total remuneration per individual (in EUR)	.	1 111 303	1 109 733	1 269 224	.	.	.	.	1 170 131
Ratio variable/fixed remuneration in %	.	30%	168%	76%	.	.	.	.	68%
Ratio of deferred/total variable remuneration in %	.	56%	44%	53%	.	.	.	.	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	78%	45%	63%	.	.	.	.	59%

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	1	1	.	3	.	.	.	1	6
of which: "Identified Staff"	1	1	.	3	.	.	.	1	6
Total fixed remuneration (in EUR)	1 481 430	890 442	.	1 234 484	.	.	.	135 228	3 741 584
Total variable remuneration (in EUR)	.	350 000	.	2 484 240	.	.	.	888 952	3 723 192
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	175 000	.	678 240	.	.	.	.	853 240
Average total remuneration per individual (in EUR)	1 481 430	1 240 442	.	1 239 575	.	.	.	1 024 180	1 244 129
Ratio variable/fixed remuneration in %	.	39%	.	201%	.	.	.	657%	100%
Ratio of deferred/total variable remuneration in %	.	50%	.	27%	.	.	.	.	23%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	33%	.	.	.	0%	22%

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	3	0	1	0	0	0	0	5
of which: "Identified Staff"	1	3	0	1	0	0	0	0	5
Total fixed remuneration (in EUR)	1 319 834	3 053 556	0	444 896	0	0	0	0	4 818 286
Total variable remuneration (in EUR)	0	1 241 768	0	633 613	0	0	0	0	1 875 381
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	745 061	0	250 618	0	0	0	0	995 679
Average total remuneration per individual (in EUR)	1 319 834	1 431 775	.	1 078 509	.	.	.	.	1 338 733
Ratio variable/fixed remuneration in %	0%	41%	.	142%	.	.	.	.	39%
Ratio of deferred/total variable remuneration in %	.	60%	.	40%	.	.	.	.	53%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	70%	.	49%	.	.	.	.	63%

SLOVAKIA									
	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)	.	1 000 008	.	.	.	.	.	.	1 000 008
Total variable remuneration (in EUR)	.	0	.	.	.	.	.	.	0
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	0	.	.	.	.	.	.	0
Average total remuneration per individual (in EUR)	.	1 000 008	.	.	.	.	.	.	1 000 008
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 %	.	.	.	.	.	.	.	.	.

## 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	.	3	.	.	.	.	.	.	3
of which: "Identified Staff"	.	3	.	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	3 429 273	.	.	.	.	.	.	3 429 273
Total variable remuneration (in EUR)	.	2 410 104	.	.	.	.	.	.	2 410 104
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 446 062	.	.	.	.	.	.	1 446 062
Average total remuneration per individual (in EUR)	.	1 946 459	.	.	.	.	.	.	1 946 459
Ratio variable/fixed remuneration in %	.	70%	.	.	.	.	.	.	70%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

## 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	2	15	92	32	9	53	14	4	221
of which: "Identified Staff"	2	15	83	32	8	53	14	4	211
Total fixed remuneration (in EUR)	4 729 745	34 460 691	64 853 290	27 006 487	6 503 688	56 057 764	13 100 121	3 312 286	210 024 071
Total variable remuneration (in EUR)	2 736 358	30 748 363	97 569 014	37 723 607	9 013 122	69 981 987	13 206 193	7 260 676	268 239 320
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 235 369	17 515 737	52 654 514	14 002 813	3 588 144	23 540 430	4 407 312	2 838 677	119 782 996
Average total remuneration per individual (in EUR)	3 733 052	4 347 270	1 765 460	2 022 815	1 724 090	2 378 109	1 879 022	2 643 241	2 164 088
Ratio variable/fixed remuneration in %	58%	89%	150%	140%	139%	125%	101%	219%	128%
Ratio of deferred/total variable remuneration in %	45%	57%	54%	37%	40%	34%	33%	39%	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	38%	53%	59%	40%	46%	37%	37%	32%	47%

## 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	1	5	46	1	4	2	0	7	66
of which: "Identified Staff"	0	0	17	0	1	0	0	0	18
Total fixed remuneration (in EUR)	1 238 590	3 996 094	29 281 678	932 928	2 826 363	2 152 628	0	5 973 559	46 401 840
Total variable remuneration (in EUR)	0	3 239 265	46 639 427	242 950	2 289 335	456 804	0	4 038 557	56 906 338
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	704 555	17 272 084	242 950	893 521	274 082	0	1 151 583	20 538 775
Average total remuneration per individual (in EUR)	1 238 590	1 447 072	1 650 459	1 175 878	1 278 925	1 304 716	.	1 430 302	1 565 275
Ratio variable/fixed remuneration in %	0%	81%	159%	26%	81%	21%	.	68%	123%
Ratio of deferred/total variable remuneration in %	.	22%	37%	100%	39%	60%	.	29%	36%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	22%	38%	100%	37%	50%	.	29%	37%

## 5. Annex III — Aggregated data on high earners by Member State (EU27 and EEA) and payment bracket

AUSTRIA									
Payment bracket for 1 000 000 to below 2 000 000 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	20	2	2	0	4	0	0	28
of which: "Identified Staff"	0	20	2	2	0	3	0	0	27
Total fixed remuneration (in EUR)	0	17 818 193	1 086 013	959 474	0	2 295 992	0	0	22 159 672
Total variable remuneration (in EUR)	0	11 691 484	1 075 000	2 358 936	0	3 442 979	0	0	18 568 399
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 313 589	360 028	837 399	0	1 450 052	0	0	9 961 068
Average total remuneration per individual (in EUR)	.	1 475 484	1 080 507	1 659 205	.	1 434 743	.	.	1 454 574
Ratio variable/fixed remuneration in %	.	66%	99%	246%	.	150%	.	.	84%
Ratio of deferred/total variable remuneration in %	.	63%	33%	35%	.	42%	.	.	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	40%	21%	28%	.	29%	.	.	35%

Payment bracket for 2 000 000 to below 3 000 000 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	.	4	.	.	.	.	.	.	4
of which: "Identified Staff"	.	2	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	.	6 646 747	.	.	.	.	.	.	6 646 747
Total variable remuneration (in EUR)	.	2 786 006	.	.	.	.	.	.	2 786 006
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 671 604	.	.	.	.	.	.	1 671 604
Average total remuneration per individual (in EUR)	.	2 358 188	.	.	.	.	.	.	2 358 188
Ratio variable/fixed remuneration in %	.	42%	.	.	.	.	.	.	42%
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 3 000 000 to below 4 000 000 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)	.	.	.	1 503 700	.	.	.	.	1 503 700
Total variable remuneration (in EUR)	.	.	.	1 500 000	.	.	.	.	1 500 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	1 200 042	.	.	.	.	1 200 042
Average total remuneration per individual (in EUR)	.	.	.	3 003 700	.	.	.	.	3 003 700
Ratio variable/fixed remuneration in %	.	.	.	100%	.	.	.	.	100%
Ratio of deferred/total variable remuneration in %	.	.	.	80%	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	50%	.	.	.	.	50%



Payment bracket for 6 000 000 to below 7 000 000 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)	.	7 285 094	.	.	.	.	.	.	7 285 094
Total variable remuneration (in EUR)	.	5 575 000	.	.	.	.	.	.	5 575 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	4 460 051	.	.	.	.	.	.	4 460 051
Average total remuneration per individual (in EUR)	.	6 430 047	.	.	.	.	.	.	6 430 047
Ratio variable/fixed remuneration in %	.	77%	.	.	.	.	.	.	77%
Ratio of deferred/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

Payment bracket for 7 000 000 to below 8 000 000 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)	.	4 141 308	.	.	.	.	.	.	4 141 308
Total variable remuneration (in EUR)	.	3 225 000	.	.	.	.	.	.	3 225 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 580 023	.	.	.	.	.	.	2 580 023
Average total remuneration per individual (in EUR)	.	7 366 308	.	.	.	.	.	.	7 366 308
Ratio variable/fixed remuneration in %	.	78%	.	.	.	.	.	.	78%
Ratio of deferred/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

Payment bracket for 8 000 000 to below 9 000 000 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)	.	4 511 067	.	.	.	.	.	.	4 511 067
Total variable remuneration (in EUR)	.	3 500 000	.	.	.	.	.	.	3 500 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 800 032	.	.	.	.	.	.	2 800 032
Average total remuneration per individual (in EUR)	.	8 011 067	.	.	.	.	.	.	8 011 067
Ratio variable/fixed remuneration in %	.	78%	.	.	.	.	.	.	78%
Ratio of deferred/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

