
EBA REPORT ON HIGH EARNERS

DATA AS OF END 2022

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Executive summary

Under Directive 2013/36/EU¹ (CRD) and Directive (EU) 2019/2034² (IFD), the European Banking Authority (EBA) is mandated to publish aggregated data on high earners in institutions³ and investment firms earning EUR 1 million or more per financial year. The competent authorities are responsible for collecting the relevant information from institutions and all, except small and non-interconnected, investment firms and for submitting it to the EBA.⁴

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-seven Member States have reported high earners, whereas the other three Member States did not report any high earners.

Considering the different business models, separate specific templates are used since 2022 for the data collection from institutions and investment firms, therefore, a direct comparison of 2022 with 2021 data is sometimes not possible. For the first time, the analysis includes information on the gender of high earners. The main results of this analysis are as follows:

- The total number of high earners in institutions and investment firms increased from 1 957 in 2021 to 2 342 (2 017 high earners reported in institutions and 325 in investment firms) in 2022 (+19.7%). The growth in the number of high earners is predominantly attributed to the good performance of institutions, expansion of business and the increase of salary levels related to inflation.
- In line with the findings of the “EBA Report on the benchmarking of diversity practices and the gender pay gap⁵”, data show that a persistent gender imbalance exists in the financial sector. The low representation of women is even more pronounced in investment firms than institutions. A significant majority of high earners are male: 90.7% in institutions and 96.6% in IFD investment firms. Further improvements to achieve gender balance in the financial sector and, in particular, its highest paid positions are needed.
- The latest revision to Directive 2013/36/EU introduced in Articles 94 (3)(a) and 109(4) specific derogations to the requirement to pay out a part of the variable remuneration in

¹ [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](#)

² [Directive \(EU\) 2019/2034 of the European Parliament and of the Council of 27 November 2019 on the prudential supervision of investment firms and amending Directives 2002/87/EC, 2009/65/EC, 2011/61/EU, 2013/36/EU, 2014/59/EU and 2014/65/EU](#)

³ The term institutions includes credit institutions that are subject to Directive 2013/36/EU and investment firms that apply the remuneration requirements under this Directive in accordance with Article 1(2) of Regulation 2019/2033/EU.

⁴ See also EBA [Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive \(EU\)2019/2034](#)

⁵ [Report on the benchmarking of diversity practices and the gender pay gap, at the level of the management body at European Union level under Directive 2013/36/EU \(2021 data\)](#)

instruments and under deferral arrangements. Those derogations have not led to a wide disapplication of such requirements for high earners.

- The weighted average ratio of variable to fixed remuneration for all high earners was at 85.3% for institutions. While for investment firms, for which as of 2021 the limitation of the ratio between the variable and the fixed remuneration does not any longer apply, the ratio constituted 489%.
- The EBA will continue to closely monitor and evaluate developments in this area and to publish data on high earners annually.

1. Data on high earners

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 also cover all staff of institutions and EU branches of third-country institutions and investment firms receiving a total remuneration of EUR 1 million or more in payment brackets of EUR 1 million⁶. 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).

The data (reference year 2022) has been collected in line with the revised Guidelines on the data collection exercise regarding high earners⁷ (EBA/GL/2022/08), data for 2021 has been collected under (EBA/GL/2014/07). The revised Guidelines reflect the amended remuneration framework laid down in CRD and IFD. The Guidelines provide separate templates for institutions (Annex I of the GL) and investment firms (Annex II of the GL) taking into account their specific business models. Since 2022, the data collected includes information on the gender of high earners.

In accordance with the IFD, data on high earners is not collected at an individual level from investment firms that meet all conditions to qualify as small and non-interconnected investment firms under Article 12(1) of Regulation (EU) 2019/2033⁸ (IFR).

The collected 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.

⁶ Payment bracket (PB) is defined in steps of EUR 1 million and starts at EUR 1 million (e.g., PB01: EUR 1 mn to EUR 2 mn). Please see the Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive (EU)2019/2034 for more information.

⁷ [Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive \(EU\)2019/2034](#)

⁸ [Regulation \(EU\) 2019/2033 of the European Parliament and of the Council of 27 November 2019 on the prudential requirements of investment firms](#)

2. High earners' remuneration practices

Figure 1.: Development of the number of high earners in EU27/EEA Member States⁹

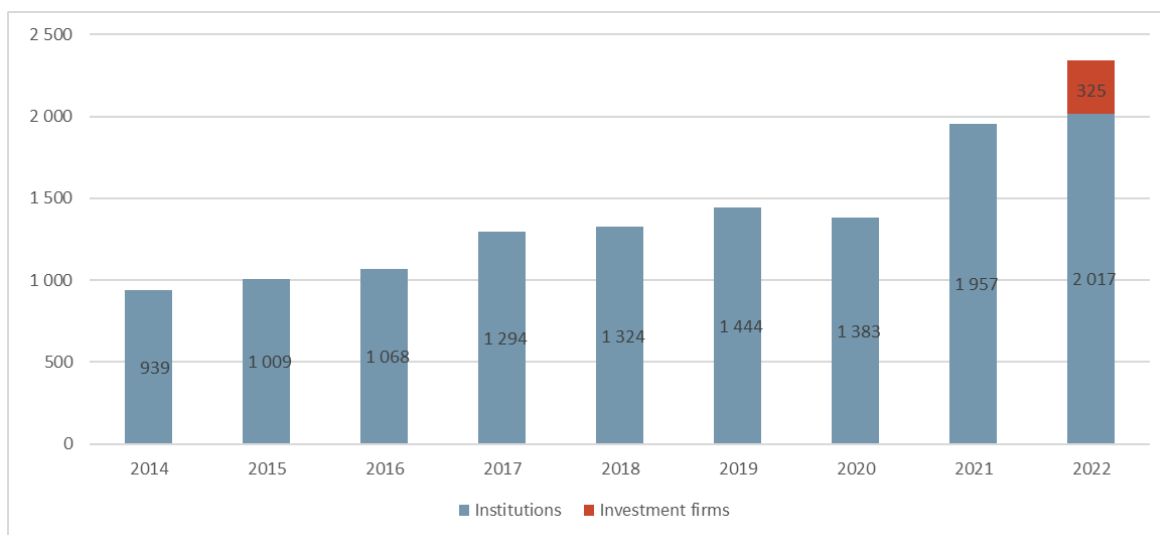
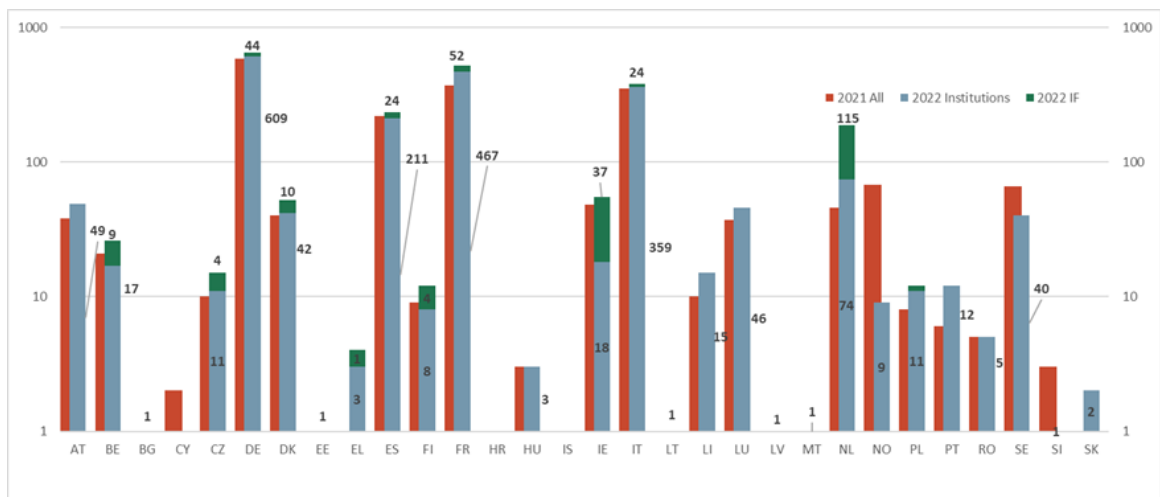


Figure 2.: Number of high earners by Member State (values shown refer to 2022; logarithmic scale).



⁹ In Norway, a decrease of the number of high earners have been observed without reporting the high earners under IFD remuneration framework. The decrease of the number of high earners in Norway is due to the separation of the remuneration frameworks between credit institutions and investment firms, under the current national implementation Norway cannot provide the data on the investment firms due to legal constraints.

Figure 3.: Number of high earners in the EU27/EEA and high earners who were identified staff¹⁰

Year	Total number of high earners	Male	Female	Other genders	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
2022 Institutions	2 017	1 833	183	1	1 783	88.4
2022 Investment firms	325	314	11	0	169	53.5

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 2022, and the percentage of high earners who were identified staff by business area or function in 2022 and 2021 for institutions

Business area	Total number of high earners	Of which male	Of which female	Of which other genders	Of which identified staff	Percentage of high earners who were identified staff (%)	2022	2021
MB ¹¹ supervisory function	8	8	0	0	7	87.5	87.5	83.3
MB management function	639	585	53	1	606	94.8	94.8	94.2

¹⁰ The low observed ratio for investment firms may be a consequence of a somewhat lagging adjustment to the implementation of the new legal framework and should be absorbed in the following year. This aspect will be monitored by the EBA as the particularly low rates of high earners who were identified staff for investment firms, if confirmed, may raise concerns about the correct application of Directive (EU) 2019/2034 and the RTS on identified staff for investment firms.

¹¹ MB, management body

Investment banking	758	694	64	0	652	86.0	76.0
Retail banking	184	168	16	0	160	87.0	82.9
Asset management	95	85	10	0	64	67.4	49.2
Corporate functions	168	141	27	0	154	91.7	92.1
Independent control functions	43	36	7	0	41	95.3	92.9
All other	122	116	6	0	99	81.1	67.0

Figure 5.: Number of high earners in the EU27/EEA and high earners who were identified staff by business area or function as of end 2022, and the percentage of high earners who were identified staff by business area or function in 2022 for investment firms¹²

Business area	Total number of high earners	Of which male	Of which female	Of which identified staff	Percentage of high earners who were identified staff (%)
MB Supervisory function	1	1	0	0	0.0%
MB Management function	54	50	4	41	75.9%
Dealing on own account, underwriting and placing of instruments	153	150	3	71	46.4%
Investment advice, order execution	15	14	1	12	80.0%
Portfolio management	34	33	1	26	76.5%
Operation of MTF/OTF	0	0	0	0	.
Independent control functions	0	0	0	0	.
All other staff	68	66	2	24	35.3%

¹² Given the differences between the CRD and IFD remuneration frameworks, the breakdown of business areas for institutions and investment firms differs. For investment firms, business areas are now based on the MiFID services and activities.

Figure 6.: Percentage of high earners who were identified staff by Member State (values shown in the graph refer to 2022) for institutions.

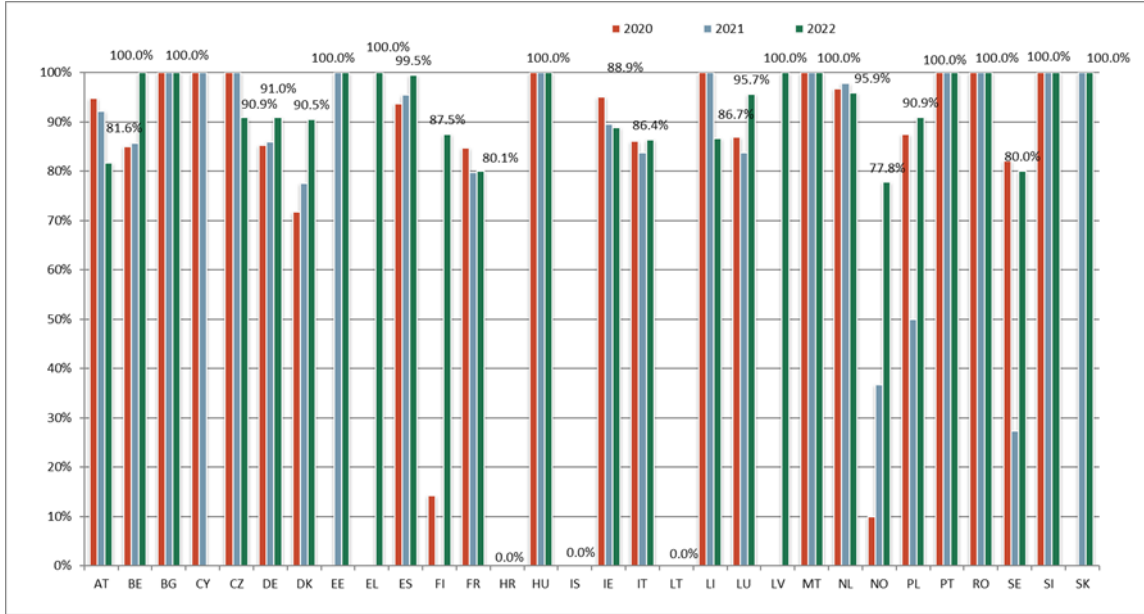


Figure 7.: Percentage of high earners who were identified staff by Member State (values shown in the graph refer to 2022) for investment firms.

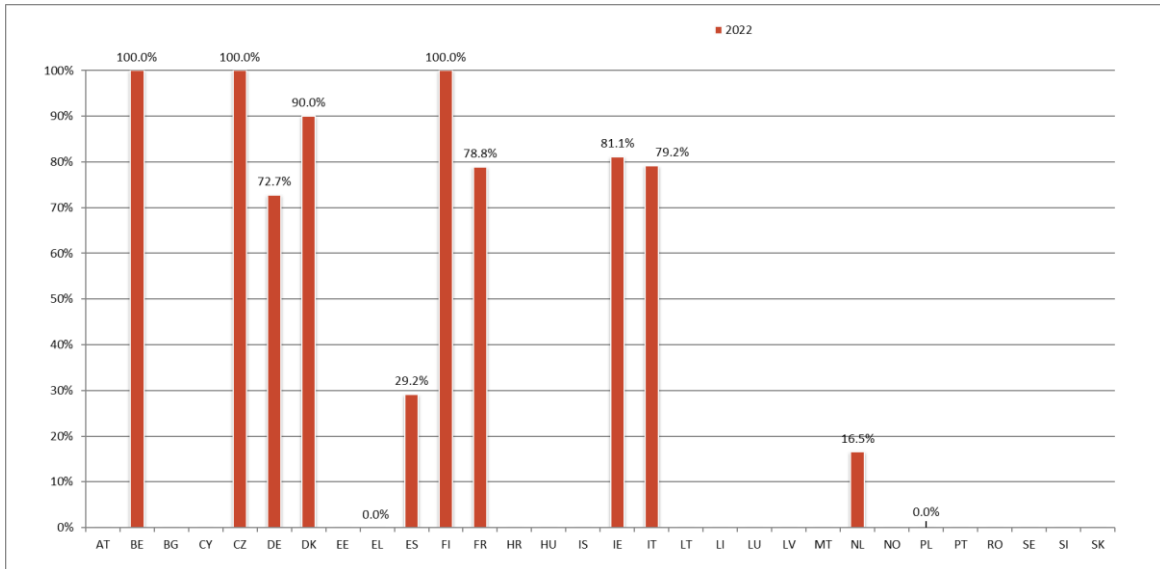


Figure 8.: Ratio of variable to fixed remuneration for high earners by Member State (values shown in the graph refer to 2022) for institutions.^{13,14}