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	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	6 019 143	.	.	.	.	.	.	6 019 143
Total variable remuneration (in EUR)	.	4 500 000	.	.	.	.	.	.	4 500 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 600 027	.	.	.	.	.	.	3 600 027
Average total remuneration per individual (in EUR)	.	10 519 143	.	.	.	.	.	.	10 519 143
Ratio variable/fixed remuneration in %	.	75%	.	.	.	.	.	.	75%
Ratio of deferred/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

## BELGIUM

## Payment bracket for 1 000 000 to below 2 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	10	1	6	0	1	1	0	19
of which: "Identified Staff"	0	9	1	6	0	0	0	0	16
Total fixed remuneration (in EUR)	0	9 978 925	1 035 721	4 089 138	0	231 099	398 663	0	15 733 546
Total variable remuneration (in EUR)	0	4 127 760	125 850	5 318 066	0	857 449	1 147 606	0	11 576 731
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 596 657	50 340	903 419	0	0	0	0	3 550 415
Average total remuneration per individual (in EUR)	.	1 410 669	1 161 571	1 567 867	.	1 088 548	1 546 269	.	1 437 383
Ratio variable/total remuneration in %	.	41%	12%	130%	.	371%	288%	.	74%
Ratio of deferred/total variable remuneration in %	.	63%	40%	17%	.	0%	0%	.	31%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	50%	15%	.	0%	0%	.	25%

## Payment bracket for 2 000 000 to below 3 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 490 000	.	.	.	.	.	.	1 490 000
Total variable remuneration (in EUR)	.	950 000	.	.	.	.	.	.	950 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	570 000	.	.	.	.	.	.	570 000
Average total remuneration per individual (in EUR)	.	2 440 000	.	.	.	.	.	.	2 440 000
Ratio variable/total remuneration in %	.	64%	.	.	.	.	.	.	64%
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 4 000 000 to below 5 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
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	1 830 074	0	0	0	0	0	1 830 074
Total variable remuneration (in EUR)	0	0	3 095 550	0	0	0	0	0	3 095 550
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	2 703 375	0	0	0	0	0	2 703 375
Average total remuneration per individual (in EUR)	.	.	4 925 624	.	.	.	.	.	4 925 624
Ratio variable/total remuneration in %	.	.	169%	.	.	.	.	.	169%
Ratio of deferred/total variable remuneration in %	.	.	87%	.	.	.	.	.	87%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	94%	.	.	.	.	.	94%

## BULGARIA

## Payment bracket for 1 000 000 to below 2 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	.	1	.	.	.	.	.	1
of which: "Identified Staff"	.	.	1	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	.	740 185	.	.	.	.	.	740 185
Total variable remuneration (in EUR)	.	.	693 951	.	.	.	.	.	693 951
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	557 723	.	.	.	.	.	557 723
Average total remuneration per individual (in EUR)	.	.	1 434 136	.	.	.	.	.	1 434 136
Ratio variable/total remuneration in %	.	.	94%	.	.	.	.	.	94%
Ratio of deferred/total variable remuneration in %	.	.	80%	.	.	.	.	.	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	53%	.	.	.	.	.	53%

## CYPRUS

Payment bracket for 1 000 000 to below 2 000 000 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)	.	1 919 367	.	.	.	.	.	1 548 931	3 468 298
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)	.	1 919 367	.	.	.	.	.	1 548 931	1 734 149
Ratio variable/fixed remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

## CZECH REPUBLIC

Payment bracket for 1 000 000 to below 2 000 000 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	.	6	.	1	.	.	.	2	9
of which: "Identified Staff"	.	6	.	1	.	.	.	2	9
Total fixed remuneration (in EUR)	.	4 617 271	.	728 289	.	.	.	107 549	5 453 109
Total variable remuneration (in EUR)	.	3 205 274	.	318 215	.	.	.	2 015 527	5 539 016
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 481 255	.	159 107	.	.	.	.	1 640 362
Average total remuneration per individual (in EUR)	.	1 303 757	.	1 046 504	.	.	.	1 061 538	1 221 347
Ratio variable/fixed remuneration in %	.	69%	.	44%	.	.	.	1874%	102%
Ratio of deferred/total variable remuneration in %	.	46%	.	50%	.	.	.	.	30%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	36%	.	70%	.	.	.	.	25%

Payment bracket for 5 000 000 to below 6 000 000 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)	.	4 433 345	.	.	.	.	.	.	4 433 345
Total variable remuneration (in EUR)	.	659 134	.	.	.	.	.	.	659 134
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	395 480	.	.	.	.	.	.	395 480
Average total remuneration per individual (in EUR)	.	5 092 479	.	.	.	.	.	.	5 092 479
Ratio variable/fixed remuneration in %	.	15%	.	.	.	.	.	.	15%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

## DENMARK

Payment bracket for 1 000 000 to below 2 000 000 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	15	12	0	4	2	1	0	34
of which: "Identified Staff"	0	15	8	0	2	1	1	0	27
Total fixed remuneration (in EUR)	0	19 160 723	7 737 817	0	2 083 662	1 752 535	786 234	0	31 520 971
Total variable remuneration (in EUR)	0	2 939 268	8 903 668	0	3 107 546	1 156 483	243 312	0	16 350 277
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 106 923	4 553 696	0	1 247 318	371 172	145 987	0	8 425 096
Average total remuneration per individual (in EUR)	.	1 473 333	1 386 790	.	1 297 802	1 454 509	1 029 546	.	1 407 978
Ratio variable/fixed remuneration in %	.	15%	115%	.	149%	66%	31%	.	52%
Ratio of deferred/total variable remuneration in %	.	72%	51%	.	40%	32%	60%	.	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	75%	49%	.	43%	27%	50%	.	51%

Payment bracket for 2 000 000 to below 3 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	3	-	-	-	-	-	-	3
of which: "Identified Staff"	-	3	-	-	-	-	-	-	3
Total fixed remuneration (in EUR)	-	6 449 022	-	-	-	-	-	-	6 449 022
Total variable remuneration (in EUR)	-	1 066 060	-	-	-	-	-	-	1 066 060
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	683 933	-	-	-	-	-	-	683 933
Average total remuneration per individual (in EUR)	-	2 505 027	-	-	-	-	-	-	2 505 027
Ratio variable/fixed remuneration in %	-	17%	-	-	-	-	-	-	17%
Ratio of deferred/total variable remuneration in %	-	64%	-	-	-	-	-	-	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	72%	-	-	-	-	-	-	72%

Payment bracket for 3 000 000 to below 4 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	-	-	-	2	-	-	-	2
of which: "Identified Staff"	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR)	-	-	-	-	3 851 726	-	-	-	3 851 726
Total variable remuneration (in EUR)	-	-	-	-	3 794 025	-	-	-	3 794 025
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	2 276 415	-	-	-	2 276 415
Average total remuneration per individual (in EUR)	-	-	-	-	3 822 876	-	-	-	3 822 876
Ratio variable/fixed remuneration in %	-	-	-	-	99%	-	-	-	99%
Ratio of deferred/total variable remuneration in %	-	-	-	-	60%	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	60%	-	-	-	60%

Payment bracket for 4 000 000 to below 5 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
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	1 799 272	0	0	0	0	0	0	1 799 272
Total variable remuneration (in EUR)	0	3 078 344	0	0	0	0	0	0	3 078 344
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 024 375	0	0	0	0	0	0	2 024 375
Average total remuneration per individual (in EUR)	-	4 877 616	-	-	-	-	-	-	4 877 616
Ratio variable/fixed remuneration in %	-	171%	-	-	-	-	-	-	171%
Ratio of deferred/total variable remuneration in %	-	66%	-	-	-	-	-	-	66%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	83%	-	-	-	-	-	-	83%

ESTONIA

Payment bracket for 1 000 000 to below 2 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	1	-	-	-	-	-	-	1
of which: "Identified Staff"	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	600 000	-	-	-	-	-	-	600 000
Total variable remuneration (in EUR)	-	600 000	-	-	-	-	-	-	600 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	360 000	-	-	-	-	-	-	360 000
Average total remuneration per individual (in EUR)	-	1 200 000	-	-	-	-	-	-	1 200 000
Ratio variable/fixed remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	-	-	-	-	-	50%

## FINLAND

## Payment bracket for 1 000 000 to below 2 000 000 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	0	1	2	0	8
of which: "Identified Staff"	.	.	.	.	.	.	.	.	.
Total fixed remuneration (in EUR)	0	1 388 951	924 284	3 187 412	0	826 933	1 718 506	0	8 046 086
Total variable remuneration (in EUR)	0	1 629 758	761 076	740 978	0	250 450	505 221	0	3 887 483
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	336 000	0	444 586	0	150 270	303 133	0	1 233 989
Average total remuneration per individual (in EUR)	.	1 509 355	1 685 360	1 964 195	.	1 077 383	1 111 864	.	1 491 696
Ratio variable/fixed remuneration in %	.	117%	82%	23%	.	30%	29%	.	48%
Ratio of deferred/total variable remuneration in %	.	21%	0%	60%	.	60%	60%	.	32%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	26%	.	50%	.	120%	120%	.	44%

## Payment bracket for 2 000 000 to below 3 000 000 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"	.	.	.	.	.	.	.	.	.
Total fixed remuneration (in EUR)	.	1 857 127	.	.	.	.	.	.	1 857 127
Total variable remuneration (in EUR)	.	849 510	.	.	.	.	.	.	849 510
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	509 706	.	.	.	.	.	.	509 706
Average total remuneration per individual (in EUR)	.	2 706 637	.	.	.	.	.	.	2 706 637
Ratio variable/fixed remuneration in %	.	46%	.	.	.	.	.	.	46%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

## FRANCE

## Payment bracket for 1 000 000 to below 2 000 000 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	18	178	4	32	12	5	6	256
of which: "Identified Staff"	1	18	142	4	14	12	5	5	201
Total fixed remuneration (in EUR)	1 014 432	10 933 122	99 215 757	2 598 883	11 557 022	6 882 915	3 827 315	1 003 851	137 033 296
Total variable remuneration (in EUR)	0	14 604 141	142 337 980	2 976 468	30 662 050	9 344 910	3 285 171	8 645 065	211 855 785
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	8 018 849	85 449 994	2 051 609	18 750 307	6 646 505	2 658 371	4 635 121	128 210 756
Average total remuneration per individual (in EUR)	1 014 432	1 418 737	1 357 043	1 393 838	1 319 346	1 352 319	1 422 497	1 608 153	1 362 848
Ratio variable/fixed remuneration in %	0%	134%	143%	115%	265%	136%	86%	861%	155%
Ratio of deferred/total variable remuneration in %	.	55%	60%	69%	61%	71%	81%	54%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	57%	62%	52%	63%	66%	5%	54%

## Payment bracket for 2 000 000 to below 3 000 000 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	10	50	0	8	2	1	0	72
of which: "Identified Staff"	1	10	41	0	3	2	1	0	58
Total fixed remuneration (in EUR)	430 190	10 570 589	46 092 970	0	4 733 430	1 649 997	500 000	0	63 977 177
Total variable remuneration (in EUR)	2 417 861	16 919 129	68 863 287	0	14 238 924	3 337 101	2 319 895	0	108 096 197
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	12 102 474	42 557 666	0	10 081 372	2 669 681	0	0	67 411 192
Average total remuneration per individual (in EUR)	2 848 051	2 748 972	2 299 125	.	2 371 544	2 493 549	2 819 895	.	2 389 908
Ratio variable/fixed remuneration in %	562%	160%	149%	.	301%	202%	464%	.	169%
Ratio of deferred/total variable remuneration in %	0%	72%	62%	.	71%	80%	0%	.	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	66%	61%	.	68%	61%	0%	.	60%

Payment bracket for 3 000 000 to below 4 000 000 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	20	0	2	1	0	1	29
of which: "Identified Staff"	0	5	16	0	2	1	0	1	25
Total fixed remuneration (in EUR)	0	7 045 499	29 396 180	0	304 904	975 000	0	250 000	37 971 584
Total variable remuneration (in EUR)	0	9 877 792	39 119 189	0	6 845 906	2 194 980	0	3 539 571	61 577 438
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 431 412	29 194 777	0	3 907 544	1 755 984	0	0	41 289 717
Average total remuneration per individual (in EUR)	.	3 384 658	3 425 769	.	3 575 405	3 169 980	.	3 789 571	3 432 725
Ratio variable/fixed remuneration in %	.	140%	133%	.	2245%	225%	.	1416%	162%
Ratio of deferred/total variable remuneration in %	.	65%	75%	.	57%	80%	.	0%	67%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	67%	76%	.	0%	61%	.	28%	63%

Payment bracket for 4 000 000 to below 5 000 000 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	5	0	2	0	0	0	9
of which: "Identified Staff"	0	2	5	0	0	0	0	0	7
Total fixed remuneration (in EUR)	0	3 126 432	8 067 527	0	365 000	0	0	0	11 558 959
Total variable remuneration (in EUR)	0	5 030 669	15 153 237	0	8 000 000	0	0	0	28 183 906
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 262 359	8 723 322	0	7 715 000	0	0	0	20 700 681
Average total remuneration per individual (in EUR)	.	4 078 551	4 644 153	.	4 182 500	.	.	.	4 415 874
Ratio variable/fixed remuneration in %	.	161%	188%	.	2192%	.	.	.	244%
Ratio of deferred/total variable remuneration in %	.	85%	58%	.	96%	.	.	.	73%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	52%	56%	.	96%	.	.	.	67%

Payment bracket for 5 000 000 to below 6 000 000 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)	.	.	1 735 609	.	.	.	.	.	1 735 609
Total variable remuneration (in EUR)	.	.	3 355 059	.	.	.	.	.	3 355 059
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	2 782 081	.	.	.	.	.	2 782 081
Average total remuneration per individual (in EUR)	.	.	5 090 668	.	.	.	.	.	5 090 668
Ratio variable/fixed remuneration in %	.	.	193%	.	.	.	.	.	193%
Ratio of deferred/total variable remuneration in %	.	.	83%	.	.	.	.	.	83%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	91%	.	.	.	.	.	91%

Payment bracket for 6 000 000 to below 7 000 000 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)	.	4 400 000	.	.	.	.	.	.	4 400 000
Total variable remuneration (in EUR)	.	8 800 000	.	.	.	.	.	.	8 800 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	4 720 000	.	.	.	.	.	.	4 720 000
Average total remuneration per individual (in EUR)	.	6 600 000	.	.	.	.	.	.	6 600 000
Ratio variable/fixed remuneration in %	.	200%	.	.	.	.	.	.	200%
Ratio of deferred/total variable remuneration in %	.	54%	.	.	.	.	.	.	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

Payment bracket for 7 000 000 to below 8 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
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	3 038 037	0	0	0	0	0	3 038 037
Total variable remuneration (in EUR)	0	0	4 669 690	0	0	0	0	0	4 669 690
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	4 352 896	0	0	0	0	0	4 352 896
Average total remuneration per individual (in EUR)	.	.	7 707 727	.	.	.	.	.	7 707 727
Ratio variable/fixed remuneration in %	.	.	154%	.	.	.	.	.	154%
Ratio of deferred/total variable remuneration in %	.	.	93%	.	.	.	.	.	93%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	97%	.	.	.	.	.	97%

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

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	4 974 619	.	.	.	.	.	.	4 974 619
Total variable remuneration (in EUR)	.	8 740 594	.	.	.	.	.	.	8 740 594
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	7 611 990	.	.	.	.	.	.	7 611 990
Average total remuneration per individual (in EUR)	.	13 715 213	.	.	.	.	.	.	13 715 213
Ratio variable/fixed remuneration in %	.	176%	.	.	.	.	.	.	176%
Ratio of deferred/total variable remuneration in %	.	87%	.	.	.	.	.	.	87%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	.	.	.	.	.	.	100%

GERMANY

Payment bracket for 1 000 000 to below 2 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	288	103	36	26	17	9	2	481
of which: "Identified Staff"	0	273	79	22	9	14	9	2	408
Total fixed remuneration (in EUR)	0	311 965 070	58 211 465	16 795 448	12 190 649	9 611 218	6 508 071	2 055 680	417 337 601
Total variable remuneration (in EUR)	0	80 247 977	82 363 382	31 817 810	21 751 464	12 589 277	4 026 028	838 650	233 634 588
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	26 432 651	40 551 607	7 270 724	8 943 997	3 043 479	1 283 304	203 190	87 728 952
Average total remuneration per individual (in EUR)	.	1 361 851	1 364 804	1 350 368	1 305 466	1 305 911	1 170 455	1 447 165	1 353 373
Ratio variable/fixed remuneration in %	.	26%	141%	189%	178%	131%	62%	41%	56%
Ratio of deferred/total variable remuneration in %	.	33%	49%	23%	41%	24%	32%	24%	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	23%	49%	18%	42%	21%	29%	20%	33%