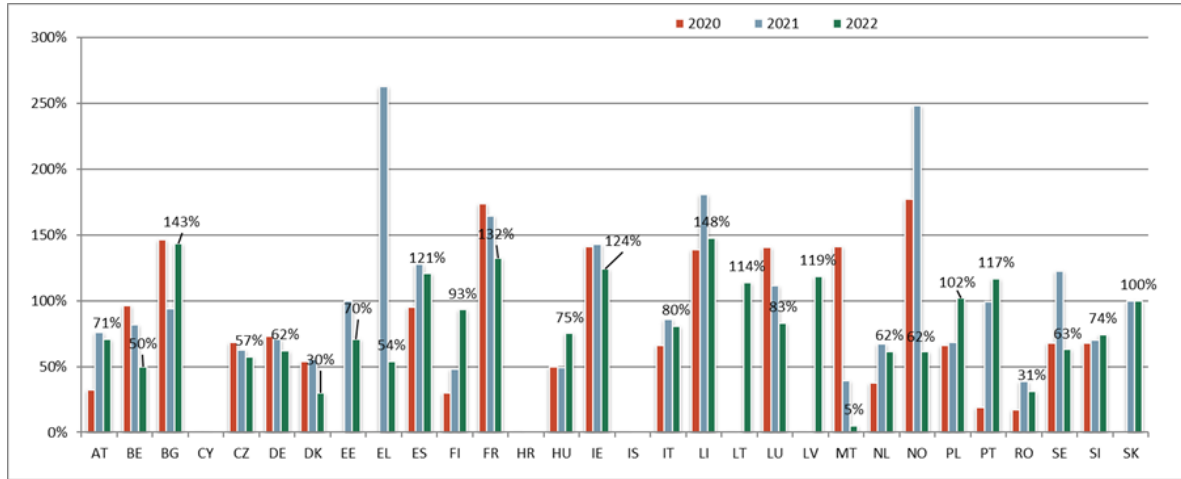
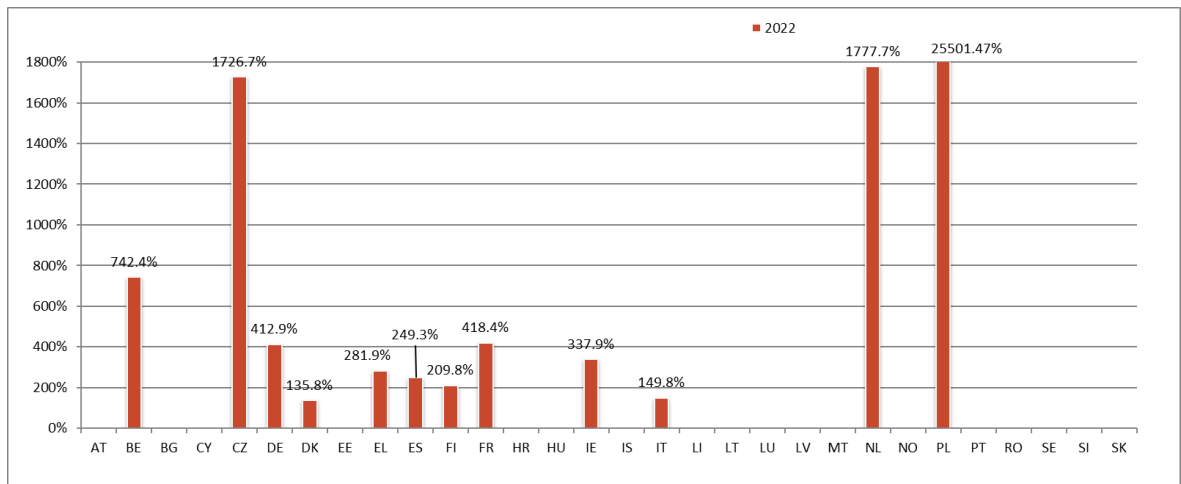


Figure 9.: Ratio of variable to fixed remuneration for high earners by Member State (values shown in the graph refer to 2022) for investment firms.¹⁵



¹³ All variable remuneration elements, including severance payments, have been incorporated into the variable remuneration amount when calculating the ratio. Please refer to Figure 13 for the details on specific remuneration elements per MS.

¹⁴ The data provided for 2022 shows that there are numerous reported average ratios between the variable and the fixed remuneration that are higher than 200% (see also Annex VI). Higher ratios for institutions were observed from 201% to 1 457% per payment bracket, and concern mainly the business areas ‘corporate functions’, ‘investment banking’ and ‘asset management’ as some high earners have not been subject to the requirement of the bonus cap. As mentioned in the previous footnote the ratio encompasses severance payments, which can lead to an inflated observed ratio. In other cases, particularly high ratios might indicate a misalignment of the variable remuneration to the underlying risks, including operational and legal risks.

¹⁵ As the limitation of the ratio between the variable and the fixed remuneration does not longer apply to investment firms and other firms that are subject to a specific sectoral remuneration framework, the ratios between the variable and the fixed remuneration for high earners observed in the investment firms are much higher than for the institutions and go up to 12 714% per payment bracket per Member State (see also Annex VII).

Figure 10.: Severance payments to high earners for institutions (EU27/EEA)

	Number of high earners with severance payments	Total amount of severance payments to high earners	Number of high earners with severance payments	Total amount of severance payments to high earners
	2021	2021 (EUR)	2022	2022 (EUR)
MB supervisory function	2	3 406 611	0	0
MB management function	23	28 465 280	25	25 483 975
Investment banking	18	25 467 396	53	56 934 231
Retail banking	49	60 013 143	41	63 733 749
Asset management	7	10 102 189	2	4 470 658
Corporate functions	33	46 959 904	35	48 513 510
Independent control functions	8	9 554 079	7	6 559 531
All other	3	5 942 243	4	3 548 679

Figure 11.: Severance payments to high earners for investment firms (EU27/EEA)¹⁶

	Number of high earners with severance payments	Total amount of severance payments to high earners
	2022	2022 (EUR)
Investment advice, order execution	2	3 494 296
Portfolio management	1	1 000 000
All other staff	2	1 510 036

¹⁶ In total, these amounts represent 13% of the variable remuneration of high earners in CRD institutions and 1% - in investment firms in 2022.

Figure 12.: Severance payments per payment bracket – 2022 data¹⁷

Payment Bracket	Institutions			Investment firms		
	Number of high earners with severance payments	Total amount of severance payments (EUR)	Average amount of severance payment per high earner (EUR)	Number of high earners with severance payments	Total amount of severance payments (EUR)	Average amount of severance payment per high earner (EUR)
PB001	124	102 101 524	823 399	3	2 510 036	836 679
PB002	27	48 099 425	1 781 460	2	3 494 296	1 747 148
PB003	9	22 548 098	2 505 344	-	-	-
PB004	2	7 687 732	3 843 866	-	-	-
PB006	3	13 923 176	4 641 059	-	-	-
PB011	1	5 099 376	5 099 376	-	-	-
PB012	1	9 785 000	9 785 000	-	-	-
Total	167	209 244 498	1 252 961	5	6 004 332	1 200 866

Figure 13.: Additional information on specific remuneration elements for institutions

MS	NR of HEs	Guaranteed variable remuneration		Severance payments awarded during the financial year			Contributions to discretionary pension benefits in year N	
		Total amount	Of which not taken in the bonus cap	NR of HEs	Total amount	Of which not taken in the bonus cap	Number of beneficiaries	Total amount of contributions
AT	0	0	0	3	1 324 139	1 324 139	8	1 436 282
DE	5	2 634 536	1 087 146	77	90 967 820	51 215 229	30	4 402 259
DK	0	0	0	4	3 158 429	3 158 429	0	0
ES	3	768 250	768 250	18	38 645 214	35 168 618	48	3 068 303
FI	0	0	0	0	0	0	1	187 625
FR	3	2627 010	14 77 010	30	29 420 260	9 624 587	1	10 263

¹⁷ Data is only shown for payment brackets that included severance payments.

IE	1	315 000	315 000	2	774 648	514 648	0	0
IT	6	9 700 000	5 900 000	18	33 441 739	25 255 239	2	54 000
LT				1	43 0000	0	0	0
LU	3	18 49 786	454 385	4	1 747 710	0	0	0
NL	1	300 000	0	8	5 726 113	3 583 131	0	0
NO	0	0	0	1	855 037	855 037	0	0
PT	0	0	0	1	2 753 222	2 753 222	0	0
SE	1	186 079	0	0	0	0	0	0
SK	1	540 000						

Figure 14.: Additional information on specific remuneration elements for investment firms

MS	Guaranteed variable remuneration		Severance payments awarded during the financial year		Contributions to discretionary pension benefits in year N	
	Number of HEs	Total amount	Number of HEs	Total amount	Number of beneficiaries	Total amount of contributions
DE	5	5 041 627	4	4 257 184	7	849 968
ES	7	9 104 472	0	0	0	0
FR	2	3 688 340	0	0	0	0
IE	2	1 050 000	0	0	13	2 734 669
NL	1	1 383 000	1	1 747 148	14	147 419

3. Annex I – Aggregated data on high earners for CRD institutions at the EU level (27EU/EEA)¹⁸

	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	8	639	758	184	95	168	43	122	2 017
Of which: number of male high earners	8	585	694	168	85	141	36	116	1 833
Of which: number of female high earners	0	53	64	16	10	27	7	6	183
Of which: number of high earners that have a different gender than the male or female gender	0	1	0	0	0	0	0	0	1
Of which: 'identified staff'	7	606	652	160	64	154	41	99	1 783
Total fixed remuneration of all high earners (in EUR)	10 015 855	791 849 551	602 825 659	143 174 164	66 448 115	134 395 923	37 421 898	117 100 481	1903 231 647
Total variable remuneration of all high earners (in EUR)	1 964 672	429 320 984	663 052 113	159 609 442	99 071 869	168 115 855	27 576 294	74 618 106	1623 329 334
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	441 087	238 053 996	387 194 857	69 371 115	53 390 260	72 739 923	11 582 056	33 502 806	866 276 101
Average total remuneration per individual (in EUR)	1 497 566	1 911 065	1 670 023	1 645 563	1 742 316	1 800 665	1 511 586	1 571 464	1 748 419
Ratio variable/fixed remuneration in %	20%	54%	110%	111%	149%	125%	74%	64%	85%
Ratio of deferred/total variable remuneration in %	22%	55%	58%	43%	54%	43%	42%	45%	53%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	61%	46%	59%	35%	58%	43%	43%	36%	50%

¹⁸ Including data submitted by EEA member countries

4. Annex II – Aggregated data on high earners for IFD investment firms at the EU level (27EU/EEA)¹⁹

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	1	54	153	15	34	0	0	68	325
Of which: number of male high earners	1	50	150	14	33	0	0	66	314
Of which: number of female high earners	0	4	3	1	1	0	0	2	11
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	41	71	12	26	0	0	24	174
Total fixed remuneration (in EUR) in year N of all high earners	420 000	33 152 977	36 393 711	4 921 343	18 205 258	0	0	24 467 395	117 560 684
Total variable remuneration (in EUR) in year N of all high earners	961 909	89 598 029	330 149 081	19 761 595	52 640 301	0	0	81 888 249	574 999 163
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	460 526	33 320 272	145 756 703	3 016 500	13 241 545	0	0	26 046 526	221 842 073
Average total remuneration per individual (in EUR)	1 381 909	2 273 167	2 395 705	1 645 529	2 083 693	.	.	1 564 054	2 130 953
Ratio variable/fixed remuneration in %	229%	270%	907%	402%	289%	.	.	335%	489%
Ratio of deferred/total variable remuneration in %	48%	37%	44%	15%	25%	.	.	32%	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	50%	20%	22%	14%	21%	.	.	15%	20%

¹⁹ Including data submitted by EEA member countries

5. Annex III – Aggregated data on higher earners at the EU level (27EU/EEA)

	Total
Total number of high earners	2 342
Of which: number of male high earners	2 147
Of which: number of female high earners	194
Of which: number of high earners that have a different gender than the male or female gender	1
Of which: 'identified staff'	1 957
Total fixed remuneration of all high earners (in EUR)	2 020 792 331
Total variable remuneration of all high earners (in EUR)	2 198 328 497
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 088 118 173
Average total remuneration per individual (in EUR)	1 801 503
Ratio variable/fixed remuneration in %	109%
Ratio of deferred/total variable remuneration in %	49%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	42%

6. Annex IV — High earners for CRD institutions aggregated data by Member State (EU27/EEA)²⁰²¹

AUSTRIA									
Total figures per function /business area									
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	31	4	5	0	5	2	2	49
Of which: number of male high earners	0	28	4	5	0	5	2	1	45
Of which: number of female high earners	0	3	0	0	0	0	0	1	4
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	23	4	4	0	5	2	2	40
Total fixed remuneration of all high earners (in EUR)	0	50 079 166	2 779 797	4 262 853	0	4 473 293	812 542	987 454	63 395 105
Total variable remuneration of all high earners (in EUR)	0	30 472 237	2 065 600	4 758 000	0	4 825 000	1 347 539	1 425 000	44 893 376
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	21 234 768	1 370 038	4 250 123	0	3 925 073	0	1 295 037	32 075 039
Average total remuneration per individual (in EUR)	.	2 598 432	1 211 349	1 804 171	.	1 859 659	1 080 040	1 206 227	2 209 969
Ratio variable/fixed remuneration in %	.	61%	74%	112%	.	108%	166%	144%	71%
Ratio of deferred/total variable remuneration in %	.	70%	66%	89%	.	81%	0%	91%	71%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	44%	48%	74%	.	70%	0%	77%	50%

BELGIUM									
Total figures per function /business area									
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	13	2	2	0	0	0	0	17
Of which: number of male high earners	0	11	2	2	0	0	0	0	15
Of which: number of female high earners	0	2	0	0	0	0	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	13	2	2	0	0	0	0	17
Total fixed remuneration of all high earners (in EUR)	0	13 796 807	2 908 051	2 440 184	0	0	0	0	19 145 042
Total variable remuneration of all high earners (in EUR)	0	5 994 837	2 367 999	1 217 000	0	0	0	0	9 579 836
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 596 901	1 938 270	730 200	0	0	0	0	6 265 371
Average total remuneration per individual (in EUR)	.	1 522 434	2 638 025	1 828 592	.	.	.	.	1 689 699
Ratio variable/fixed remuneration in %	.	43%	81%	50%	.	.	.	.	50%
Ratio of deferred/total variable remuneration in %	.	60%	82%	60%	.	.	.	.	65%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	90%	56%	.	.	.	.	62%

²⁰ All variable remuneration elements, including severance payments, have been incorporated into the variable remuneration. Please refer to Figure 13 for the details on specific remuneration elements per MS.

²¹ The ratio of variable remuneration paid in instruments to total variable remuneration, when incorporating discretionary pension benefits, would show slightly higher values, in particular for AT(53%), DE(38%) and ES (49%).