Payment bracket for 2 000 000 to below 3 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	40	14	3	3	3	1	0	64
of which: "Identified Staff"	0	37	11	3	2	2	1	0	56
Total fixed remuneration (in EUR)	0	67 211 893	12 342 571	3 611 853	2 929 734	3 632 445	379 118	0	90 107 614
Total variable remuneration (in EUR)	0	23 846 600	20 612 579	2 817 011	4 295 150	3 750 261	1 880 267	0	57 201 868
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	10 557 821	11 835 376	2 148 258	1 618 690	2 472 237	0	0	28 632 382
Average total remuneration per individual (in EUR)	.	2 276 462	2 353 939	2 142 955	2 408 295	2 460 902	2 259 385	.	2 301 711
Ratio variable/fixed remuneration in %	.	35%	167%	78%	147%	103%	496%	.	63%
Ratio of deferred/total variable remuneration in %	.	44%	57%	76%	38%	66%	0%	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	69%	50%	33%	53%	0%	.	49%

Payment bracket for 3 000 000 to below 4 000 000 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	4	2	4	0	0	0	14
of which: "Identified Staff"	0	3	4	2	3	0	0	0	12
Total fixed remuneration (in EUR)	0	5 222 236	5 263 639	2 142 840	3 887 925	0	0	0	16 516 640
Total variable remuneration (in EUR)	0	8 643 102	8 815 850	5 314 583	9 196 621	0	0	0	31 970 156
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 786 726	5 396 241	2 339 250	2 556 180	0	0	0	16 078 397
Average total remuneration per individual (in EUR)	.	3 466 335	3 519 872	3 728 711	3 271 136	.	.	.	3 463 343
Ratio variable/fixed remuneration in %	.	166%	167%	248%	237%	.	.	.	194%
Ratio of deferred/total variable remuneration in %	.	67%	61%	44%	28%	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	29%	45%	23%	27%	.	.	.	32%

Payment bracket for 4 000 000 to below 5 000 000 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	3	0	0	0	0	0	8
of which: "Identified Staff"	0	5	3	0	0	0	0	0	8
Total fixed remuneration (in EUR)	0	11 648 082	4 464 181	0	0	0	0	0	16 112 263
Total variable remuneration (in EUR)	0	11 058 698	8 311 994	0	0	0	0	0	19 370 692
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 490 752	4 401 729	0	0	0	0	0	10 892 481
Average total remuneration per individual (in EUR)	.	4 541 356	4 258 725	.	.	.	.	.	4 435 369
Ratio variable/fixed remuneration in %	.	95%	186%	.	.	.	.	.	120%
Ratio of deferred/total variable remuneration in %	.	59%	53%	.	.	.	.	.	56%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	46%	61%	.	.	.	.	.	53%

Payment bracket for 5 000 000 to below 6 000 000 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	1	0	0	0	0	0	5
of which: "Identified Staff"	0	4	1	0	0	0	0	0	5
Total fixed remuneration (in EUR)	0	10 330 009	1 773 679	0	0	0	0	0	12 103 688
Total variable remuneration (in EUR)	0	12 431 320	3 547 357	0	0	0	0	0	15 978 677
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 181 652	2 483 150	0	0	0	0	0	8 664 802
Average total remuneration per individual (in EUR)	.	5 690 332	5 321 036	.	.	.	.	.	5 616 473
Ratio variable/fixed remuneration in %	.	120%	200%	.	.	.	.	.	132%
Ratio of deferred/total variable remuneration in %	.	50%	70%	.	.	.	.	.	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	47%	85%	.	.	.	.	.	55%

Payment bracket for 6 000 000 to below 7 000 000 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	1	0	0	1	0	0	6
of which: "Identified Staff"	0	4	1	0	0	1	0	0	6
Total fixed remuneration (in EUR)	0	16 992 286	2 300 000	0	0	2 400 000	0	0	21 692 286
Total variable remuneration (in EUR)	0	9 380 235	4 200 000	0	0	4 100 000	0	0	17 680 235
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 110 678	2 520 000	0	0	2 870 000	0	0	12 500 678
Average total remuneration per individual (in EUR)	.	6 593 130	6 500 000	.	.	6 500 000	.	.	6 562 087
Ratio variable/fixed remuneration in %	.	55%	183%	.	.	171%	.	.	82%
Ratio of deferred/total variable remuneration in %	.	76%	60%	.	.	70%	.	.	71%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	50%	.	.	50%	.	.	50%



Payment bracket for 7 000 000 to below 8 000 000 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	1	1	1	0	0	0	7
of which: "Identified Staff"	0	4	1	1	1	0	0	0	7
Total fixed remuneration (in EUR)	0	14 020 727	2 660 518	3 042 565	2 530 186	0	0	0	22 253 996
Total variable remuneration (in EUR)	0	15 684 338	5 099 326	4 242 500	4 545 000	0	0	0	29 571 164
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	15 684 338	4 682 512	4 242 500	3 181 500	0	0	0	27 790 850
Average total remuneration per individual (in EUR)	.	7 426 266	7 759 844	7 285 065	7 075 186	.	.	.	7 403 594
Ratio variable/fixed remuneration in %	.	112%	192%	139%	180%	.	.	.	133%
Ratio of deferred/total variable remuneration in %	.	100%	92%	100%	70%	.	.	.	94%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	96%	50%	57%	.	.	.	59%

Payment bracket for 8 000 000 to below 9 000 000 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	3 672 590	0	0	0	0	0	0	3 672 590
Total variable remuneration (in EUR)	0	4 563 942	0	0	0	0	0	0	4 563 942
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 948 426	0	0	0	0	0	0	3 948 426
Average total remuneration per individual (in EUR)	.	8 236 532	.	.	.	.	.	.	8 236 532
Ratio variable/fixed remuneration in %	.	124%	.	.	.	.	.	.	124%
Ratio of deferred/total variable remuneration in %	.	87%	.	.	.	.	.	.	87%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	43%	.	.	.	.	.	.	43%

Payment bracket for 9 000 000 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	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	5 904 672	0	0	0	0	0	0	5 904 672
Total variable remuneration (in EUR)	0	12 653 415	0	0	0	0	0	0	12 653 415
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 732 037	0	0	0	0	0	0	9 732 037
Average total remuneration per individual (in EUR)	.	9 279 043	.	.	.	.	.	.	9 279 043
Ratio variable/fixed remuneration in %	.	214%	.	.	.	.	.	.	214%
Ratio of deferred/total variable remuneration in %	.	77%	.	.	.	.	.	.	77%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	46%	.	.	.	.	.	.	46%

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	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	4 434 197	.	.	.	.	.	.	4 434 197
Total variable remuneration (in EUR)	.	8 779 709	.	.	.	.	.	.	8 779 709
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	7 919 475	.	.	.	.	.	.	7 919 475
Average total remuneration per individual (in EUR)	.	13 213 906	.	.	.	.	.	.	13 213 906
Ratio variable/fixed remuneration in %	.	198%	.	.	.	.	.	.	198%
Ratio of deferred/total variable remuneration in %	.	90%	.	.	.	.	.	.	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	95%	.	.	.	.	.	.	95%

**GREECE**  
Payment bracket for 1 000 000 to below 2 000 000 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	1	0	0	0	0	1
of which: "Identified Staff"	0	0	0	0	0	0	0	0	0
Total fixed remuneration (in EUR)	0	0	0	279 630	0	0	0	0	279 630
Total variable remuneration (in EUR)	0	0	0	735 773	0	0	0	0	735 773
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)	-	-	-	1 015 403	-	-	-	-	1 015 403
Ratio variable/total remuneration in %	-	-	-	263%	-	-	-	-	263%
Ratio of deferred/total variable remuneration in %	-	-	-	0%	-	-	-	-	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	23%	-	-	-	-	23%

**HUNGARY**  
Payment bracket for 1 000 000 to below 2 000 000 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	2	0	0	0	0	2
of which: "Identified Staff"	0	0	0	2	0	0	0	0	2
Total fixed remuneration (in EUR)	0	0	0	1 537 184	0	0	0	0	1 537 184
Total variable remuneration (in EUR)	0	0	0	639 548	0	0	0	0	639 548
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	383 728	0	0	0	0	383 728
Average total remuneration per individual (in EUR)	-	-	-	1 088 366	-	-	-	-	1 088 366
Ratio variable/total remuneration in %	-	-	-	42%	-	-	-	-	42%
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 3 000 000 to below 4 000 000 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	1 977 196	0	0	1 977 196
Total variable remuneration (in EUR)	0	0	0	0	0	1 079 028	0	0	1 079 028
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	647 418	0	0	647 418
Average total remuneration per individual (in EUR)	-	-	-	-	-	3 056 224	-	-	3 056 224
Ratio variable/total remuneration in %	-	-	-	-	-	55%	-	-	55%
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 1 000 000 to below 2 000 000 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	-	9	16	2	2	2	2	-	33
of which: "Identified Staff"	-	9	15	2	0	2	2	-	30
Total fixed remuneration (in EUR)	-	5 483 652	7 590 515	1 471 170	566 493	846 261	1 749 570	-	17 707 661
Total variable remuneration (in EUR)	-	6 408 947	12 256 875	821 846	1 801 677	1 311 641	788 932	-	23 389 918
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	3 255 737	764 569	413 495	1 081 006	737 556	758 954	-	7 011 316
Average total remuneration per individual (in EUR)	-	1 321 400	1 240 462	1 146 508	1 184 085	1 078 951	1 269 251	-	1 245 381
Ratio variable/total remuneration in %	-	117%	161%	56%	318%	155%	45%	-	132%
Ratio of deferred/total variable remuneration in %	-	51%	6%	50%	60%	56%	96%	-	30%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	33%	8%	41%	60%	60%	92%	-	26%

Payment bracket for 2 000 000 to below 3 000 000 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	4	.	1	1	.	.	8
of which: "Identified Staff"	.	2	4	.	.	0	.	.	6
Total fixed remuneration (in EUR)	.	1 608 219	3 393 224	.	808 999	644 077	.	.	6 454 519
Total variable remuneration (in EUR)	.	2 772 697	5 667 008	.	1 494 267	1 884 936	.	.	11 818 908
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 569 710	1 874 279	.	.	1 062 221	.	.	4 506 210
Average total remuneration per individual (in EUR)	.	2 190 458	2 265 058	.	2 303 266	2 529 013	.	.	2 284 178
Ratio variable/fixed remuneration in %	.	172%	167%	.	185%	293%	.	.	183%
Ratio of deferred/total variable remuneration in %	.	57%	33%	.	.	56%	.	.	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	39%	35%	.	0%	56%	.	.	35%

Payment bracket for 3 000 000 to below 4 000 000 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	.	.	.	.	.	6
of which: "Identified Staff"	.	3	3	.	.	.	.	.	6
Total fixed remuneration (in EUR)	.	5 731 218	3 268 691	.	.	.	.	.	8 999 909
Total variable remuneration (in EUR)	.	4 359 357	6 513 969	.	.	.	.	.	10 873 326
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 549 230	0	.	.	.	.	.	3 549 230
Average total remuneration per individual (in EUR)	.	3 363 525	3 260 887	.	.	.	.	.	3 312 206
Ratio variable/fixed remuneration in %	.	76%	199%	.	.	.	.	.	121%
Ratio of deferred/total variable remuneration in %	.	81%	0%	.	.	.	.	.	33%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	72%	0%	.	.	.	.	.	29%

Payment bracket for 6 000 000 to below 7 000 000 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)	.	.	2 224 863	.	.	.	.	.	2 224 863
Total variable remuneration (in EUR)	.	.	4 406 321	.	.	.	.	.	4 406 321
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	0	.	.	.	.	.	0
Average total remuneration per individual (in EUR)	.	.	6 631 184	.	.	.	.	.	6 631 184
Ratio variable/fixed remuneration in %	.	.	198%	.	.	.	.	.	198%
Ratio of deferred/total variable remuneration in %	.	.	0%	.	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	0%	.	.	.	.	.	0%

ITALY

Payment bracket for 1 000 000 to below 2 000 000 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	89	60	13	35	6	52	277
of which: "Identified Staff"	1	19	72	51	9	34	6	36	228
Total fixed remuneration (in EUR)	1 076 260	13 673 367	61 638 809	49 213 643	6 356 874	22 623 331	6 508 159	45 003 127	206 093 570
Total variable remuneration (in EUR)	1 102 081	14 054 789	56 354 818	26 495 534	10 500 762	23 469 592	948 000	19 245 296	152 170 872
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	454 248	7 405 370	29 603 769	13 007 798	5 558 036	11 723 031	508 800	8 889 792	77 150 844
Average total remuneration per individual (in EUR)	1 089 171	1 386 408	1 325 771	1 261 820	1 296 741	1 316 941	1 242 693	1 235 547	1 293 373
Ratio variable/fixed remuneration in %	102%	103%	91%	54%	165%	104%	15%	43%	74%
Ratio of deferred/total variable remuneration in %	41%	53%	53%	49%	53%	50%	54%	46%	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	30%	31%	48%	41%	58%	45%	55%	30%	43%

**Payment bracket for 2 000 000 to below 3 000 000 Euro**

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	4	10	8	2	10	0	8	43
of which: "Identified Staff"	1	4	9	8	1	10	0	5	38
Total fixed remuneration (in EUR)	2 251 551	4 721 056	10 348 334	10 298 602	1 267 469	9 134 109	0	11 562 023	49 583 145
Total variable remuneration (in EUR)	0	4 555 999	13 557 650	9 598 394	2 901 977	15 581 231	0	6 861 027	53 056 278
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 561 751	9 122 945	6 247 323	1 741 187	10 461 517	0	3 692 472	33 827 195
Average total remuneration per individual (in EUR)	2 251 551	2 319 264	2 390 598	2 487 125	2 084 723	2 471 534	.	2 302 881	2 386 963
Ratio variable/fixed remuneration in %	0%	97%	131%	93%	229%	171%	.	59%	107%
Ratio of deferred/total variable remuneration in %	.	56%	67%	65%	60%	67%	.	54%	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	59%	66%	55%	67%	54%	.	52%	58%

**Payment bracket for 3 000 000 to below 4 000 000 Euro**

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	3	6	3	2	1	0	2	17
of which: "Identified Staff"	0	3	6	3	2	1	0	1	16
Total fixed remuneration (in EUR)	0	4 449 935	9 008 256	6 434 574	2 318 090	1 041 216	0	5 142 554	28 394 625
Total variable remuneration (in EUR)	0	5 450 007	10 974 426	4 037 830	3 903 251	2 286 391	0	2 364 299	29 016 204
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 523 490	8 446 983	2 422 698	2 525 478	1 726 879	0	1 164 039	18 809 567
Average total remuneration per individual (in EUR)	.	3 299 981	3 330 447	3 490 801	3 110 671	3 327 607	.	3 753 427	3 377 108
Ratio variable/fixed remuneration in %	.	122%	122%	63%	168%	220%	.	46%	102%
Ratio of deferred/total variable remuneration in %	.	46%	77%	60%	65%	76%	.	49%	65%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	42%	65%	50%	82%	55%	.	14%	56%

**Payment bracket for 4 000 000 to below 5 000 000 Euro**

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	3	2	0	0	0	3	9
of which: "Identified Staff"	0	1	3	2	0	0	0	2	8
Total fixed remuneration (in EUR)	0	2 339 367	6 136 588	3 897 855	0	0	0	10 632 210	23 006 020
Total variable remuneration (in EUR)	0	1 800 000	7 332 149	5 119 190	0	0	0	3 170 539	17 421 878
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 080 000	5 023 612	3 071 514	0	0	0	1 506 006	10 681 132
Average total remuneration per individual (in EUR)	.	4 139 367	4 489 579	4 508 523	.	.	.	4 600 916	4 491 989
Ratio variable/fixed remuneration in %	.	77%	119%	131%	.	.	.	30%	76%
Ratio of deferred/total variable remuneration in %	.	60%	69%	60%	.	.	.	47%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	74%	51%	.	.	.	17%	55%

**Payment bracket for 5 000 000 to below 6 000 000 Euro**

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	1	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	0	2 328 129	0	0	0	0	0	2 328 129
Total variable remuneration (in EUR)	0	0	3 475 914	0	0	0	0	0	3 475 914
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	3 475 914	0	0	0	0	0	3 475 914
Average total remuneration per individual (in EUR)	.	.	5 804 043	.	.	.	.	.	5 804 043
Ratio variable/fixed remuneration in %	.	.	149%	.	.	.	.	.	149%
Ratio of deferred/total variable remuneration in %	.	.	100%	.	.	.	.	.	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	54%	.	.	.	.	.	54%

Payment bracket for 6 000 000 to below 7 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	1	-	-	-	-	-	-	1
of which: "Identified Staff"	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	2 679 446	-	-	-	-	-	-	2 679 446
Total variable remuneration (in EUR)	-	3 790 000	-	-	-	-	-	-	3 790 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 274 000	-	-	-	-	-	-	2 274 000
Average total remuneration per individual (in EUR)	-	6 469 446	-	-	-	-	-	-	6 469 446
Ratio variable/fixed remuneration in %	-	141%	-	-	-	-	-	-	141%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%

Payment bracket for 7 000 000 to below 8 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	1	0	0	0	0	0	2
of which: "Identified Staff"	0	1	1	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	2 573 218	2 512 711	0	0	0	0	0	5 085 929
Total variable remuneration (in EUR)	0	5 000 000	4 803 713	0	0	0	0	0	9 803 713
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 700 000	4 416 460	0	0	0	0	0	6 116 460
Average total remuneration per individual (in EUR)	-	7 573 218	7 316 424	-	-	-	-	-	7 444 821
Ratio variable/fixed remuneration in %	-	194%	191%	-	-	-	-	-	193%
Ratio of deferred/total variable remuneration in %	-	34%	92%	-	-	-	-	-	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	100%	96%	-	-	-	-	-	98%