BULGARIA

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	-	701 260	-	-	-	-	-	701 260
Total variable remuneration of all high earners (in EUR)	-	-	1 004 587	-	-	-	-	-	1 004 587
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	803 669	-	-	-	-	-	803 669
Average total remuneration per individual (in EUR)	-	-	1 705 847	-	-	-	-	-	1 705 847
Ratio variable/fixed remuneration in %	-	-	143%	-	-	-	-	-	143%
Ratio of deferred/total variable remuneration in %	-	-	80%	-	-	-	-	-	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	90%	-	-	-	-	-	90%

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	1	-	1	-	1	11
Of which: number of male high earners	-	7	1	1	-	1	-	1	11
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	7	-	1	-	1	-	1	10
Total fixed remuneration of all high earners (in EUR)	-	10 178 348	222 684	370 843	-	583 841	-	465 133	11 820 849
Total variable remuneration of all high earners (in EUR)	-	3 677 703	1 258 290	656 805	-	500 000	-	683 866	6 776 664
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 220 742	503 316	394 083	-	300 000	-	547 093	3 965 234
Average total remuneration per individual (in EUR)	-	1 979 436	1 480 974	1 027 648	-	1 083 841	-	1 148 999	1 690 683
Ratio variable/fixed remuneration in %	-	36%	565%	177%	-	86%	-	147%	57%
Ratio of deferred/total variable remuneration in %	-	60%	40%	60%	-	60%	-	80%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	58%	40%	56%	-	60%	-	90%	58%

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	23	9	2	0	4	3	1	42
Of which: number of male high earners	0	20	9	2	0	2	3	1	37
Of which: number of female high earners	0	3	0	0	0	2	0	0	5
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	21	7	2	0	4	3	1	38
Total fixed remuneration of all high earners (in EUR)	0	33 632 202	7 121 548	1 137 286	0	3 487 412	2 439 854	701 596	48 519 898
Total variable remuneration of all high earners (in EUR)	0	3 546 399	4 144 900	1 763 254	0	3 039 075	1 468 833	587 040	14 549 501
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 335 512	1 747 491	27 582	0	1 529 355	441 801	52 096	6 133 837
Average total remuneration per individual (in EUR)	-	1 616 461	1 251 828	1 450 270	-	1 631 622	1 302 896	1 288 636	1 501 652
Ratio variable/fixed remuneration in %	-	11%	58%	155%	-	87%	60%	84%	30%
Ratio of deferred/total variable remuneration in %	-	66%	42%	2%	-	50%	30%	9%	42%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	66%	45%	2%	-	56%	25%	7%	44%

ESTONIA

	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: number of male high earners	.	1	.	.	.	.	.	.	1
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	.	.	.	.	.	.	1
Total fixed remuneration of all high earners (in EUR)	.	600 000	.	.	.	.	.	.	600 000
Total variable remuneration of all high earners (in EUR)	.	423 000	.	.	.	.	.	.	423 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	253 800	.	.	.	.	.	.	253 800
Average total remuneration per individual (in EUR)	.	1 023 000	.	.	.	.	.	.	1 023 000
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%

FINLAND

	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	4	1	2	0	0	1	0	8
Of which: number of male high earners	0	4	1	0	0	0	1	0	6
Of which: number of female high earners	0	0	0	2	0	0	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	4	0	2	0	0	1	0	7
Total fixed remuneration of all high earners (in EUR)	0	4 565 708	956 301	1 794 787	0	0	736 301	0	8 053 096
Total variable remuneration of all high earners (in EUR)	0	4 769 441	387 738	1 854 499	0	0	495 636	0	7 507 313
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 266 491	0	1 112 699	0	0	297 382	0	3 676 572
Average total remuneration per individual (in EUR)	.	2 333 787	1 344 039	1 824 643	.	.	1 231 937	.	1 945 051
Ratio variable/fixed remuneration in %	.	104%	41%	103%	.	.	67%	.	93%
Ratio of deferred/total variable remuneration in %	.	48%	0%	60%	.	.	60%	.	49%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	78%	0%	78%	.	.	50%	.	72%

FRANCE

	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	38	342	17	33	21	9	5	467
Of which: number of male high earners	2	32	306	13	29	17	9	5	413
Of which: number of female high earners	0	6	36	4	4	4	0	0	54
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	1	37	271	15	18	18	9	5	374
Total fixed remuneration of all high earners (in EUR)	1 506 428	34 397 231	260 108 694	8 340 106	13 721 537	12 782 470	6 484 392	2 511 014	339 851 872
Total variable remuneration of all high earners (in EUR)	1 229 527	41 299 939	329 021 203	15 577 508	34 692 319	19 457 795	5 391 389	2 867 397	449 537 077
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	26 698 227	205 890 084	6 388 867	13 543 058	9 177 365	3 032 281	1 473 672	266 203 554
Average total remuneration per individual (in EUR)	1 367 978	1 992 031	1 722 602	1 406 918	1 467 087	1 535 251	1 319 531	1 075 682	1 690 340
Ratio variable/fixed remuneration in %	82%	120%	126%	187%	253%	152%	83%	114%	132%
Ratio of deferred/total variable remuneration in %	0%	65%	63%	41%	39%	47%	56%	51%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	61%	60%	62%	41%	53%	50%	63%	57%	60%

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	365	117	50	25	35	7	10	609
Of which: number of male high earners	0	342	109	47	22	31	5	8	564
Of which: number of female high earners	0	23	8	3	3	4	2	2	45
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	353	112	37	12	29	5	6	554
Total fixed remuneration of all high earners (in EUR)	0	465 281 714	91 486 900	27 067 546	26 195 896	26 182 750	4 383 175	11 801 075	652 399 057
Total variable remuneration of all high earners (in EUR)	0	177 602 477	95 901 026	51 107 262	29 430 341	38 993 224	4 594 992	5 968 714	403 598 037
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	93 663 057	54 076 246	15 112 408	17 415 213	11 460 368	805 962	1 978 775	194 512 030
Average total remuneration per individual (in EUR)	.	1 761 327	1 601 606	1 563 496	2 225 050	1 862 171	1 282 595	1 776 979	1 733 985
Ratio variable/fixed remuneration in %	.	38%	105%	189%	112%	149%	105%	51%	62%
Ratio of deferred/total variable remuneration in %	.	53%	56%	30%	59%	29%	18%	33%	48%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	34%	54%	21%	51%	24%	15%	30%	37%

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	3	0	0	0	0	0	3
Of which: number of male high earners	0	0	3	0	0	0	0	0	3
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	3	0	0	0	0	0	3
Total fixed remuneration of all high earners (in EUR)	0	0	4 237 629	0	0	0	0	0	4 237 629
Total variable remuneration of all high earners (in EUR)	0	0	2 282 832	0	0	0	0	0	2 282 832
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 948 517	0	0	0	0	0	1 948 517
Average total remuneration per individual (in EUR)	.	.	2 173 487	.	.	.	.	.	2 173 487
Ratio variable/fixed remuneration in %	.	.	54%	.	.	.	.	.	54%
Ratio of deferred/total variable remuneration in %	.	.	85%	.	.	.	.	.	85%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	90%	.	.	.	.	.	90%

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	1	0	1	0	1	0	0	3
Of which: number of male high earners	0	1	0	1	0	1	0	0	3
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	1	0	1	0	0	3
Total fixed remuneration of all high earners (in EUR)	0	486 386	0	501 678	0	1 864 354	0	0	2 852 418
Total variable remuneration of all high earners (in EUR)	0	560 841	0	570 000	0	1 012 644	0	0	2 143 485
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	342 000	0	342 000	0	607 586	0	0	1 291 586
Average total remuneration per individual (in EUR)	.	1 047 227	.	1 071 678	.	2 876 998	.	.	1 665 301
Ratio variable/fixed remuneration in %	.	115%	.	114%	.	54%	.	.	75%
Ratio of deferred/total variable remuneration in %	.	61%	.	60%	.	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	61%	.	60%	.	50%	.	.	56%

IRELAND

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	8	4	2	3	0	1	0	18
Of which: number of male high earners	0	6	4	1	3	0	1	0	15
Of which: number of female high earners	0	1	0	1	0	0	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	1	0	0	0	0	0	0	1
Of which: 'identified staff	0	7	4	2	2	0	1	0	16
Total fixed remuneration of all high earners (in EUR)	0	7 275 302	2 362 615	993 575	1 016 909	0	909 078	0	12 557 479
Total variable remuneration of all high earners (in EUR)	0	9 045 866	2 328 531	1 272 595	2 499 454	0	482 035	0	15 628 480
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 458 411	1 560 053	341 650	1 344 561	0	482 035	0	10 186 709
Average total remuneration per individual (in EUR)	.	2 040 146	1 172 786	1 133 085	1 172 121	.	1 391 113	.	1 565 887
Ratio variable/fixed remuneration in %	.	124%	99%	128%	246%	.	53%	.	124%
Ratio of deferred/total variable remuneration in %	.	71%	67%	27%	54%	.	100%	.	65%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	58%	36%	15%	54%	.	100%	.	52%

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	1	24	121	58	22	36	6	91	359
Of which: number of male high earners	1	24	110	54	19	29	6	88	331
Of which: number of female high earners	0	0	11	4	3	7	0	3	28
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff	1	21	106	51	20	32	6	73	310
Total fixed remuneration of all high earners (in EUR)	2 595 741	28 740 126	111 777 620	66 618 155	14 540 304	25 694 871	6 707 578	90 980 780	347 655 175
Total variable remuneration of all high earners (in EUR)	0	33 994 070	88 236 291	42 822 918	21 256 622	35 263 858	1 521 000	56 685 496	279 780 255
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	17 127 999	49 818 041	24 410 725	14 124 548	19 303 518	912 600	25 581 611	151 279 042
Average total remuneration per individual (in EUR)	2 595 741	2 613 925	1 653 008	1 886 915	1 627 133	1 693 298	1 371 430	1 622 706	1 747 731
Ratio variable/fixed remuneration in %	0%	118%	79%	64%	146%	137%	23%	62%	80%
Ratio of deferred/total variable remuneration in %	.	50%	56%	57%	66%	55%	60%	45%	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	60%	57%	37%	71%	57%	65%	34%	51%

LATVIA

	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: number of male high earners	.	1	.	.	.	.	.	.	1
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff	.	1	.	.	.	.	.	.	1
Total fixed remuneration of all high earners (in EUR)	.	468 809	.	.	.	.	.	.	468 809
Total variable remuneration of all high earners (in EUR)	.	555 823	.	.	.	.	.	.	555 823
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	501 823	.	.	.	.	.	.	501 823
Average total remuneration per individual (in EUR)	.	1 024 632	.	.	.	.	.	.	1 024 632
Ratio variable/fixed remuneration in %	.	119%	.	.	.	.	.	.	119%
Ratio of deferred/total variable remuneration in %	.	90%	.	.	.	.	.	.	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	84%	.	.	.	.	.	.	84%

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	14	.	.	.	.	.	.	15
Of which: number of male high earners	1	13	.	.	.	.	.	.	14
Of which: number of female high earners	0	1	.	.	.	.	.	.	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	.	.	.	.	.	.	0
Of which: 'identified staff'	1	12	.	.	.	.	.	.	13
Total fixed remuneration of all high earners (in EUR)	395 457	12 187 090	.	.	.	.	.	.	12 582 547
Total variable remuneration of all high earners (in EUR)	735 145	17 828 991	.	.	.	.	.	.	18 564 136
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	441 087	9 841 329	.	.	.	.	.	.	10 282 416
Average total remuneration per individual (in EUR)	1 130 602	2 144 006	.	.	.	.	.	.	2 076 446
Ratio variable/fixed remuneration in %	186%	146%	.	.	.	.	.	.	148%
Ratio of deferred/total variable remuneration in %	60%	55%	.	.	.	.	.	.	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	60%	54%	.	.	.	.	.	.	55%

LITHUANIA

	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: number of male high earners	.	1	.	.	.	.	.	.	1
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'
Total fixed remuneration of all high earners (in EUR)	.	654 000	.	.	.	.	.	.	654 000
Total variable remuneration of all high earners (in EUR)	.	745 000	.	.	.	.	.	.	745 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	171 000	.	.	.	.	.	.	171 000
Average total remuneration per individual (in EUR)	.	1 399 000	.	.	.	.	.	.	1 399 000
Ratio variable/fixed remuneration in %	.	114%	.	.	.	.	.	.	114%
Ratio of deferred/total variable remuneration in %	.	23%	.	.	.	.	.	.	23%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	23%	.	.	.	.	.	.	23%

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	28	1	6	1	1	0	9	46
Of which: number of male high earners	0	25	1	6	1	0	0	9	42
Of which: number of female high earners	0	3	0	0	0	1	0	0	4
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	28	1	6	1	0	0	8	44
Total fixed remuneration of all high earners (in EUR)	0	25 070 867	569 153	2 660 995	493 322	403 624	0	7 376 592	36 574 552
Total variable remuneration of all high earners (in EUR)	0	19 316 931	700 173	3 925 921	588 463	783 346	0	4 974 592	30 289 425
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	10 561 619	560 139	1 613 769	353 077	643 847	0	2 031 002	15 763 453
Average total remuneration per individual (in EUR)	.	1 585 278	1 269 326	1 097 819	1 081 785	1 186 970	.	1 372 354	1 453 565
Ratio variable/fixed remuneration in %	.	77%	123%	148%	119%	194%	.	67%	83%
Ratio of deferred/total variable remuneration in %	.	55%	80%	41%	60%	82%	.	41%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	49%	90%	24%	66%	76%	.	44%	47%

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 016 963	-	-	-	-	-	-	1 016 963
Total variable remuneration of all high earners (in EUR)	-	49 900	-	-	-	-	-	-	49 900
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	1 066 863	-	-	-	-	-	-	1 066 863
Ratio variable/fixed remuneration in %	-	5%	-	-	-	-	-	-	5%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

NETHERLANDS

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	26	25	6	4	11	1	1	74
Of which: number of male high earners	0	22	22	6	4	11	0	1	66
Of which: number of female high earners	0	4	3	0	0	0	1	0	8
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff	0	23	25	6	4	11	1	1	71
Total fixed remuneration of all high earners (in EUR)	0	31 073 528	19 089 771	4 137 616	3 515 947	7 590 379	496 242	566 001	66 469 484
Total variable remuneration of all high earners (in EUR)	0	12 357 275	16 619 180	2 925 835	2 902 833	4 954 255	600 295	566 001	40 925 674
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 476 432	9 709 019	1 435 750	2 122 544	1 722 570	360 177	0	20 826 491
Average total remuneration per individual (in EUR)	-	1 670 416	1 428 358	1 177 242	1 604 695	1 140 421	1 096 537	1 132 002	1 451 286
Ratio variable/fixed remuneration in %	-	40%	87%	71%	83%	65%	121%	100%	62%
Ratio of deferred/total variable remuneration in %	-	44%	58%	49%	73%	35%	60%	0%	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	42%	65%	41%	81%	29%	80%	0%	52%

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	0	7	1	0	1	0	0	9
Of which: number of male high earners	0	0	7	1	0	0	0	0	8
Of which: number of female high earners	0	0	0	0	0	1	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff	0	0	5	1	0	1	0	0	7
Total fixed remuneration of all high earners (in EUR)	0	0	4 250 274	1 236 454	0	1 130 648	0	0	6 617 377
Total variable remuneration of all high earners (in EUR)	0	0	3 769 090	2 996	0	300 515	0	0	4 072 601
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	956 379	0	0	149 049	0	0	1 105 428
Average total remuneration per individual (in EUR)	-	-	1 145 623	1 239 451	-	1 431 163	-	-	1 187 775
Ratio variable/fixed remuneration in %	-	-	89%	0%	-	27%	-	-	62%
Ratio of deferred/total variable remuneration in %	-	-	25%	0%	-	50%	-	-	27%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	24%	0%	-	50%	-	-	26%

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	5	2	3	0	0	1	0	11
Of which: number of male high earners	0	4	2	3	0	0	1	0	10
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	5	2	2	0	0	1	0	10
Total fixed remuneration of all high earners (in EUR)	0	2 912 929	1 196 981	1 838 979	0	0	849 167	0	6 798 056
Total variable remuneration of all high earners (in EUR)	0	3 592 319	1 098 751	1 810 022	0	0	453 670	0	6 954 762
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 039 123	600 722	1 394 797	0	0	272 202	0	4 306 843
Average total remuneration per individual (in EUR)	.	1 301 050	1 147 866	1 216 334	.	.	1 302 837	.	1 250 256
Ratio variable/total remuneration in %	.	123%	92%	98%	.	.	53%	.	102%
Ratio of deferred/total variable remuneration in %	.	57%	55%	77%	.	.	60%	.	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	66%	70%	74%	.	.	50%	.	68%

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	10	0	0	0	1	0	0	12
Of which: number of male high earners	1	9	0	0	0	1	0	0	11
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	1	10	0	0	0	1	0	0	12
Total fixed remuneration of all high earners (in EUR)	1 115 241	6 508 213	0	0	0	196 482	0	0	7 819 936
Total variable remuneration of all high earners (in EUR)	0	6 260 407	0	0	0	2 862 976	0	0	9 123 383
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 109 160	0	0	0	43 902	0	0	3 153 062
Average total remuneration per individual (in EUR)	1 115 241	1 276 862	.	.	.	3 059 458	.	.	1 411 943
Ratio variable/total remuneration in %	0%	96%	.	.	.	1457%	.	.	117%
Ratio of deferred/total variable remuneration in %	.	50%	.	.	.	2%	.	.	35%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	59%	.	.	.	2%	.	.	41%