Payment bracket for 9 000 000 to below 10 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	-	1	-	-	-	-	-	1
of which: "Identified Staff"	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	-	3 325 647	-	-	-	-	-	3 325 647
Total variable remuneration (in EUR)	-	-	6 429 585	-	-	-	-	-	6 429 585
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	5 879 745	-	-	-	-	-	5 879 745
Average total remuneration per individual (in EUR)	-	-	9 755 232	-	-	-	-	-	9 755 232
Ratio variable/fixed remuneration in %	-	-	193%	-	-	-	-	-	193%
Ratio of deferred/total variable remuneration in %	-	-	91%	-	-	-	-	-	91%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	96%	-	-	-	-	-	96%

LIECHTENSTEIN

Payment bracket for 1 000 000 to below 2 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	3	1	1	-	1	-	-	6
of which: "Identified Staff"	0	3	1	1	0	1	0	0	6
Total fixed remuneration (in EUR)	-	1 803 223	367 213	363 988	-	498 084	-	-	3 032 507
Total variable remuneration (in EUR)	-	2 308 448	651 341	727 969	-	986 590	-	-	4 674 348
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 264 386	390 805	478 927	-	591 954	-	-	2 726 072
Average total remuneration per individual (in EUR)	-	1 370 557	1 018 554	1 091 957	-	1 484 674	-	-	1 284 476
Ratio variable/fixed remuneration in %	-	128%	177%	200%	-	198%	-	-	154%
Ratio of deferred/total variable remuneration in %	-	55%	60%	66%	-	60%	-	-	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	55%	60%	66%	-	60%	-	-	58%

## Payment bracket for 2 000 000 to below 3 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	1	.	.	.	.	.	.	2
of which: "Identified Staff"	1	1	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	957 874	962 672	.	.	.	.	.	.	1 920 546
Total variable remuneration (in EUR)	1 915 709	1 727 969	.	.	.	.	.	.	3 643 678
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 149 425	1 149 425	.	.	.	.	.	.	2 298 851
Average total remuneration per individual (in EUR)	2 873 582	2 690 642	.	.	.	.	.	.	2 782 112
Ratio variable/fixed remuneration in %	200%	179%	.	.	.	.	.	.	190%
Ratio of deferred/total variable remuneration in %	60%	67%	.	.	.	.	.	.	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	60%	67%	.	.	.	.	.	.	63%

## Payment bracket for 4 000 000 to below 5 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 532 605	.	.	.	.	.	.	1 532 605
Total variable remuneration (in EUR)	.	3 065 134	.	.	.	.	.	.	3 065 134
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 839 080	.	.	.	.	.	.	1 839 080
Average total remuneration per individual (in EUR)	.	4 597 739	.	.	.	.	.	.	4 597 739
Ratio variable/fixed remuneration in %	.	200%	.	.	.	.	.	.	200%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%

## Payment bracket for 5 000 000 to below 6 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	1 762 471	.	.	.	.	.	.	1 762 471
Total variable remuneration (in EUR)	.	3 505 747	.	.	.	.	.	.	3 505 747
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 107 280	.	.	.	.	.	.	2 107 280
Average total remuneration per individual (in EUR)	.	5 268 218	.	.	.	.	.	.	5 268 218
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 %	.	60%	.	.	.	.	.	.	60%

## LUXEMBOURG

## Payment bracket for 1 000 000 to below 2 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	21	2	7	1	0	0	3	34
of which: "Identified Staff"	0	21	2	2	1	0	0	3	29
Total fixed remuneration (in EUR)	0	16 454 831	1 170 522	2 822 062	663 737	0	0	1 390 176	22 501 327
Total variable remuneration (in EUR)	0	12 463 232	1 087 787	4 693 652	1 017 994	0	0	2 032 250	21 294 914
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 266 207	712 769	1 949 892	0	0	0	812 900	8 741 768
Average total remuneration per individual (in EUR)	.	1 377 051	1 129 154	1 073 673	1 681 731	.	.	1 140 809	1 288 125
Ratio variable/fixed remuneration in %	.	76%	93%	166%	153%	.	.	146%	95%
Ratio of deferred/total variable remuneration in %	.	42%	66%	42%	0%	.	.	40%	41%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	39%	52%	29%	0%	.	.	50%	36%

**Payment bracket for 2 000 000 to below 3 000 000 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"	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR)	-	-	-	-	1 178 792	-	-	-	1 178 792
Total variable remuneration (in EUR)	-	-	-	-	1 158 992	-	-	-	1 158 992
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	695 395	-	-	-	695 395
Average total remuneration per individual (in EUR)	-	-	-	-	2 337 784	-	-	-	2 337 784
Ratio variable/fixed remuneration in %	-	-	-	-	98%	-	-	-	98%
Ratio of deferred/total variable remuneration in %	-	-	-	-	60%	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	60%	-	-	-	60%

**Payment bracket for 4 000 000 to below 5 000 000 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)	-	2 339 739	-	-	-	-	-	-	2 339 739
Total variable remuneration (in EUR)	-	6 537 770	-	-	-	-	-	-	6 537 770
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	4 135 661	-	-	-	-	-	-	4 135 661
Average total remuneration per individual (in EUR)	-	4 438 755	-	-	-	-	-	-	4 438 755
Ratio variable/fixed remuneration in %	-	279%	-	-	-	-	-	-	279%
Ratio of deferred/total variable remuneration in %	-	63%	-	-	-	-	-	-	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	54%	-	-	-	-	-	-	54%

**MALTA**

**Payment bracket for 1 000 000 to below 2 000 000 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)	-	1 009 052	-	-	-	-	-	-	1 009 052
Total variable remuneration (in EUR)	-	395 000	-	-	-	-	-	-	395 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	316 000	-	-	-	-	-	-	316 000
Average total remuneration per individual (in EUR)	-	1 404 052	-	-	-	-	-	-	1 404 052
Ratio variable/fixed remuneration in %	-	39%	-	-	-	-	-	-	39%
Ratio of deferred/total variable remuneration in %	-	80%	-	-	-	-	-	-	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	80%	-	-	-	-	-	-	80%

**NETHERLANDS**

**Payment bracket for 1 000 000 to below 2 000 000 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	16	12	3	2	1	0	1	35
of which: "Identified Staff"	0	16	12	3	2	1	0	0	34
Total fixed remuneration (in EUR)	0	17 384 233	7 722 920	3 078 679	1 085 885	410 288	0	264 464	29 946 469
Total variable remuneration (in EUR)	0	3 647 390	8 490 467	2 172 630	1 770 129	641 064	0	1 374 874	18 096 554
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 080 099	5 350 451	476 394	1 062 077	66 000	0	0	9 035 021
Average total remuneration per individual (in EUR)	-	1 314 476	1 351 116	1 750 436	1 428 007	1 051 352	-	1 639 338	1 372 658
Ratio variable/fixed remuneration in %	-	21%	110%	71%	163%	156%	-	520%	60%
Ratio of deferred/total variable remuneration in %	-	57%	63%	22%	60%	10%	-	0%	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	58%	63%	18%	71%	13%	-	0%	51%

**Payment bracket for 2 000 000 to below 3 000 000 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	6	3	-	-	-	-	-	10
of which: "Identified Staff"	1	6	3	-	-	-	-	-	10
Total fixed remuneration (in EUR)	2 103 529	8 952 256	2 791 991	-	-	-	-	-	13 847 776
Total variable remuneration (in EUR)	0	5 782 595	4 925 718	-	-	-	-	-	10 708 313
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 765 178	3 377 264	-	-	-	-	-	6 142 442
Average total remuneration per individual (in EUR)	2 103 529	2 455 808	2 572 570	-	-	-	-	-	2 455 609
Ratio variable/fixed remuneration in %	0%	65%	176%	-	-	-	-	-	77%
Ratio of deferred/total variable remuneration in %	-	48%	69%	-	-	-	-	-	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	44%	78%	-	-	-	-	-	60%

**Payment bracket for 3 000 000 to below 4 000 000 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)	-	1 915 066	-	-	-	-	-	-	1 915 066
Total variable remuneration (in EUR)	-	1 806 682	-	-	-	-	-	-	1 806 682
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 084 010	-	-	-	-	-	-	1 084 010
Average total remuneration per individual (in EUR)	-	3 721 748	-	-	-	-	-	-	3 721 748
Ratio variable/fixed remuneration in %	-	94%	-	-	-	-	-	-	94%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	-	-	-	-	-	50%