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	.	1	.	.	.	.	5
Of which: number of male high earners	1	3	.	1	.	.	.	.	5
Of which: number of female high earners	0	0	.	.	.	.	.	.	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	.	.	.	.	.	.	0
Of which: 'identified staff'	1	3	.	1	.	.	.	.	5
Total fixed remuneration of all high earners (in EUR)	1 391 388	3 659 478	.	593 806	.	.	.	.	5 644 672
Total variable remuneration of all high earners (in EUR)	0	1 249 410	.	500 000	.	.	.	.	1 749 410
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	749 088	.	300 000	.	.	.	.	1 049 088
Average total remuneration per individual (in EUR)	1 391 388	1 636 296	.	1 093 806	.	.	.	.	1 478 816
Ratio variable/total remuneration in %	0%	34%	.	84%	.	.	.	.	31%
Ratio of deferred/total variable remuneration in %	.	60%	.	60%	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	68%	.	56%	.	.	.	.	64%

SLOVAKIA

	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: number of male high earners	-	2	-	-	-	-	-	-	2
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	2	-	-	-	-	-	-	2
Total fixed remuneration of all high earners (in EUR)	-	2 040 000	-	-	-	-	-	-	2 040 000
Total variable remuneration of all high earners (in EUR)	-	2 040 000	-	-	-	-	-	-	2 040 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 716 000	-	-	-	-	-	-	1 716 000
Average total remuneration per individual (in EUR)	-	2 040 000	-	-	-	-	-	-	2 040 000
Ratio variable/total remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of deferred/total variable remuneration in %	-	84%	-	-	-	-	-	-	84%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	92%	-	-	-	-	-	-	92%

SLOVENIA

	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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 357 427	-	-	-	-	-	-	1 357 427
Total variable remuneration of all high earners (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)	-	2 365 451	-	-	-	-	-	-	2 365 451
Ratio variable/total remuneration in %	-	74%	-	-	-	-	-	-	74%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	-	-	-	-	-	50%

SPAIN

	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	25	93	26	4	48	12	1	211
Of which: number of male high earners	2	22	87	24	4	41	8	1	189
Of which: number of female high earners	0	3	6	2	0	7	4	0	22
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	2	25	92	26	4	48	12	1	210
Total fixed remuneration of all high earners (in EUR)	3 011 600	46 415 790	69 435 790	18 298 692	4 640 927	46 201 554	13 603 570	500 000	202 107 924
Total variable remuneration of all high earners (in EUR)	0	50 187 068	92 528 810	28 615 502	5 087 589	55 083 840	11 220 905	860 000	243 583 715
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	26 153 876	45 162 365	11 287 138	2 740 862	23 253 388	4 977 616	543 520	114 118 765
Average total remuneration per individual (in EUR)	1 505 800	3 864 114	1 741 555	1 804 392	2 432 129	2 110 112	2 068 706	1 360 000	2 112 283
Ratio variable/total remuneration in %	0%	108%	133%	156%	110%	119%	82%	172%	121%
Ratio of deferred/total variable remuneration in %	-	52%	49%	39%	54%	42%	44%	63%	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	48%	53%	42%	59%	43%	45%	54%	48%

SWEDEN

	Total figures per function /business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	7	25	1	3	3	0	1	40
Of which: number of male high earners	0	5	25	1	3	2	0	1	37
Of which: number of female high earners	0	2	0	0	0	1	0	0	3
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	7	17	1	3	3	0	1	32
Total fixed remuneration of all high earners (in EUR)	0	9 451 467	23 620 591	880 608	2 323 273	3 804 245	0	1 210 836	41 291 020
Total variable remuneration of all high earners (in EUR)	0	2 743 027	19 337 112	229 325	2 614 247	1 039 327	0	0	25 963 038
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	931 824	10 550 507	229 325	1 746 397	623 902	0	0	14 081 956
Average total remuneration per individual (in EUR)	.	1 742 071	1 718 308	1 109 933	1 645 840	1 614 524	.	1 210 836	1 681 351
Ratio variable/fixed remuneration in %	.	29%	82%	26%	113%	27%	.	0%	63%
Ratio of deferred/total variable remuneration in %	.	34%	55%	100%	67%	60%	.	.	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	81%	62%	100%	74%	78%	.	.	66%

7. Annex V — High earners for IFD investment firms aggregated data by Member State (EU27/EEA)^{22,23}

BELGIUM									
Total figures per function / business area									
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	9	0	0	0	0	0	9
Of which: number of male high earners	-	-	9	-	-	-	-	-	9
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	9	-	-	-	-	-	9
Total fixed remuneration (in EUR) in year N of all high earners	0	0	2 268 433	0	0	0	0	0	2 268 433
Total variable remuneration (in EUR) in year N of all high earners	0	0	16 840 000	0	0	0	0	0	16 840 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	10 104 000	-	-	-	-	-	10 104 000
Average total remuneration per individual (in EUR)	-	-	2 123 159	-	-	-	-	-	2 123 159
Ratio variable/fixed remuneration in %	-	-	742%	-	-	-	-	-	742%
Ratio of deferred/total variable remuneration in %	-	-	60%	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	50%	-	-	-	-	-	50%

CZECH REPUBLIC									
Total figures per function / business area									
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	1	1	-	-	2	4
Of which: number of male high earners	-	-	-	-	1	-	-	2	3
Of which: number of female high earners	-	-	-	1	-	-	-	-	1
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	1	1	-	-	2	4
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	105 780	112 127	-	-	194 179	412 086
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	1 313 676	1 313 677	-	-	4 487 978	7 115 331
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	1 306 813	1 306 814	-	-	-	2 613 627
Average total remuneration per individual (in EUR)	-	-	-	1 419 456	1 425 804	-	-	2 341 079	1 881 854
Ratio variable/fixed remuneration in %	-	-	-	1242%	1172%	-	-	2311%	1727%
Ratio of deferred/total variable remuneration in %	-	-	-	99%	99%	-	-	-	37%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

²² All variable remuneration elements, including severance payments, have been incorporated into the variable remuneration. Please refer to Figure 14 for the details on specific remuneration elements per MS.

²³ The ratio of variable remuneration paid in instruments to total variable remuneration, when incorporating discretionary pension benefits, would show slightly higher values, in particular for DE(15%) and IE (55%) .

DENMARK

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	3	0	0	5	0	0	2	10
Of which: number of male high earners	0	3	0	0	5	0	0	2	10
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	0	0	5	0	0	2	9
Total fixed remuneration (in EUR) in year N of all high earners	0	4 300 786	0	0	2 167 510	0	0	648 763	7 117 059
Total variable remuneration (in EUR) in year N of all high earners	0	1 801 448	0	0	6 158 726	0	0	1 707 769	9 667 943
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 080 869	0	0	2 573 434	0	0	0	3 654 303
Average total remuneration per individual (in EUR)	.	2 034 078	.	.	1 665 247	.	.	1 178 266	1 678 500
Ratio variable/fixed remuneration in %	.	42%	.	.	284%	.	.	263%	136%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	42%	.	.	0%	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	51%	.	.	6%	.	.	0%	13%

FINLAND

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	.	1	.	.	2	.	.	1	4
Of which: number of male high earners	.	1	.	.	2	.	.	1	4
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	.	.	2	.	.	1	4
Total fixed remuneration (in EUR) in year N of all high earners	.	638 106	.	.	617 193	.	.	310 106	1 565 404
Total variable remuneration (in EUR) in year N of all high earners	.	1 049 965	.	.	1 475 139	.	.	758 396	3 283 500
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	216 910	.	.	433 819	.	.	216 910	867 639
Average total remuneration per individual (in EUR)	.	1 688 071	.	.	1 046 166	.	.	1 068 501	1 212 226
Ratio variable/fixed remuneration in %	.	165%	.	.	239%	.	.	245%	210%
Ratio of deferred/total variable remuneration in %	.	21%	.	.	29%	.	.	29%	26%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	21%	.	.	29%	.	.	29%	26%

FRANCE

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	3	24	6	1	0	0	18	52
Of which: number of male high earners	0	3	24	6	1	0	0	17	51
Of which: number of female high earners	0	0	0	0	0	0	0	1	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	22	4	1	0	0	11	41
Total fixed remuneration (in EUR) in year N of all high earners	0	4 926 000	5 296 423	1 654 249	695 000	0	0	11 936 818	24 508 490
Total variable remuneration (in EUR) in year N of all high earners	0	5 479 026	69 847 705	6 802 402	644 396	0	0	19 781 471	102 555 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 592 208	28 398 434	999 517	353 800	0	0	9 986 292	42 330 251
Average total remuneration per individual (in EUR)	.	3 468 342	3 131 005	1 409 442	1 339 396	.	.	1 762 127	2 443 529
Ratio variable/fixed remuneration in %	.	111%	1319%	411%	93%	.	.	166%	418%
Ratio of deferred/total variable remuneration in %	.	47%	41%	15%	55%	.	.	50%	41%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	16%	27%	73%	.	.	31%	22%

GERMANY

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	19	6	4	9	0	0	6	44
Of which: number of male high earners	0	16	5	4	8	0	0	6	39
Of which: number of female high earners	0	3	1	0	1	0	0	0	5
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	15	5	4	4	0	0	4	32
Total fixed remuneration (in EUR) in year N of all high earners	0	8 574 525	2 446 500	1 561 765	2 995 479	0	0	2 723 778	18 302 047
Total variable remuneration (in EUR) in year N of all high earners	0	26 456 834	5 385 507	7 807 033	31 048 701	0	0	4 869 508	75 567 583
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 357 304	1 618 661	325 108	2 817 926	0	0	2 179 181	13 298 180
Average total remuneration per individual (in EUR)	-	1 843 756	1 305 335	2 342 200	3 782 687	-	-	1 265 548	2 133 401
Ratio variable/fixed remuneration in %	-	309%	220%	500%	1037%	-	-	179%	413%
Ratio of deferred/total variable remuneration in %	-	24%	30%	4%	9%	-	-	45%	18%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	14%	30%	7%	10%	-	-	38%	14%

GREECE

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	1	-	-	-	-	1
Of which: number of male high earners	-	-	-	1	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	308 559	-	-	-	-	308 559
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	869 808	-	-	-	-	869 808
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	205 062	-	-	-	-	205 062
Average total remuneration per individual (in EUR)	-	-	-	1 178 367	-	-	-	-	1 178 367
Ratio variable/fixed remuneration in %	-	-	-	282%	-	-	-	-	282%
Ratio of deferred/total variable remuneration in %	-	-	-	24%	-	-	-	-	24%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	24%	-	-	-	-	24%

IRELAND

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	1	9	22	0	3	0	0	2	37
Of which: number of male high earners	1	9	22	0	3	0	0	2	37
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	9	19	-	1	-	-	1	30
Total fixed remuneration (in EUR) in year N of all high earners	420 000	7 164 568	12 005 890	0	2 533 647	0	0	1 632 612	23 756 717
Total variable remuneration (in EUR) in year N of all high earners	961 909	8 372 952	65 789 963	0	3 919 265	0	0	1 225 546	80 269 635
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	460 526	4 123 615	33 285 513	0	3 160 163	0	0	534 615	41 564 432
Average total remuneration per individual (in EUR)	1 381 909	1 726 391	3 536 175	-	2 150 971	-	-	1 429 079	2 811 523
Ratio variable/fixed remuneration in %	229%	117%	548%	-	155%	-	-	75%	338%
Ratio of deferred/total variable remuneration in %	48%	49%	51%	-	81%	-	-	44%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	50%	43%	51%	-	81%	-	-	47%	51%

ITALY

	Total figures per function / business								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	4	7	0	10	0	0	3	24
Of which: number of male high earners	0	4	7	0	10	0	0	3	24
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	6	0	10	0	0	2	19
Total fixed remuneration (in EUR) in year N of all high earners	0	2 387 500	2 466 204	0	7 912 609	0	0	2 249 315	15 015 628
Total variable remuneration (in EUR) in year N of all high earners	0	4 604 764	9 334 891	0	5 231 016	0	0	3 321 886	22 492 557
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 673 620	5 459 676	0	2 595 589	0	0	501 000	10 229 885
Average total remuneration per individual (in EUR)	-	1 748 066	1 685 871	-	1 314 363	-	-	1 857 067	1 562 841
Ratio variable/fixed remuneration in %	-	193%	379%	-	66%	-	-	148%	150%
Ratio of deferred/total variable remuneration in %	-	36%	58%	-	50%	-	-	15%	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	27%	47%	-	66%	-	-	16%	43%

NETHERLANDS

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	13	79	1	0	0	0	22	115
Of which: number of male high earners	0	12	79	1	0	0	0	22	114
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	9	9	1	0	0	0	0	19
Total fixed remuneration (in EUR) in year N of all high earners	0	3 607 492	6 780 985	410 115	0	0	0	1 912 252	12 710 844
Total variable remuneration (in EUR) in year N of all high earners	0	39 034 797	153 810 543	1 747 148	0	0	0	31 363 851	225 956 339
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	17 275 746	66 529 219	0	0	0	0	10 941 336	94 746 301
Average total remuneration per individual (in EUR)	-	3 280 176	2 032 804	2 157 263	-	-	-	1 512 550	2 075 367
Ratio variable/fixed remuneration in %	-	1082%	2268%	426%	-	-	-	1640%	1778%
Ratio of deferred/total variable remuneration in %	-	44%	43%	0%	-	-	-	35%	42%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	13%	9%	0%	-	-	-	7%	9%

POLAND

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	0	0	0	0	0	1	1
Of which: number of male high earners	0	0	0	0	0	0	0	1	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	0	0	0	0	0	0	0
Total fixed remuneration (in EUR) in year N of all high earners	0	0	0	0	0	0	0	65 561	65 561
Total variable remuneration (in EUR) in year N of all high earners	0	0	0	0	0	0	0	1 639 992	1 639 992
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	610 387	610 387
Average total remuneration per individual (in EUR)	-	-	-	-	-	-	-	1 705 553	1 705 553
Ratio variable/fixed remuneration in %	-	-	-	-	-	-	-	2501%	2501%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	37%	37%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	0%	0%

SPAIN

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	.	2	6	2	3	.	.	11	24
Of which: number of male high earners	.	2	4	2	3	.	.	10	21
Of which: number of female high earners	.	.	2	.	.	.	.	1	3
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	1	2	2	.	.	1	7
Total fixed remuneration (in EUR) in year N of all high earners	.	1 554 000	5 129 276	880 875	1 171 693	.	.	2 794 011	11 529 855
Total variable remuneration (in EUR) in year N of all high earners	.	2 798 242	9 140 472	1 221 528	2 849 381	.	.	12 731 852	28 741 475
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	361 200	180 000	0	.	.	1 076 806	1 618 006
Average total remuneration per individual (in EUR)	.	2 176 121	2 378 291	1 051 202	1 340 358	.	.	1 411 442	1 677 972
Ratio variable/fixed remuneration in %	.	180%	178%	139%	243%	.	.	456%	249%
Ratio of deferred/total variable remuneration in %	.	.	4%	15%	0%	.	.	8%	6%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	5%	18%	.	.	.	5%	5%

8. Annex VI – Aggregated data on high earners by Member State (EU27/EEA) and payment bracket for CRD institutions^{24,25}

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	22	4	4	0	3	2	2	37
Of which: number of male high earners	0	19	4	4	0	3	2	1	33
Of which: number of female high earners	0	3	0	0	0	0	0	1	4
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	21	4	4	0	3	2	2	36
Total fixed remuneration of all high earners (in EUR)	0	20 367 022	2 779 797	2 731 160	0	2 055 900	812 542	987 454	29 733 874
Total variable remuneration of all high earners (in EUR)	0	12 250 808	2 065 600	2 508 000	0	2 875 000	1 347 539	1 425 000	22 471 947
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 191 684	1 370 038	2 250 089	0	2 325 063	0	1 295 037	14 431 911
Average total remuneration per individual (in EUR)	.	1 482 629	1 211 349	1 309 790	.	1 643 633	1 080 040	1 206 227	1 410 968
Ratio variable/fixed remuneration in %	.	60%	74%	92%	.	140%	166%	144%	76%
Ratio of deferred/total variable remuneration in %	.	59%	66%	90%	.	81%	0%	91%	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	47%	48%	75%	.	71%	0%	77%	52%

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	.	.	.	2	.	.	4
Of which: number of male high earners	.	2	.	.	.	2	.	.	4
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	.	.	.	2	.	.	3
Total fixed remuneration of all high earners (in EUR)	.	2 640 997	.	.	.	2 417 393	.	.	5 058 390
Total variable remuneration of all high earners (in EUR)	.	2 071 429	.	.	.	1 950 000	.	.	4 021 429
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 442 906	.	.	.	1 600 010	.	.	3 042 916
Average total remuneration per individual (in EUR)	.	2 356 213	.	.	.	2 183 697	.	.	2 269 955
Ratio variable/fixed remuneration in %	.	78%	.	.	.	81%	.	.	80%
Ratio of deferred/total variable remuneration in %	.	70%	.	.	.	82%	.	.	76%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	68%	.	.	59%

²⁴ All variable remuneration elements, including severance payments, have been incorporated into the variable remuneration. Please refer to Figure 13 for the details on specific remuneration elements per MS.

²⁵ The ratio of variable remuneration paid in instruments to total variable remuneration, when incorporating discretionary pension benefits, would show slightly higher values, in particular for AT(53%), DE(38%) and ES (49%).

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	-	1	-	1	-	-	-	-	2
Of which: number of male high earners	-	1	-	1	-	-	-	-	2
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	3 065 830	-	1 531 694	-	-	-	-	4 597 524
Total variable remuneration of all high earners (in EUR)	-	0	-	2 250 000	-	-	-	-	2 250 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	0	-	2 000 034	-	-	-	-	2 000 034
Average total remuneration per individual (in EUR)	-	3 065 830	-	3 781 694	-	-	-	-	3 423 762
Ratio variable/fixed remuneration in %	-	0%	-	147%	-	-	-	-	49%
Ratio of deferred/total variable remuneration in %	-	-	-	89%	-	-	-	-	89%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	72%	-	-	-	-	72%

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	1 425 000	-	-	-	-	-	-	1 425 000
Total variable remuneration of all high earners (in EUR)	-	2 850 000	-	-	-	-	-	-	2 850 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 960 000	-	-	-	-	-	-	1 960 000
Average total remuneration per individual (in EUR)	-	4 275 000	-	-	-	-	-	-	4 275 000
Ratio variable/fixed remuneration in %	-	200%	-	-	-	-	-	-	200%
Ratio of deferred/total variable remuneration in %	-	69%	-	-	-	-	-	-	69%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	3 608 403	-	-	-	-	-	-	3 608 403
Total variable remuneration of all high earners (in EUR)	-	1 450 000	-	-	-	-	-	-	1 450 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 160 033	-	-	-	-	-	-	1 160 033
Average total remuneration per individual (in EUR)	-	5 058 403	-	-	-	-	-	-	5 058 403
Ratio variable/fixed remuneration in %	-	40%	-	-	-	-	-	-	40%
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	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	4 069 333	-	-	-	-	-	-	4 069 333
Total variable remuneration of all high earners (in EUR)	-	2 800 000	-	-	-	-	-	-	2 800 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 240 040	-	-	-	-	-	-	2 240 040
Average total remuneration per individual (in EUR)	-	6 869 333	-	-	-	-	-	-	6 869 333
Ratio variable/fixed remuneration in %	-	69%	-	-	-	-	-	-	69%
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	-	2	-	-	-	-	-	-	2
Of which: number of male high earners	-	2	-	-	-	-	-	-	2
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	8 779 789	-	-	-	-	-	-	8 779 789
Total variable remuneration of all high earners (in EUR)	-	5 700 000	-	-	-	-	-	-	5 700 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	4 560 053	-	-	-	-	-	-	4 560 053
Average total remuneration per individual (in EUR)	-	7 239 895	-	-	-	-	-	-	7 239 895
Ratio variable/fixed remuneration in %	-	65%	-	-	-	-	-	-	65%
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 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	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	6 122 793	-	-	-	-	-	-	6 122 793
Total variable remuneration of all high earners (in EUR)	-	3 350 000	-	-	-	-	-	-	3 350 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 680 051	-	-	-	-	-	-	2 680 051
Average total remuneration per individual (in EUR)	-	9 472 793	-	-	-	-	-	-	9 472 793
Ratio variable/fixed remuneration in %	-	55%	-	-	-	-	-	-	55%
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								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	11	1	2	0	0	0	0	14
Of which: number of male high earners	0	10	1	2	0	0	0	0	13
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	11	1	2	0	0	0	0	14
Total fixed remuneration of all high earners (in EUR)	0	10 039 447	940 368	2 440 184	0	0	0	0	13 419 999
Total variable remuneration of all high earners (in EUR)	0	3 983 213	126 608	1 217 000	0	0	0	0	5 326 821
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 389 927	50 644	730 200	0	0	0	0	3 170 771
Average total remuneration per individual (in EUR)	.	1 274 787	1 066 976	1 828 592	.	.	.	.	1 339 059
Ratio variable/fixed remuneration in %	.	40%	13%	50%	.	.	.	.	40%
Ratio of deferred/total variable remuneration in %	.	60%	40%	60%	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	55%	56%	.	.	.	.	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	.	.	.	.	.	.	1
Of which: number of male high earners
Of which: number of female high earners	.	1	.	.	.	.	.	.	1
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	.	.	.	.	.	.	1
Total fixed remuneration of all high earners (in EUR)	.	1 640 000	.	.	.	.	.	.	1 640 000
Total variable remuneration of all high earners (in EUR)	.	1 080 000	.	.	.	.	.	.	1 080 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	648 000	.	.	.	.	.	.	648 000
Average total remuneration per individual (in EUR)	.	2 720 000	.	.	.	.	.	.	2 720 000
Ratio variable/fixed remuneration in %	.	66%	.	.	.	.	.	.	66%
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: number of male high earners	.	1	.	.	.	.	.	.	1
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	.	.	.	.	.	.	1
Total fixed remuneration of all high earners (in EUR)	.	2 117 360	.	.	.	.	.	.	2 117 360
Total variable remuneration of all high earners (in EUR)	.	931 624	.	.	.	.	.	.	931 624
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	558 974	.	.	.	.	.	.	558 974
Average total remuneration per individual (in EUR)	.	3 048 984	.	.	.	.	.	.	3 048 984
Ratio variable/fixed remuneration in %	.	44%	.	.	.	.	.	.	44%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	.	.	.	.	.	50%

Payment bracket for 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: number of male high earners	0	0	1	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	1	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	0	1 967 683	0	0	0	0	0	1 967 683
Total variable remuneration of all high earners (in EUR)	0	0	2 241 391	0	0	0	0	0	2 241 391
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 887 626	0	0	0	0	0	1 887 626
Average total remuneration per individual (in EUR)	-	-	4 209 074	-	-	-	-	-	4 209 074
Ratio variable/deferred remuneration in %	-	-	114%	-	-	-	-	-	114%
Ratio of deferred/total variable remuneration in %	-	-	84%	-	-	-	-	-	84%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	92%	-	-	-	-	-	92%

BULGARIA

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: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	-	701 260	-	-	-	-	-	701 260
Total variable remuneration of all high earners (in EUR)	-	-	1 004 587	-	-	-	-	-	1 004 587
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	803 669	-	-	-	-	-	803 669
Average total remuneration per individual (in EUR)	-	-	1 705 847	-	-	-	-	-	1 705 847
Ratio variable/deferred remuneration in %	-	-	143%	-	-	-	-	-	143%
Ratio of deferred/total variable remuneration in %	-	-	80%	-	-	-	-	-	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	90%	-	-	-	-	-	90%

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	1	-	1	-	1	10
Of which: number of male high earners	-	6	1	1	-	1	-	1	10
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	6	-	1	-	1	-	1	9
Total fixed remuneration of all high earners (in EUR)	-	4 769 699	222 684	370 843	-	583 841	-	465 133	6 412 200
Total variable remuneration of all high earners (in EUR)	-	2 989 759	1 258 290	656 805	-	500 000	-	683 866	6 088 720
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 807 976	503 316	394 083	-	300 000	-	547 093	3 552 468
Average total remuneration per individual (in EUR)	-	1 293 243	1 480 974	1 027 648	-	1 083 841	-	1 148 999	1 250 092
Ratio variable/deferred remuneration in %	-	63%	565%	177%	-	86%	-	147%	95%
Ratio of deferred/total variable remuneration in %	-	60%	40%	60%	-	60%	-	80%	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	60%	40%	56%	-	60%	-	90%	59%

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: number of male high earners	.	1	.	.	.	.	.	.	1
Of which: number of female high earners	.	0	.	.	.	.	.	.	0
Of which: number of high earners that have a different gender than the male or female gender	.	0	.	.	.	.	.	.	0
Of which: 'identified staff'	.	1	.	.	.	.	.	.	1
Total fixed remuneration of all high earners (in EUR)	.	5 408 649	.	.	.	.	.	.	5 408 649
Total variable remuneration of all high earners (in EUR)	.	687 944	.	.	.	.	.	.	687 944
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	412 766	.	.	.	.	.	.	412 766
Average total remuneration per individual (in EUR)	.	6 096 593	.	.	.	.	.	.	6 096 593
Ratio variable/fixed remuneration in %	.	13%	.	.	.	.	.	.	13%
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								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	18	9	2	0	3	3	1	36
Of which: number of male high earners	0	15	9	2	0	1	3	1	31
Of which: number of female high earners	0	3	0	0	0	2	0	0	5
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	17	7	2	0	3	3	1	33
Total fixed remuneration of all high earners (in EUR)	0	22 208 913	7 121 548	1 137 286	0	2 294 124	2 439 854	701 596	35 903 320
Total variable remuneration of all high earners (in EUR)	0	2 257 672	4 144 900	1 763 254	0	2 087 332	1 468 833	587 040	12 309 031
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 143 415	1 747 491	27 582	0	958 310	441 801	52 096	4 370 694
Average total remuneration per individual (in EUR)	.	1 359 255	1 251 828	1 450 270	.	1 460 485	1 302 896	1 288 636	1 339 232
Ratio variable/fixed remuneration in %	.	10%	58%	155%	.	91%	60%	84%	34%
Ratio of deferred/total variable remuneration in %	.	51%	42%	2%	.	46%	30%	9%	36%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	45%	2%	.	48%	25%	7%	36%

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	5	0	0	0	1	0	0	6
Of which: number of male high earners	0	5	0	0	0	1	0	0	6
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	4	0	0	0	1	0	0	5
Total fixed remuneration of all high earners (in EUR)	0	11 423 290	0	0	0	1 193 288	0	0	12 616 578
Total variable remuneration of all high earners (in EUR)	0	1 288 727	0	0	0	951 742	0	0	2 240 470
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 192 097	0	0	0	571 046	0	0	1 763 143
Average total remuneration per individual (in EUR)	.	2 542 403	.	.	.	2 145 030	.	.	2 476 175
Ratio variable/fixed remuneration in %	.	11%	.	.	.	80%	.	.	18%
Ratio of deferred/total variable remuneration in %	.	93%	.	.	.	60%	.	.	79%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	93%	.	.	.	72%	.	.	84%

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	0	0	0	0
Of which: number of male high earners	0	0	0	0	0	0	0	0	0
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	-	-	-	-	-	-	-	0
Total fixed remuneration of all high earners (in EUR)	0	0	0	0	0	0	0	0	0
Total variable remuneration of all high earners (in EUR)	0	0	0	0	0	0	0	0	0
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	-	-	-	-	-	-	-	-	-
Ratio variable/fixed remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

ESTONIA

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	600 000	-	-	-	-	-	-	600 000
Total variable remuneration of all high earners (in EUR)	-	423 000	-	-	-	-	-	-	423 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	253 800	-	-	-	-	-	-	253 800
Average total remuneration per individual (in EUR)	-	1 023 000	-	-	-	-	-	-	1 023 000
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%

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	0	3	1	2	0	0	1	0	7
Of which: number of male high earners	0	3	1	0	0	0	1	0	5
Of which: number of female high earners	0	0	0	2	0	0	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	0	2	0	0	1	0	6
Total fixed remuneration of all high earners (in EUR)	0	2 566 949	956 301	1 794 787	0	0	736 301	0	6 054 337
Total variable remuneration of all high earners (in EUR)	0	2 535 102	387 738	1 854 499	0	0	495 636	0	5 272 975
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	925 888	0	1 112 699	0	0	297 382	0	2 335 969
Average total remuneration per individual (in EUR)	-	1 700 684	1 344 039	1 824 643	-	-	1 231 937	-	1 618 187
Ratio variable/fixed remuneration in %	-	99%	41%	103%	-	-	67%	-	87%
Ratio of deferred/total variable remuneration in %	-	37%	0%	60%	-	-	60%	-	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	78%	0%	78%	-	-	50%	-	70%

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	1	0	0	0	0	0	0	1
Of which: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	1 998 759	0	0	0	0	0	0	1 998 759
Total variable remuneration of all high earners (in EUR)	0	2 234 338	0	0	0	0	0	0	2 234 338
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 340 603	0	0	0	0	0	0	1 340 603
Average total remuneration per individual (in EUR)	.	4 233 097	.	.	.	.	.	.	4 233 097
Ratio variable/fixed remuneration in %	.	112%	.	.	.	.	.	.	112%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	78%	.	.	.	.	.	.	78%

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	2	24	256	16	30	18	9	5	360
Of which: number of male high earners	2	20	223	12	26	14	9	5	311
Of which: number of female high earners	0	4	33	4	4	4	0	0	49
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	1	23	191	14	17	15	9	5	275
Total fixed remuneration of all high earners (in EUR)	1 506 428	16 318 272	149 629 957	7 577 106	12 139 537	10 052 472	6 484 392	2 511 014	206 219 178
Total variable remuneration of all high earners (in EUR)	1 229 527	16 204 150	196 448 814	13 682 508	29 349 716	15 006 115	5 391 389	2 867 397	280 179 616
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	8 599 527	113 146 650	5 848 867	11 603 738	6 506 357	3 032 281	1 473 672	150 211 092
Average total remuneration per individual (in EUR)	1 367 978	1 355 101	1 351 870	1 328 726	1 382 975	1 392 144	1 319 531	1 075 682	1 351 108
Ratio variable/fixed remuneration in %	82%	99%	131%	181%	242%	149%	83%	114%	136%
Ratio of deferred/total variable remuneration in %	0%	53%	58%	43%	40%	43%	56%	51%	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	61%	48%	57%	43%	53%	47%	63%	57%	55%