**NORWAY**

**Payment bracket for 1 000 000 to below 2 000 000 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	9	49	0	1	1	0	1	61
of which: "Identified Staff"	0	8	12	0	0	1	0	0	21
Total fixed remuneration (in EUR)	0	4 720 596	15 855 827	0	697 789	1 156 837	0	264 464	22 695 513
Total variable remuneration (in EUR)	0	8 013 229	45 868 822	0	476 640	318 961	0	1 374 874	56 052 526
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 880 353	5 257 405	0	285 984	158 277	0	0	8 582 019
Average total remuneration per individual (in EUR)	-	1 414 869	1 259 687	-	1 174 429	1 475 798	-	1 639 338	1 290 951
Ratio variable/fixed remuneration in %	-	170%	289%	-	68%	28%	-	520%	247%
Ratio of deferred/total variable remuneration in %	-	36%	11%	-	60%	50%	-	0%	15%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	24%	5%	-	60%	50%	-	0%	8%

**Payment bracket for 2 000 000 to below 3 000 000 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	7	0	0	0	0	0	7
of which: "Identified Staff"	0	0	4	0	0	0	0	0	4
Total fixed remuneration (in EUR)	0	0	5 032 810	0	0	0	0	0	5 032 810
Total variable remuneration (in EUR)	0	0	12 856 005	0	0	0	0	0	12 856 005
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	739 835	0	0	0	0	0	739 835
Average total remuneration per individual (in EUR)	-	-	2 555 545	-	-	-	-	-	2 555 545
Ratio variable/fixed remuneration in %	-	-	255%	-	-	-	-	-	255%
Ratio of deferred/total variable remuneration in %	-	-	6%	-	-	-	-	-	6%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	0%	-	-	-	-	-	0%



## POLAND

Payment bracket for 1 000 000 to below 2 000 000 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	2	3	0	0	0	0	8
of which: "Identified Staff"	0	0	1	3	0	0	0	0	4
Total fixed remuneration (in EUR)	0	2 567 209	826 692	2 168 211	0	0	0	0	5 562 112
Total variable remuneration (in EUR)	0	766 701	1 392 773	1 639 462	0	0	0	0	3 798 936
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	426 350	618 787	876 266	0	0	0	0	1 921 403
Average total remuneration per individual (in EUR)	.	1 111 303	1 109 733	1 269 224	.	.	.	.	1 170 131
Ratio variable/fixed remuneration in %	.	30%	168%	76%	.	.	.	.	68%
Ratio of deferred/total variable remuneration in %	.	56%	44%	53%	.	.	.	.	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	78%	45%	63%	.	.	.	.	59%

## PORTUGAL

Payment bracket for 1 000 000 to below 2 000 000 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	.	3	.	.	.	1	6
of which: "Identified Staff"	1	1	.	3	.	.	.	1	6
Total fixed remuneration (in EUR)	1 481 430	890 442	.	1 234 484	.	.	.	135 228	3 741 584
Total variable remuneration (in EUR)	.	350 000	.	2 484 240	.	.	.	888 952	3 723 192
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	175 000	.	678 240	.	.	.	.	853 240
Average total remuneration per individual (in EUR)	1 481 430	1 240 442	.	1 239 575	.	.	.	1 024 180	1 244 129
Ratio variable/fixed remuneration in %	.	39%	.	201%	.	.	.	657%	100%
Ratio of deferred/total variable remuneration in %	.	50%	.	27%	.	.	.	.	23%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	33%	.	.	.	0%	22%

## ROMANIA

Payment bracket for 1 000 000 to below 2 000 000 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	0	1	0	0	0	0	5
of which: "Identified Staff"	1	3	0	1	0	0	0	0	5
Total fixed remuneration (in EUR)	1 319 834	3 053 556	0	444 896	0	0	0	0	4 818 286
Total variable remuneration (in EUR)	0	1 241 768	0	633 613	0	0	0	0	1 875 381
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	745 061	0	250 618	0	0	0	0	995 679
Average total remuneration per individual (in EUR)	1 319 834	1 431 775	.	1 078 509	.	.	.	.	1 338 733
Ratio variable/fixed remuneration in %	0%	41%	.	142%	.	.	.	.	39%
Ratio of deferred/total variable remuneration in %	.	60%	.	40%	.	.	.	.	53%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	70%	.	49%	.	.	.	.	63%

## SLOVAKIA

Payment bracket for 1 000 000 to below 2 000 000 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)	.	1 000 008	.	.	.	.	.	.	1 000 008
Total variable remuneration (in EUR)	.	0	.	.	.	.	.	.	0
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	0	.	.	.	.	.	.	0
Average total remuneration per individual (in EUR)	.	1 000 008	.	.	.	.	.	.	1 000 008
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 %	.	.	.	.	.	.	.	.	.

**SLOVENIA**  
Payment bracket for 1 000 000 to below 2 000 000 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)	.	2 084 859	.	.	.	.	.	.	2 084 859
Total variable remuneration (in EUR)	.	1 402 080	.	.	.	.	.	.	1 402 080
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	841 248	.	.	.	.	.	.	841 248
Average total remuneration per individual (in EUR)	.	1 743 470	.	.	.	.	.	.	1 743 470
Ratio variable/fixed remuneration in %	.	67%	.	.	.	.	.	.	67%
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 2 000 000 to below 3 000 000 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)	.	1 344 414	.	.	.	.	.	.	1 344 414
Total variable remuneration (in EUR)	.	1 008 024	.	.	.	.	.	.	1 008 024
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	604 814	.	.	.	.	.	.	604 814
Average total remuneration per individual (in EUR)	.	2 352 438	.	.	.	.	.	.	2 352 438
Ratio variable/fixed remuneration in %	.	75%	.	.	.	.	.	.	75%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

**SPAIN**  
Payment bracket for 1 000 000 to below 2 000 000 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	64	23	7	36	11	2	148
of which: "Identified Staff"	0	5	56	23	6	36	11	2	139
Total fixed remuneration (in EUR)	0	6 301 340	35 689 674	13 011 751	3 701 110	25 272 427	6 119 061	981 538	91 076 901
Total variable remuneration (in EUR)	0	1 878 169	50 552 823	17 990 823	6 190 918	23 385 643	7 708 921	1 783 496	109 490 794
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	854 296	26 755 055	4 831 295	2 400 176	8 824 153	1 786 695	1 100 583	46 552 253
Average total remuneration per individual (in EUR)	.	1 635 902	1 347 539	1 347 938	1 413 147	1 351 613	1 257 089	1 382 517	1 355 187
Ratio variable/fixed remuneration in %	.	30%	142%	138%	167%	93%	126%	182%	120%
Ratio of deferred/total variable remuneration in %	.	45%	53%	27%	39%	38%	23%	62%	43%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	52%	55%	31%	44%	45%	26%	54%	46%

Payment bracket for 2 000 000 to below 3 000 000 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	22	4	1	4	1	1	37
of which: "Identified Staff"	1	3	21	4	1	4	1	1	36
Total fixed remuneration (in EUR)	1 727 629	4 858 829	21 069 629	3 284 500	956 151	3 990 950	1 554 488	1 766 571	39 208 747
Total variable remuneration (in EUR)	576 608	3 104 505	31 266 881	7 070 578	1 137 064	5 169 572	759 620	587 007	49 671 835
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	434 430	1 908 572	18 198 565	2 091 858	426 398	1 179 400	479 806	463 400	25 182 429
Average total remuneration per individual (in EUR)	2 304 237	2 654 445	2 378 932	2 588 770	2 093 215	2 290 131	2 314 108	2 353 578	2 402 178
Ratio variable/fixed remuneration in %	33%	64%	148%	215%	119%	130%	49%	33%	127%
Ratio of deferred/total variable remuneration in %	75%	61%	58%	30%	37%	23%	63%	79%	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	54%	61%	65%	31%	50%	26%	59%	62%	55%

Payment bracket for 3 000 000 to below 4 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	3	4	2	1	8	0	0	18
of which: "Identified Staff"	0	3	4	2	1	8	0	0	18
Total fixed remuneration (in EUR)	0	6 281 378	4 586 198	4 497 113	1 846 427	13 334 192	0	0	30 545 308
Total variable remuneration (in EUR)	0	3 920 233	9 581 762	2 721 354	1 685 140	16 225 872	0	0	34 134 361
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 279 401	4 217 000	1 327 050	761 570	6 516 778	0	0	15 101 799
Average total remuneration per individual (in EUR)	.	3 400 537	3 541 990	3 609 234	3 531 567	3 695 008	.	.	3 593 315
Ratio variable/total remuneration in %	.	62%	209%	61%	91%	122%	.	.	112%
Ratio of deferred/total variable remuneration in %	.	58%	44%	49%	45%	40%	.	.	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	55%	50%	54%	50%	45%	.	.	49%