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	9	62	1	3	3	0	0	78
Of which: number of male high earners	0	8	59	1	3	3	0	0	74
Of which: number of female high earners	0	1	3	0	0	0	0	0	4
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	9	57	1	1	3	0	0	71
Total fixed remuneration of all high earners (in EUR)	0	10 080 738	67 960 951	763 000	1 582 000	2 729 998	0	0	83 116 687
Total variable remuneration of all high earners (in EUR)	0	10 851 673	78 850 215	1 895 000	5 342 603	4 451 680	0	0	101 391 171
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	7 162 268	48 359 037	540 000	1 939 320	2 671 008	0	0	60 671 633
Average total remuneration per individual (in EUR)	.	2 325 823	2 367 922	2 658 000	2 308 201	2 393 893	.	.	2 365 485
Ratio variable/fixed remuneration in %	.	108%	116%	248%	338%	163%	.	.	122%
Ratio of deferred/total variable remuneration in %	.	66%	61%	28%	36%	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	62%	60%	24%	58%	61%	.	.	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	2	16	0	0	0	0	0	18
Of which: number of male high earners	0	2	16	0	0	0	0	0	18
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	15	0	0	0	0	0	17
Total fixed remuneration of all high earners (in EUR)	0	2 373 000	25 508 422	0	0	0	0	0	27 881 422
Total variable remuneration of all high earners (in EUR)	0	4 558 800	29 611 544	0	0	0	0	0	34 170 344
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 579 500	23 173 611	0	0	0	0	0	25 753 111
Average total remuneration per individual (in EUR)	-	3 465 900	3 444 998	-	-	-	-	-	3 447 320
Ratio variable/fixed remuneration in %	-	192%	116%	-	-	-	-	-	123%
Ratio of deferred/total variable remuneration in %	-	57%	78%	-	-	-	-	-	75%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	46%	76%	-	-	-	-	-	72%

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	4	0	0	0	0	0	6
Of which: number of male high earners	0	1	4	0	0	0	0	0	5
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	4	0	0	0	0	0	6
Total fixed remuneration of all high earners (in EUR)	0	3 459 992	7 257 302	0	0	0	0	0	10 717 294
Total variable remuneration of all high earners (in EUR)	0	5 343 443	9 640 462	0	0	0	0	0	14 983 905
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 434 986	7 920 006	0	0	0	0	0	12 354 992
Average total remuneration per individual (in EUR)	-	4 401 718	4 224 441	-	-	-	-	-	4 283 533
Ratio variable/fixed remuneration in %	-	154%	133%	-	-	-	-	-	140%
Ratio of deferred/total variable remuneration in %	-	83%	82%	-	-	-	-	-	82%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	74%	91%	-	-	-	-	-	85%

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	0	3	0	0	0	0	0	3
Of which: number of male high earners	0	0	3	0	0	0	0	0	3
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	3	0	0	0	0	0	3
Total fixed remuneration of all high earners (in EUR)	0	0	6 487 084	0	0	0	0	0	6 487 084
Total variable remuneration of all high earners (in EUR)	0	0	9 443 406	0	0	0	0	0	9 443 406
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	8 587 476	0	0	0	0	0	8 587 476
Average total remuneration per individual (in EUR)	-	-	5 310 163	-	-	-	-	-	5 310 163
Ratio variable/fixed remuneration in %	-	-	146%	-	-	-	-	-	146%
Ratio of deferred/total variable remuneration in %	-	-	91%	-	-	-	-	-	91%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	79%	-	-	-	-	-	79%

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	1	0	0	0	0	0	0	1
Of which: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	2 165 229	0	0	0	0	0	0	2 165 229
Total variable remuneration of all high earners (in EUR)	0	4 341 873	0	0	0	0	0	0	4 341 873
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 921 946	0	0	0	0	0	0	3 921 946
Average total remuneration per individual (in EUR)	-	6 507 102	-	-	-	-	-	-	6 507 102
Ratio variable/fixed remuneration in %	-	201%	-	-	-	-	-	-	201%
Ratio of deferred/total variable remuneration in %	-	90%	-	-	-	-	-	-	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	95%	-	-	-	-	-	-	95%

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	0	1	0	0	0	0	0	1
Of which: number of male high earners	0	0	1	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	1	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	0	3 264 978	0	0	0	0	0	3 264 978
Total variable remuneration of all high earners (in EUR)	0	0	5 026 762	0	0	0	0	0	5 026 762
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	4 703 304	0	0	0	0	0	4 703 304
Average total remuneration per individual (in EUR)	-	-	8 291 740	-	-	-	-	-	8 291 740
Ratio variable/fixed remuneration in %	-	-	154%	-	-	-	-	-	154%
Ratio of deferred/total variable remuneration in %	-	-	94%	-	-	-	-	-	94%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	97%	-	-	-	-	-	97%

GERMANY

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	297	97	38	17	24	7	8	488
Of which: number of male high earners	0	282	90	35	15	22	5	7	456
Of which: number of female high earners	0	15	7	3	2	2	2	1	32
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	288	94	27	8	18	5	5	445
Total fixed remuneration of all high earners (in EUR)	0	322 051 774	61 961 248	16 230 793	11 417 949	14 099 974	4 383 175	9 100 164	439 245 077
Total variable remuneration of all high earners (in EUR)	0	86 210 576	67 549 743	30 792 982	10 591 095	18 183 284	4 594 992	4 461 090	222 383 762
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	31 575 120	36 208 039	7 455 258	5 836 466	4 034 129	805 962	1 804 725	87 719 700
Average total remuneration per individual (in EUR)	-	1 374 621	1 335 165	1 237 468	1 294 650	1 345 136	1 282 595	1 695 157	1 355 797
Ratio variable/fixed remuneration in %	-	27%	109%	190%	93%	129%	105%	49%	51%
Ratio of deferred/total variable remuneration in %	-	37%	54%	24%	55%	22%	18%	40%	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	23%	53%	20%	53%	20%	15%	36%	33%

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	43	16	11	5	7	0	2	84
Of which: number of male high earners	0	38	15	11	4	6	0	1	75
Of which: number of female high earners	0	5	1	0	1	1	0	1	9
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	42	15	9	2	7	0	1	76
Total fixed remuneration of all high earners (in EUR)	0	70 184 360	19 379 775	8 817 608	5 991 654	7 422 575	0	2 700 911	114 496 883
Total variable remuneration of all high earners (in EUR)	0	23 154 410	19 149 784	18 580 280	6 280 630	9 543 962	0	1 507 624	78 216 690
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	11 417 012	11 072 616	5 923 150	4 248 381	3 659 063	0	174 050	36 494 272
Average total remuneration per individual (in EUR)	.	2 170 669	2 408 097	2 490 717	2 454 457	2 423 791	.	2 104 267	2 294 209
Ratio variable/fixed remuneration in %	.	33%	99%	211%	105%	129%	.	56%	68%
Ratio of deferred/total variable remuneration in %	.	49%	58%	32%	68%	38%	.	12%	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	42%	52%	21%	54%	38%	.	14%	39%

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	8	1	1	0	3	0	0	13
Of which: number of male high earners	0	7	1	1	0	2	0	0	11
Of which: number of female high earners	0	1	0	0	0	1	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	8	1	1	0	3	0	0	13
Total fixed remuneration of all high earners (in EUR)	0	16 627 966	1 567 417	2 019 146	0	1 413 034	0	0	21 627 563
Total variable remuneration of all high earners (in EUR)	0	11 415 694	2 314 771	1 734 000	0	7 793 024	0	0	23 257 489
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 187 271	1 748 863	1 734 000	0	1 509 756	0	0	11 179 890
Average total remuneration per individual (in EUR)	.	3 505 457	3 882 188	3 753 146	.	3 068 686	.	.	3 452 696
Ratio variable/fixed remuneration in %	.	69%	148%	86%	.	552%	.	.	108%
Ratio of deferred/total variable remuneration in %	.	54%	76%	100%	.	19%	.	.	48%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	88%	50%	.	4%	.	.	40%

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	2	0	0	0	0	0	7
Of which: number of male high earners	0	4	2	0	0	0	0	0	6
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	2	0	0	0	0	0	5
Total fixed remuneration of all high earners (in EUR)	0	9 869 268	6 278 460	0	0	0	0	0	16 147 728
Total variable remuneration of all high earners (in EUR)	0	11 865 954	2 286 728	0	0	0	0	0	14 152 682
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	8 494 580	2 286 728	0	0	0	0	0	10 781 308
Average total remuneration per individual (in EUR)	.	4 347 044	4 282 594	.	.	.	.	.	4 328 630
Ratio variable/fixed remuneration in %	.	120%	36%	.	.	.	.	.	88%
Ratio of deferred/total variable remuneration in %	.	72%	100%	.	.	.	.	.	76%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	36%	100%	.	.	.	.	.	47%

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	1	0	0	0	0	0	0	1
Of which: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	2 832 202	0	0	0	0	0	0	2 832 202
Total variable remuneration of all high earners (in EUR)	0	2 475 220	0	0	0	0	0	0	2 475 220
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 485 132	0	0	0	0	0	0	1 485 132
Average total remuneration per individual (in EUR)	.	5 307 422	.	.	.	.	.	.	5 307 422
Ratio variable/fixed remuneration in %	.	87%	.	.	.	.	.	.	87%
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 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	5	1	0	1	1	0	0	8
Of which: number of male high earners	0	4	1	0	1	1	0	0	7
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	5	0	0	0	1	0	0	6
Total fixed remuneration of all high earners (in EUR)	0	18 291 994	2 300 000	0	1 609 829	3 247 167	0	0	25 448 990
Total variable remuneration of all high earners (in EUR)	0	15 686 538	4 600 000	0	5 122 053	3 472 954	0	0	28 881 545
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	14 072 123	2 760 000	0	1 775 432	2 257 420	0	0	20 864 975
Average total remuneration per individual (in EUR)	.	6 795 706	6 900 000	.	6 731 882	6 720 121	.	.	6 791 317
Ratio variable/fixed remuneration in %	.	86%	200%	.	318%	107%	.	.	113%
Ratio of deferred/total variable remuneration in %	.	90%	60%	.	35%	65%	.	.	72%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	50%	.	29%	50%	.	.	47%

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	3	0	0	2	0	0	0	5
Of which: number of male high earners	0	3	0	0	2	0	0	0	5
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	0	0	2	0	0	0	5
Total fixed remuneration of all high earners (in EUR)	0	13 301 103	0	0	7 176 464	0	0	0	20 477 567
Total variable remuneration of all high earners (in EUR)	0	9 491 680	0	0	7 436 563	0	0	0	16 928 243
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 491 680	0	0	5 554 934	0	0	0	15 046 614
Average total remuneration per individual (in EUR)	.	7 597 594	.	.	7 306 514	.	.	.	7 481 162
Ratio variable/fixed remuneration in %	.	71%	.	.	104%	.	.	.	83%
Ratio of deferred/total variable remuneration in %	.	100%	.	.	75%	.	.	.	89%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	56%	.	.	60%	.	.	.	58%

Payment bracket for 8 000 000 to below 9 000 000 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: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	4 237 901	0	0	0	0	0	0	4 237 901
Total variable remuneration of all high earners (in EUR)	0	4 481 467	0	0	0	0	0	0	4 481 467
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 173 709	0	0	0	0	0	0	4 173 709
Average total remuneration per individual (in EUR)	-	8 719 368	-	-	-	-	-	-	8 719 368
Ratio variable/fixed remuneration in %	-	106%	-	-	-	-	-	-	106%
Ratio of deferred/total variable remuneration in %	-	93%	-	-	-	-	-	-	93%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	47%	-	-	-	-	-	-	47%

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	0	1	0	0	0	0	0	0	1
Of which: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	4 344 652	0	0	0	0	0	0	4 344 652
Total variable remuneration of all high earners (in EUR)	0	5 333 742	0	0	0	0	0	0	5 333 742
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 333 742	0	0	0	0	0	0	5 333 742
Average total remuneration per individual (in EUR)	-	9 678 394	-	-	-	-	-	-	9 678 394
Ratio variable/fixed remuneration in %	-	123%	-	-	-	-	-	-	123%
Ratio of deferred/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	-	-	-	-	-	50%

Payment bracket for 11 000 000 to below 12 000 000 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: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	3 540 494	0	0	0	0	0	0	3 540 494
Total variable remuneration of all high earners (in EUR)	0	7 487 197	0	0	0	0	0	0	7 487 197
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 432 688	0	0	0	0	0	0	1 432 688
Average total remuneration per individual (in EUR)	-	11 027 691	-	-	-	-	-	-	11 027 691
Ratio variable/fixed remuneration in %	-	211%	-	-	-	-	-	-	211%
Ratio of deferred/total variable remuneration in %	-	19%	-	-	-	-	-	-	19%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	16%	-	-	-	-	-	-	16%

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	1	0	0	0	0	0	1
Of which: number of male high earners	0	0	1	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	1	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	0	603 200	0	0	0	0	0	603 200
Total variable remuneration of all high earners (in EUR)	0	0	578 923	0	0	0	0	0	578 923
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	347 353	0	0	0	0	0	347 353
Average total remuneration per individual (in EUR)	-	-	1 182 123	-	-	-	-	-	1 182 123
Ratio variable/fixed remuneration in %	-	-	96%	-	-	-	-	-	96%
Ratio of deferred/total variable remuneration in %	-	-	60%	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	68%	-	-	-	-	-	68%

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	1	0	0	0	0	0	1
Of which: number of male high earners	0	0	1	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	1	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	0	2 028 079	0	0	0	0	0	2 028 079
Total variable remuneration of all high earners (in EUR)	0	0	0	0	0	0	0	0	0
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	-	-	2 028 079	-	-	-	-	-	2 028 079
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 %	-	-	-	-	-	-	-	-	-

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: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	-	1 606 350	-	-	-	-	-	1 606 350
Total variable remuneration of all high earners (in EUR)	-	-	1 703 909	-	-	-	-	-	1 703 909
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	1 601 164	-	-	-	-	-	1 601 164
Average total remuneration per individual (in EUR)	-	-	3 310 259	-	-	-	-	-	3 310 259
Ratio variable/fixed remuneration in %	-	-	106%	-	-	-	-	-	106%
Ratio of deferred/total variable remuneration in %	-	-	94%	-	-	-	-	-	94%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	97%	-	-	-	-	-	97%

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	1	0	1	0	0	0	0	2
Of which: number of male high earners	0	1	0	1	0	0	0	0	2
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	1	0	0	0	0	2
Total fixed remuneration of all high earners (in EUR)	0	486 386	0	501 678	0	0	0	0	988 064
Total variable remuneration of all high earners (in EUR)	0	560 841	0	570 000	0	0	0	0	1 130 841
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	342 000	0	342 000	0	0	0	0	684 000
Average total remuneration per individual (in EUR)	-	1 047 227	-	1 071 678	-	-	-	-	1 059 452
Ratio variable/fixed remuneration in %	-	115%	-	114%	-	-	-	-	114%
Ratio of deferred/total variable remuneration in %	-	61%	-	60%	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	61%	-	60%	-	-	-	-	60%

HUNGARY
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	0	0	0	1	0	0	1
Of which: number of male high earners	0	0	0	0	0	1	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	0	0	0	1	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	0	0	0	0	1 864 354	0	0	1 864 354
Total variable remuneration of all high earners (in EUR)	0	0	0	0	0	1 012 644	0	0	1 012 644
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	607 586	0	0	607 586
Average total remuneration per individual (in EUR)	-	-	-	-	-	2 876 998	-	-	2 876 998
Ratio variable/fixed remuneration in %	-	-	-	-	-	54%	-	-	54%
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	0	4	4	2	3	0	1	0	14
Of which: number of male high earners	0	3	4	1	3	0	1	0	12
Of which: number of female high earners	0	1	0	1	0	0	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	4	2	2	0	1	0	12
Total fixed remuneration of all high earners (in EUR)	0	2 453 236	2 362 615	993 575	1 016 909	0	909 078	0	7 735 413
Total variable remuneration of all high earners (in EUR)	0	2 633 577	2 328 531	1 272 595	2 499 454	0	482 035	0	9 216 192
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 096 469	1 560 053	341 650	1 344 561	0	482 035	0	5 824 768
Average total remuneration per individual (in EUR)	-	1 271 703	1 172 786	1 133 085	1 172 121	-	1 391 113	-	1 210 829
Ratio variable/fixed remuneration in %	-	107%	99%	128%	246%	-	53%	-	119%
Ratio of deferred/total variable remuneration in %	-	80%	67%	27%	54%	-	100%	-	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	59%	36%	15%	54%	-	100%	-	48%