Payment bracket for 4 000 000 to below 5 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	1	0	0	1	1	0	3
of which: "Identified Staff"	0	0	1	0	0	1	1	0	3
Total fixed remuneration (in EUR)	0	0	1 490 314	0	0	2 171 958	2 400 301	0	6 062 573
Total variable remuneration (in EUR)	0	0	2 949 222	0	0	2 463 747	1 979 253	0	7 392 222
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	2 031 102	0	0	1 377 207	895 127	0	4 303 436
Average total remuneration per individual (in EUR)	.	.	4 439 536	.	.	4 635 705	4 379 554	.	4 484 932
Ratio variable/total remuneration in %	.	.	198%	.	.	113%	82%	.	122%
Ratio of deferred/total variable remuneration in %	.	.	69%	.	.	56%	45%	.	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	84%	.	.	50%	50%	.	64%

Payment bracket for 5 000 000 to below 6 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	.	1	3	.	1	1	1	8
of which: "Identified Staff"	1	.	1	3	.	1	1	1	8
Total fixed remuneration (in EUR)	3 002 116	.	2 017 475	6 213 123	.	2 123 584	3 026 271	564 177	16 946 746
Total variable remuneration (in EUR)	2 159 750	.	3 218 325	9 940 852	.	3 218 151	2 758 399	4 890 173	26 185 650
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	800 939	.	1 452 792	5 752 610	.	1 452 557	1 245 684	1 274 694	11 979 276
Average total remuneration per individual (in EUR)	5 161 866	.	5 235 800	5 384 658	.	5 341 735	5 784 670	5 454 350	5 391 550
Ratio variable/total remuneration in %	72%	.	160%	160%	.	152%	91%	867%	155%
Ratio of deferred/total variable remuneration in %	37%	.	45%	58%	.	45%	45%	26%	46%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	33%	.	50%	57%	.	50%	50%	21%	46%

Payment bracket for 6 000 000 to below 7 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	1	.	.	.	1	.	.	2
of which: "Identified Staff"	.	1	.	.	.	1	.	.	2
Total fixed remuneration (in EUR)	.	3 590 578	.	.	.	2 559 519	.	.	6 150 097
Total variable remuneration (in EUR)	.	3 224 036	.	.	.	3 492 900	.	.	6 716 936
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 934 422	.	.	.	1 573 724	.	.	3 508 146
Average total remuneration per individual (in EUR)	.	6 814 614	.	.	.	6 052 419	.	.	6 433 517
Ratio variable/total remuneration in %	.	90%	.	.	.	136%	.	.	109%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	45%	.	.	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	56%	.	.	.	50%	.	.	53%

**Payment bracket for 7 000 000 to below 8 000 000 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)	.	3 252 087	.	.	.	3 473 417	.	.	6 725 504
Total variable remuneration (in EUR)	.	4 321 765	.	.	.	4 482 776	.	.	8 804 541
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 624 322	.	.	.	2 480 737	.	.	5 105 059
Average total remuneration per individual (in EUR)	.	7 573 852	.	.	.	7 956 193	.	.	7 765 023
Ratio variable/fixed remuneration in %	.	133%	.	.	.	129%	.	.	131%
Ratio of deferred/total variable remuneration in %	.	61%	.	.	.	55%	.	.	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	57%	.	.	.	50%	.	.	53%

**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	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	4 965 926	.	.	.	.	.	.	4 965 926
Total variable remuneration (in EUR)	.	5 757 899	.	.	.	.	.	.	5 757 899
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 186 752	.	.	.	.	.	.	3 186 752
Average total remuneration per individual (in EUR)	.	10 723 825	.	.	.	.	.	.	10 723 825
Ratio variable/fixed remuneration in %	.	116%	.	.	.	.	.	.	116%
Ratio of deferred/total variable remuneration in %	.	55%	.	.	.	.	.	.	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

**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	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	5 210 553	.	.	.	.	.	.	5 210 553
Total variable remuneration (in EUR)	.	8 541 756	.	.	.	.	.	.	8 541 756
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	4 727 972	.	.	.	.	.	.	4 727 972
Average total remuneration per individual (in EUR)	.	13 752 309	.	.	.	.	.	.	13 752 309
Ratio variable/fixed remuneration in %	.	164%	.	.	.	.	.	.	164%
Ratio of deferred/total variable remuneration in %	.	55%	.	.	.	.	.	.	55%
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	.	.	.	.	.	1	.	.	1
of which: "Identified Staff"	.	.	.	.	.	1	.	.	1
Total fixed remuneration (in EUR)	.	.	.	.	.	3 131 717	.	.	3 131 717
Total variable remuneration (in EUR)	.	.	.	.	.	11 543 326	.	.	11 543 326
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	135 874	.	.	135 874
Average total remuneration per individual (in EUR)	.	.	.	.	.	14 675 043	.	.	14 675 043
Ratio variable/fixed remuneration in %	.	.	.	.	.	369%	.	.	369%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	1%	.	.	1%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	1%	.	.	1%

**SWEDEN**

**Payment bracket for 1 000 000 to below 2 000 000 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	39	1	4	2	0	7	58
of which: "Identified Staff"	0	0	13	0	1	0	0	0	14
Total fixed remuneration (in EUR)	1 238 590	2 467 074	20 075 740	932 928	2 826 363	2 152 628	0	5 973 559	35 666 882
Total variable remuneration (in EUR)	0	1 710 702	32 075 791	242 950	2 289 335	456 804	0	4 038 557	40 814 139
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	704 555	9 274 491	242 950	893 521	274 082	0	1 151 583	12 541 182
Average total remuneration per individual (in EUR)	1 238 590	1 044 444	1 337 219	1 175 878	1 278 925	1 304 716	.	1 430 302	1 318 638
Ratio variable/fixed remuneration in %	0%	69%	160%	26%	81%	21%	.	68%	114%
Ratio of deferred/total variable remuneration in %	.	41%	29%	100%	39%	60%	.	29%	31%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	41%	28%	100%	37%	50%	.	29%	30%

**Payment bracket for 2 000 000 to below 3 000 000 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	4	0	0	0	0	0	4
of which: "Identified Staff"	0	0	1	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	0	3 924 538	0	0	0	0	0	3 924 538
Total variable remuneration (in EUR)	0	0	5 080 389	0	0	0	0	0	5 080 389
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 546 105	0	0	0	0	0	1 546 105
Average total remuneration per individual (in EUR)	.	.	2 251 232	.	.	.	.	.	2 251 232
Ratio variable/fixed remuneration in %	.	.	129%	.	.	.	.	.	129%
Ratio of deferred/total variable remuneration in %	.	.	30%	.	.	.	.	.	30%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	17%	.	.	.	.	.	17%

**Payment bracket for 3 000 000 to below 4 000 000 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)	.	1 529 020	1 337 543	.	.	.	.	.	2 866 563
Total variable remuneration (in EUR)	.	1 528 563	2 272 266	.	.	.	.	.	3 800 829
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	1 947 532	.	.	.	.	.	1 947 532
Average total remuneration per individual (in EUR)	.	3 057 583	3 609 809	.	.	.	.	.	3 333 696
Ratio variable/fixed remuneration in %	.	100%	170%	.	.	.	.	.	133%
Ratio of deferred/total variable remuneration in %	.	.	86%	.	.	.	.	.	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	93%	.	.	.	.	.	56%

**Payment bracket for 4 000 000 to below 5 000 000 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	1 533 821	0	0	0	0	0	1 533 821
Total variable remuneration (in EUR)	0	0	2 678 666	0	0	0	0	0	2 678 666
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 784 567	0	0	0	0	0	1 784 567
Average total remuneration per individual (in EUR)	.	.	4 212 487	.	.	.	.	.	4 212 487
Ratio variable/fixed remuneration in %	.	.	175%	.	.	.	.	.	175%
Ratio of deferred/total variable remuneration in %	.	.	67%	.	.	.	.	.	67%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	83%	.	.	.	.	.	83%

## Payment bracket for 6 000 000 to below 7 000 000 Euro

	Total figures per function /business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
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	2 410 036	0	0	0	0	0	2 410 036
Total variable remuneration (in EUR)	0	0	4 532 315	0	0	0	0	0	4 532 315
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	2 719 389	0	0	0	0	0	2 719 389
Average total remuneration per individual (in EUR)	-	-	6 942 351	-	-	-	-	-	6 942 351
Ratio variable/fixed remuneration in %	-	-	188%	-	-	-	-	-	188%
Ratio of deferred/total variable remuneration in %	-	-	60%	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	80%	-	-	-	-	-	80%



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