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	-	3	-	-	-	-	-	-	3
Of which: number of male high earners	-	2	-	-	-	-	-	-	2
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	1	-	-	-	-	-	-	1
Of which: 'identified staff'	-	3	-	-	-	-	-	-	3
Total fixed remuneration of all high earners (in EUR)	-	3 465 714	-	-	-	-	-	-	3 465 714
Total variable remuneration of all high earners (in EUR)	-	4 647 517	-	-	-	-	-	-	4 647 517
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 770 546	-	-	-	-	-	-	2 770 546
Average total remuneration per individual (in EUR)	-	2 704 410	-	-	-	-	-	-	2 704 410
Ratio variable/total remuneration in %	-	134%	-	-	-	-	-	-	134%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	43%	-	-	-	-	-	-	43%

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 356 352	-	-	-	-	-	-	1 356 352
Total variable remuneration of all high earners (in EUR)	-	1 764 772	-	-	-	-	-	-	1 764 772
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 591 396	-	-	-	-	-	-	1 591 396
Average total remuneration per individual (in EUR)	-	3 121 124	-	-	-	-	-	-	3 121 124
Ratio variable/total remuneration in %	-	130%	-	-	-	-	-	-	130%
Ratio of deferred/total variable remuneration in %	-	90%	-	-	-	-	-	-	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	95%	-	-	-	-	-	-	95%

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	0	14	100	41	19	25	6	79	284
Of which: number of male high earners	0	14	89	38	17	21	6	76	261
Of which: number of female high earners	0	0	11	3	2	4	0	3	23
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	11	85	37	17	21	6	62	239
Total fixed remuneration of all high earners (in EUR)	0	12 564 494	74 511 581	37 987 281	10 445 116	15 127 155	6 707 578	64 272 762	221 615 968
Total variable remuneration of all high earners (in EUR)	0	7 671 965	52 845 202	13 898 499	15 628 073	16 362 660	1 521 000	41 359 392	149 286 792
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 163 075	28 878 118	6 080 172	9 836 406	9 703 198	912 600	17 981 789	77 555 358
Average total remuneration per individual (in EUR)	-	1 445 461	1 273 568	1 265 507	1 372 273	1 259 593	1 371 430	1 337 116	1 305 996
Ratio variable/total remuneration in %	-	61%	71%	37%	150%	108%	23%	64%	67%
Ratio of deferred/total variable remuneration in %	-	54%	55%	44%	63%	59%	60%	43%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	48%	54%	45%	68%	61%	65%	33%	49%

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	9	10	1	9	0	6	39
Of which: number of male high earners	1	3	9	9	1	7	0	6	36
Of which: number of female high earners	0	0	0	1	0	2	0	0	3
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	1	3	9	8	1	9	0	6	37
Total fixed remuneration of all high earners (in EUR)	2 595 741	3 305 423	10 122 433	12 072 082	901 211	8 379 896	0	7 235 127	44 611 913
Total variable remuneration of all high earners (in EUR)	0	3 587 971	10 691 864	11 118 165	1 398 000	13 446 698	0	7 930 915	48 173 613
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 532 677	5 796 378	7 813 351	838 800	8 075 120	0	4 443 472	28 499 798
Average total remuneration per individual (in EUR)	2 595 741	2 297 798	2 312 700	2 319 025	2 299 211	2 425 177	.	2 527 674	2 379 116
Ratio variable/fixed remuneration in %	0%	109%	106%	92%	155%	160%	.	110%	108%
Ratio of deferred/total variable remuneration in %	.	43%	54%	70%	60%	60%	.	56%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	57%	62%	47%	60%	62%	.	44%	55%

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	2	5	5	2	2	0	2	18
Of which: number of male high earners	0	2	5	5	1	1	0	2	16
Of which: number of female high earners	0	0	0	0	1	1	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	5	5	2	2	0	2	18
Total fixed remuneration of all high earners (in EUR)	0	2 663 588	8 740 569	9 249 829	3 193 977	2 187 820	0	5 420 713	31 456 496
Total variable remuneration of all high earners (in EUR)	0	4 498 707	7 384 132	7 551 644	4 230 549	5 454 500	0	2 254 339	31 373 871
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 699 224	6 334 848	4 459 124	3 449 342	1 525 200	0	1 162 959	19 630 697
Average total remuneration per individual (in EUR)	.	3 581 148	3 224 940	3 360 295	3 712 263	3 821 160	.	3 837 526	3 490 576
Ratio variable/fixed remuneration in %	.	169%	84%	82%	132%	249%	.	42%	100%
Ratio of deferred/total variable remuneration in %	.	60%	86%	59%	82%	28%	.	52%	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	51%	81%	56%	85%	29%	.	49%	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	0	3	4	1	0	0	0	3	11
Of which: number of male high earners	0	3	4	1	0	0	0	3	11
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	4	1	0	0	0	2	10
Total fixed remuneration of all high earners (in EUR)	0	4 780 733	8 339 180	4 153 991	0	0	0	9 735 893	27 009 797
Total variable remuneration of all high earners (in EUR)	0	8 650 427	8 897 506	469 610	0	0	0	3 912 175	21 929 718
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 982 023	3 478 518	281 766	0	0	0	1 516 966	8 259 273
Average total remuneration per individual (in EUR)	.	4 477 053	4 309 172	4 623 601	.	.	.	4 549 356	4 449 047
Ratio variable/fixed remuneration in %	.	181%	107%	11%	.	.	.	40%	81%
Ratio of deferred/total variable remuneration in %	.	34%	39%	60%	.	.	.	39%	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	63%	47%	52%	.	.	.	20%	49%

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	0	1	0	0	0	0	1	2
Of which: number of male high earners	0	0	1	0	0	0	0	1	2
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	1	0	0	0	0	1	2
Total fixed remuneration of all high earners (in EUR)	0	0	3 135 242	0	0	0	0	4 316 285	7 451 527
Total variable remuneration of all high earners (in EUR)	0	0	2 170 552	0	0	0	0	1 228 675	3 399 227
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	1 963 144	0	0	0	0	476 425	2 439 569
Average total remuneration per individual (in EUR)	-	-	5 305 794	-	-	-	-	5 544 960	5 425 377
Ratio variable/fixed remuneration in %	-	-	69%	-	-	-	-	28%	46%
Ratio of deferred/total variable remuneration in %	-	-	90%	-	-	-	-	39%	72%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	90%	-	-	-	-	20%	65%

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	0	2	0	0	0	0	0	2
Of which: number of male high earners	0	0	2	0	0	0	0	0	2
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	2	0	0	0	0	0	2
Total fixed remuneration of all high earners (in EUR)	0	0	6 928 615	0	0	0	0	0	6 928 615
Total variable remuneration of all high earners (in EUR)	0	0	6 247 035	0	0	0	0	0	6 247 035
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	3 367 035	0	0	0	0	0	3 367 035
Average total remuneration per individual (in EUR)	-	-	6 587 825	-	-	-	-	-	6 587 825
Ratio variable/fixed remuneration in %	-	-	90%	-	-	-	-	-	90%
Ratio of deferred/total variable remuneration in %	-	-	54%	-	-	-	-	-	54%
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	-	2	-	-	-	-	-	-	2
Of which: number of male high earners	-	2	-	-	-	-	-	-	2
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	2	-	-	-	-	-	-	2
Total fixed remuneration of all high earners (in EUR)	-	5 425 888	-	-	-	-	-	-	5 425 888
Total variable remuneration of all high earners (in EUR)	-	9 585 000	-	-	-	-	-	-	9 585 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	5 751 000	-	-	-	-	-	-	5 751 000
Average total remuneration per individual (in EUR)	-	7 505 444	-	-	-	-	-	-	7 505 444
Ratio variable/fixed remuneration in %	-	177%	-	-	-	-	-	-	177%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	70%	-	-	-	-	-	-	70%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	-	1	-	-	-	-	1
Of which: number of male high earners	-	-	-	1	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	-	-	3 154 971	-	-	-	-	3 154 971
Total variable remuneration of all high earners (in EUR)	-	-	-	9 785 000	-	-	-	-	9 785 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	5 776 312	-	-	-	-	5 776 312
Average total remuneration per individual (in EUR)	-	-	-	12 939 971	-	-	-	-	12 939 971
Ratio variable/total remuneration in %	-	-	-	310%	-	-	-	-	310%
Ratio of deferred/total variable remuneration in %	-	-	-	59%	-	-	-	-	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

LATVIA
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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	468 809	-	-	-	-	-	-	468 809
Total variable remuneration of all high earners (in EUR)	-	555 823	-	-	-	-	-	-	555 823
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	501 823	-	-	-	-	-	-	501 823
Average total remuneration per individual (in EUR)	-	1 024 632	-	-	-	-	-	-	1 024 632
Ratio variable/total remuneration in %	-	119%	-	-	-	-	-	-	119%
Ratio of deferred/total variable remuneration in %	-	90%	-	-	-	-	-	-	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	84%	-	-	-	-	-	-	84%

LIECHTENSTEIN
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	9	-	-	-	-	-	-	10
Of which: number of male high earners	1	8	-	-	-	-	-	-	9
Of which: number of female high earners	0	1	-	-	-	-	-	-	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	-	-	-	-	-	-	0
Of which: 'identified staff'	1	8	-	-	-	-	-	-	9
Total fixed remuneration of all high earners (in EUR)	395 457	5 753 216	-	-	-	-	-	-	6 148 673
Total variable remuneration of all high earners (in EUR)	735 145	5 838 522	-	-	-	-	-	-	6 573 667
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	441 087	2 539 564	-	-	-	-	-	-	2 980 651
Average total remuneration per individual (in EUR)	1 130 602	1 287 971	-	-	-	-	-	-	1 272 234
Ratio variable/total remuneration in %	186%	101%	-	-	-	-	-	-	107%
Ratio of deferred/total variable remuneration in %	60%	43%	-	-	-	-	-	-	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	60%	41%	-	-	-	-	-	-	43%

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	-	-	-	-	-	-	2
Of which: number of male high earners	-	2	-	-	-	-	-	-	2
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 728 900	-	-	-	-	-	-	1 728 900
Total variable remuneration of all high earners (in EUR)	-	3 209 288	-	-	-	-	-	-	3 209 288
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 029 000	-	-	-	-	-	-	2 029 000
Average total remuneration per individual (in EUR)	-	2 469 094	-	-	-	-	-	-	2 469 094
Ratio variable/fixed remuneration in %	-	186%	-	-	-	-	-	-	186%
Ratio of deferred/total variable remuneration in %	-	63%	-	-	-	-	-	-	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	63%	-	-	-	-	-	-	63%

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 014 013	-	-	-	-	-	-	1 014 013
Total variable remuneration of all high earners (in EUR)	-	2 027 986	-	-	-	-	-	-	2 027 986
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 216 792	-	-	-	-	-	-	1 216 792
Average total remuneration per individual (in EUR)	-	3 042 000	-	-	-	-	-	-	3 042 000
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 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	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 825 194	-	-	-	-	-	-	1 825 194
Total variable remuneration of all high earners (in EUR)	-	3 041 979	-	-	-	-	-	-	3 041 979
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 825 188	-	-	-	-	-	-	1 825 188
Average total remuneration per individual (in EUR)	-	4 867 173	-	-	-	-	-	-	4 867 173
Ratio variable/fixed remuneration in %	-	167%	-	-	-	-	-	-	167%
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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 865 768	-	-	-	-	-	-	1 865 768
Total variable remuneration of all high earners (in EUR)	-	3 711 215	-	-	-	-	-	-	3 711 215
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 230 785	-	-	-	-	-	-	2 230 785
Average total remuneration per individual (in EUR)	-	5 576 982	-	-	-	-	-	-	5 576 982
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%

LITHUANIA

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration of all high earners (in EUR)	-	654 000	-	-	-	-	-	-	654 000
Total variable remuneration of all high earners (in EUR)	-	745 000	-	-	-	-	-	-	745 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	171 000	-	-	-	-	-	-	171 000
Average total remuneration per individual (in EUR)	-	1 399 000	-	-	-	-	-	-	1 399 000
Ratio variable/fixed remuneration in %	-	114%	-	-	-	-	-	-	114%
Ratio of deferred/total variable remuneration in %	-	23%	-	-	-	-	-	-	23%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	23%	-	-	-	-	-	-	23%

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	25	1	6	1	1	0	8	42
Of which: number of male high earners	0	22	1	6	1	0	0	8	38
Of which: number of female high earners	0	3	0	0	0	1	0	0	4
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	25	1	6	1	0	0	7	40
Total fixed remuneration of all high earners (in EUR)	0	20 273 519	569 153	2 660 995	493 322	403 624	0	5 528 773	29 929 386
Total variable remuneration of all high earners (in EUR)	0	13 579 165	700 173	3 925 921	588 463	783 346	0	4 674 592	24 251 660
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 527 311	560 139	1 613 769	353 077	643 847	0	1 911 002	11 609 144
Average total remuneration per individual (in EUR)	-	1 354 107	1 269 326	1 097 819	1 081 785	1 186 970	-	1 275 421	1 290 025
Ratio variable/fixed remuneration in %	-	67%	123%	148%	119%	194%	-	85%	81%
Ratio of deferred/total variable remuneration in %	-	48%	80%	41%	60%	82%	-	41%	48%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	45%	90%	24%	66%	76%	-	44%	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	0	2	0	0	0	0	0	1	3
Of which: number of male high earners	0	2	0	0	0	0	0	1	3
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	0	0	0	0	0	1	3
Total fixed remuneration of all high earners (in EUR)	0	2 625 539	0	0	0	0	0	1 847 819	4 473 358
Total variable remuneration of all high earners (in EUR)	0	2 827 323	0	0	0	0	0	300 000	3 127 323
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 696 394	0	0	0	0	0	120 000	1 816 394
Average total remuneration per individual (in EUR)	-	2 726 431	-	-	-	-	-	2 147 819	2 533 560
Ratio variable/fixed remuneration in %	-	108%	-	-	-	-	-	16%	70%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	40%	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	26%	-	-	-	-	-	55%	29%

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	1	0	0	0	0	0	0	1
Of which: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	0	0	0	0	0	0	1
Total fixed remuneration of all high earners (in EUR)	0	2 171 809	0	0	0	0	0	0	2 171 809
Total variable remuneration of all high earners (in EUR)	0	2 910 443	0	0	0	0	0	0	2 910 443
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 337 915	0	0	0	0	0	0	2 337 915
Average total remuneration per individual (in EUR)	-	5 082 252	-	-	-	-	-	-	5 082 252
Ratio variable/fixed remuneration in %	-	134%	-	-	-	-	-	-	134%
Ratio of deferred/total variable remuneration in %	-	80%	-	-	-	-	-	-	80%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	90%	-	-	-	-	-	-	90%

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 016 963	-	-	-	-	-	-	1 016 963
Total variable remuneration of all high earners (in EUR)	-	49 900	-	-	-	-	-	-	49 900
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	1 066 863	-	-	-	-	-	-	1 066 863
Ratio variable/fixed remuneration in %	-	5%	-	-	-	-	-	-	5%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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	21	21	6	4	11	1	1	65
Of which: number of male high earners	0	18	18	6	4	11	0	1	58
Of which: number of female high earners	0	3	3	0	0	0	1	0	7
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	18	21	6	4	11	1	1	62
Total fixed remuneration of all high earners (in EUR)	0	24 778 525	14 416 179	4 137 616	3 515 947	7 590 379	496 242	566 001	55 500 889
Total variable remuneration of all high earners (in EUR)	0	6 460 999	12 169 080	2 925 835	2 902 833	4 954 255	600 295	566 001	30 579 298
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 224 456	6 231 614	1 435 750	2 122 544	1 722 570	360 177	0	15 097 110
Average total remuneration per individual (in EUR)	.	1 487 596	1 265 965	1 177 242	1 604 695	1 140 421	1 096 537	1 132 002	1 324 311
Ratio variable/fixed remuneration in %	.	26%	84%	71%	83%	65%	121%	100%	55%
Ratio of deferred/total variable remuneration in %	.	50%	51%	49%	73%	35%	60%	0%	49%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	49%	61%	41%	81%	29%	80%	0%	53%

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	5	4	0	0	0	0	0	9
Of which: number of male high earners	0	4	4	0	0	0	0	0	8
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	5	4	0	0	0	0	0	9
Total fixed remuneration of all high earners (in EUR)	0	6 295 003	4 673 592	0	0	0	0	0	10 968 595
Total variable remuneration of all high earners (in EUR)	0	5 896 276	4 450 100	0	0	0	0	0	10 346 376
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 251 976	3 477 405	0	0	0	0	0	5 729 381
Average total remuneration per individual (in EUR)	.	2 438 256	2 280 923	.	.	.	.	.	2 368 330
Ratio variable/fixed remuneration in %	.	94%	95%	.	.	.	.	.	94%
Ratio of deferred/total variable remuneration in %	.	38%	78%	.	.	.	.	.	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	34%	75%	.	.	.	.	.	52%

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	0	7	1	0	1	0	0	9
Of which: number of male high earners	0	0	7	1	0	0	0	0	8
Of which: number of female high earners	0	0	0	0	0	1	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	5	1	0	1	0	0	7
Total fixed remuneration of all high earners (in EUR)	0	0	4 250 274	1 236 454	0	1 130 648	0	0	6 617 377
Total variable remuneration of all high earners (in EUR)	0	0	3 769 090	2 996	0	300 515	0	0	4 072 601
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	956 379	0	0	149 049	0	0	1 105 428
Average total remuneration per individual (in EUR)	.	.	1 145 623	1 239 451	.	1 431 163	.	.	1 187 775
Ratio variable/fixed remuneration in %	.	.	89%	0%	.	27%	.	.	62%
Ratio of deferred/total variable remuneration in %	.	.	25%	0%	.	50%	.	.	27%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	24%	0%	.	50%	.	.	26%

POLAND

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	5	2	3	0	0	1	0	11
Of which: number of male high earners	0	4	2	3	0	0	1	0	10
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	5	2	2	0	0	1	0	10
Total fixed remuneration of all high earners (in EUR)	0	2 912 929	1 196 981	1 838 979	0	0	849 167	0	6 798 056
Total variable remuneration of all high earners (in EUR)	0	3 592 319	1 098 751	1 810 022	0	0	453 670	0	6 954 762
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 039 123	600 722	1 394 797	0	0	272 202	0	4 306 843
Average total remuneration per individual (in EUR)	.	1 301 050	1 147 866	1 216 334	.	.	1 302 837	.	1 250 256
Ratio variable/fixed remuneration in %	.	123%	92%	98%	.	.	53%	.	102%
Ratio of deferred/total variable remuneration in %	.	57%	55%	77%	.	.	60%	.	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	66%	70%	74%	.	.	50%	.	68%

PORTUGAL

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	9	0	0	0	0	0	0	10
Of which: number of male high earners	1	8	0	0	0	0	0	0	9
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	1	9	0	0	0	0	0	0	10
Total fixed remuneration of all high earners (in EUR)	1 115 241	5 648 922	0	0	0	0	0	0	6 764 163
Total variable remuneration of all high earners (in EUR)	0	5 003 222	0	0	0	0	0	0	5 003 222
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 415 736	0	0	0	0	0	0	2 415 736
Average total remuneration per individual (in EUR)	1 115 241	1 183 572	.	.	.	.	.	.	1 176 739
Ratio variable/fixed remuneration in %	0%	89%	.	.	.	.	.	.	74%
Ratio of deferred/total variable remuneration in %	.	48%	.	.	.	.	.	.	48%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	61%	.	.	.	.	.	.	61%

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: number of male high earners	.	1	.	.	.	.	.	.	1
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	.	.	.	.	.	.	1
Total fixed remuneration of all high earners (in EUR)	.	859 291	.	.	.	.	.	.	859 291
Total variable remuneration of all high earners (in EUR)	.	1 257 185	.	.	.	.	.	.	1 257 185
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	693 424	.	.	.	.	.	.	693 424
Average total remuneration per individual (in EUR)	.	2 116 476	.	.	.	.	.	.	2 116 476
Ratio variable/fixed remuneration in %	.	146%	.	.	.	.	.	.	146%
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 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	-	-	-	-	-	1	-	-	1
Of which: number of male high earners	-	-	-	-	-	1	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	1	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	-	-	-	-	196 482	-	-	196 482
Total variable remuneration of all high earners (in EUR)	-	-	-	-	-	2 862 976	-	-	2 862 976
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	43 902	-	-	43 902
Average total remuneration per individual (in EUR)	-	-	-	-	-	3 059 458	-	-	3 059 458
Ratio variable/fixed remuneration in %	-	-	-	-	-	1457%	-	-	1457%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	2%	-	-	2%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	2%	-	-	2%

ROMANIA

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	2	-	1	-	-	-	-	4
Of which: number of male high earners	1	2	-	1	-	-	-	-	4
Of which: number of female high earners	0	-	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	0	-	-	-	-	-	-	-	0
Of which: 'identified staff'	1	2	-	1	-	-	-	-	4
Total fixed remuneration of all high earners (in EUR)	1 391 388	2 059 553	-	593 806	-	-	-	-	4 044 747
Total variable remuneration of all high earners (in EUR)	0	811 809	-	500 000	-	-	-	-	1 311 809
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	487 085	-	300 000	-	-	-	-	787 085
Average total remuneration per individual (in EUR)	1 391 388	1 435 681	-	1 093 806	-	-	-	-	1 339 139
Ratio variable/fixed remuneration in %	0%	39%	-	84%	-	-	-	-	32%
Ratio of deferred/total variable remuneration in %	-	60%	-	60%	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	56%	-	-	-	-	52%

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 599 925	-	-	-	-	-	-	1 599 925
Total variable remuneration of all high earners (in EUR)	-	437 601	-	-	-	-	-	-	437 601
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	262 003	-	-	-	-	-	-	262 003
Average total remuneration per individual (in EUR)	-	2 037 526	-	-	-	-	-	-	2 037 526
Ratio variable/fixed remuneration in %	-	27%	-	-	-	-	-	-	27%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%

SLOVAKIA

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	540 000	-	-	-	-	-	-	540 000
Total variable remuneration of all high earners (in EUR)	-	540 000	-	-	-	-	-	-	540 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	216 000	-	-	-	-	-	-	216 000
Average total remuneration per individual (in EUR)	-	1 080 000	-	-	-	-	-	-	1 080 000
Ratio variable/fixed remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of deferred/total variable remuneration in %	-	40%	-	-	-	-	-	-	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	70%	-	-	-	-	-	-	70%

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	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 500 000	-	-	-	-	-	-	1 500 000
Total variable remuneration of all high earners (in EUR)	-	1 500 000	-	-	-	-	-	-	1 500 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 500 000	-	-	-	-	-	-	1 500 000
Average total remuneration per individual (in EUR)	-	3 000 000	-	-	-	-	-	-	3 000 000
Ratio variable/fixed remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of deferred/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%

SLOVENIA

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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	1 357 427	-	-	-	-	-	-	1 357 427
Total variable remuneration of all high earners (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)	-	2 365 451	-	-	-	-	-	-	2 365 451
Ratio variable/fixed remuneration in %	-	74%	-	-	-	-	-	-	74%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	-	-	-	-	-	50%

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	2	8	68	19	2	35	9	1	144
Of which: number of male high earners	2	7	63	17	2	28	5	1	125
Of which: number of female high earners	0	1	5	2	0	7	4	0	19
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	2	8	67	19	2	35	9	1	143
Total fixed remuneration of all high earners (in EUR)	3 011 600	4 640 151	41 464 742	10 523 861	1 770 824	25 755 988	6 646 848	500 000	94 314 015
Total variable remuneration of all high earners (in EUR)	0	5 703 053	49 069 360	12 905 873	1 977 725	23 367 747	5 657 236	860 000	99 540 994
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 099 914	26 109 500	5 022 359	1 385 078	9 736 332	2 064 127	543 520	45 960 830
Average total remuneration per individual (in EUR)	1 505 800	1 292 901	1 331 384	1 233 144	1 874 275	1 403 535	1 367 120	1 360 000	1 346 215
Ratio variable/fixed remuneration in %	0%	123%	118%	123%	112%	91%	85%	172%	106%
Ratio of deferred/total variable remuneration in %	.	19%	53%	39%	70%	42%	36%	63%	46%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	23%	58%	45%	74%	50%	40%	54%	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	0	7	20	4	1	4	1	0	37
Of which: number of male high earners	0	6	19	4	1	4	1	0	35
Of which: number of female high earners	0	1	1	0	0	0	0	0	2
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	7	20	4	1	4	1	0	37
Total fixed remuneration of all high earners (in EUR)	0	10 334 872	22 388 649	3 208 380	1 054 135	3 868 098	1 446 821	0	42 300 955
Total variable remuneration of all high earners (in EUR)	0	7 090 022	26 178 146	7 290 042	1 465 134	4 858 569	790 274	0	47 672 187
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 914 648	13 182 058	2 771 357	586 054	2 047 962	493 894	0	22 995 973
Average total remuneration per individual (in EUR)	.	2 489 271	2 428 340	2 624 606	2 519 269	2 181 667	2 237 095	.	2 431 707
Ratio variable/fixed remuneration in %	.	69%	117%	227%	139%	126%	55%	.	113%
Ratio of deferred/total variable remuneration in %	.	55%	50%	38%	40%	42%	62%	.	48%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	49%	55%	38%	50%	42%	53%	.	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	2	2	1	4	.	.	10
Of which: number of male high earners	.	1	2	2	1	4	.	.	10
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	2	2	1	4	.	.	10
Total fixed remuneration of all high earners (in EUR)	.	2 763 540	1 474 928	2 325 337	1 815 968	7 273 216	.	.	15 652 989
Total variable remuneration of all high earners (in EUR)	.	1 175 420	4 901 164	4 752 959	1 644 730	7 965 447	.	.	20 439 720
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	740 660	1 450 194	695 794	769 730	3 669 247	.	.	7 325 625
Average total remuneration per individual (in EUR)	.	3 938 960	3 188 046	3 539 148	3 460 698	3 809 666	.	.	3 609 271
Ratio variable/fixed remuneration in %	.	43%	332%	204%	91%	110%	.	.	131%
Ratio of deferred/total variable remuneration in %	.	63%	30%	15%	47%	46%	.	.	36%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	57%	26%	13%	48%	52%	.	.	37%

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	3	1	0	0	2	1	0	7
Of which: number of male high earners	0	3	1	0	0	2	1	0	7
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	3	1	0	0	2	1	0	7
Total fixed remuneration of all high earners (in EUR)	0	5 700 227	1 588 020	0	0	2 986 147	2 415 376	0	12 689 770
Total variable remuneration of all high earners (in EUR)	0	7 281 768	2 962 395	0	0	5 598 318	2 047 706	0	17 890 187
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 610 519	2 327 752	0	0	900 918	1 157 306	0	7 996 495
Average total remuneration per individual (in EUR)	.	4 327 332	4 550 415	.	.	4 292 233	4 463 082	.	4 368 565
Ratio variable/fixed remuneration in %	.	128%	187%	.	.	187%	85%	.	141%
Ratio of deferred/total variable remuneration in %	.	50%	79%	.	.	16%	57%	.	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	89%	.	.	17%	48%	.	47%

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	.	1	1	.	4
Of which: number of male high earners	.	.	1	1	.	1	1	.	4
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	.	1	1	.	1	1	.	4
Total fixed remuneration of all high earners (in EUR)	.	.	2 025 482	2 241 114	.	2 163 042	3 094 525	.	9 524 163
Total variable remuneration of all high earners (in EUR)	.	.	3 691 561	3 666 628	.	3 412 428	2 725 689	.	13 496 306
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	1 698 061	2 797 628	.	2 134 467	1 262 289	.	7 892 445
Average total remuneration per individual (in EUR)	.	.	5 717 043	5 907 742	.	5 575 470	5 820 214	.	5 755 117
Ratio variable/fixed remuneration in %	.	.	182%	164%	.	158%	88%	.	142%
Ratio of deferred/total variable remuneration in %	.	.	46%	76%	.	63%	46%	.	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	49%	75%	.	56%	49%	.	58%

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	1	.	.	1	.	.	4
Of which: number of male high earners	.	2	1	.	.	1	.	.	4
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	2	1	.	.	1	.	.	4
Total fixed remuneration of all high earners (in EUR)	.	5 778 471	493 969	.	.	830 973	.	.	7 103 413
Total variable remuneration of all high earners (in EUR)	.	7 409 152	5 726 184	.	.	5 734 244	.	.	18 869 580
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	4 194 574	394 800	.	.	2 394 295	.	.	6 983 669
Average total remuneration per individual (in EUR)	.	6 593 812	6 220 153	.	.	6 565 217	.	.	6 493 248
Ratio variable/fixed remuneration in %	.	128%	1159%	.	.	690%	.	.	266%
Ratio of deferred/total variable remuneration in %	.	57%	7%	.	.	42%	.	.	37%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	9%	.	.	19%	.	.	28%

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	-	2	-	-	-	1	-	-	3
Of which: number of male high earners	-	2	-	-	-	1	-	-	3
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	2	-	-	-	1	-	-	3
Total fixed remuneration of all high earners (in EUR)	-	6 794 939	-	-	-	3 324 090	-	-	10 119 029
Total variable remuneration of all high earners (in EUR)	-	8 279 643	-	-	-	4 147 087	-	-	12 426 730
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	5 001 910	-	-	-	2 370 167	-	-	7 372 077
Average total remuneration per individual (in EUR)	-	7 537 291	-	-	-	7 471 177	-	-	7 515 253
Ratio variable/fixed remuneration in %	-	122%	-	-	-	125%	-	-	123%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	57%	-	-	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	55%	-	-	-	48%	-	-	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: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	5 187 714	-	-	-	-	-	-	5 187 714
Total variable remuneration of all high earners (in EUR)	-	5 334 767	-	-	-	-	-	-	5 334 767
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	3 055 567	-	-	-	-	-	-	3 055 567
Average total remuneration per individual (in EUR)	-	10 522 481	-	-	-	-	-	-	10 522 481
Ratio variable/fixed remuneration in %	-	103%	-	-	-	-	-	-	103%
Ratio of deferred/total variable remuneration in %	-	57%	-	-	-	-	-	-	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	48%	-	-	-	-	-	-	48%

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: number of male high earners	-	-	-	-	-	-	-	-	-
Of which: number of female high earners	-	1	-	-	-	-	-	-	1
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration of all high earners (in EUR)	-	5 215 876	-	-	-	-	-	-	5 215 876
Total variable remuneration of all high earners (in EUR)	-	7 913 244	-	-	-	-	-	-	7 913 244
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	4 536 084	-	-	-	-	-	-	4 536 084
Average total remuneration per individual (in EUR)	-	13 129 120	-	-	-	-	-	-	13 129 120
Ratio variable/fixed remuneration in %	-	152%	-	-	-	-	-	-	152%
Ratio of deferred/total variable remuneration in %	-	57%	-	-	-	-	-	-	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	48%	-	-	-	-	-	-	48%

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	0	5	19	1	3	2	0	1	31
Of which: number of male high earners	0	3	19	1	3	1	0	1	28
Of which: number of female high earners	0	2	0	0	0	1	0	0	3
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	5	12	1	3	2	0	1	24
Total fixed remuneration of all high earners (in EUR)	0	6 471 508	13 759 131	880 608	2 323 273	2 822 126	0	1 210 836	27 467 482
Total variable remuneration of all high earners (in EUR)	0	1 253 745	11 050 602	229 325	2 614 247	765	0	0	15 148 684
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	149 826	4 523 250	229 325	1 746 397	765	0	0	6 649 563
Average total remuneration per individual (in EUR)	.	1 545 051	1 305 775	1 109 933	1 645 840	1 411 446	.	1 210 836	1 374 715
Ratio variable/fixed remuneration in %	.	19%	80%	26%	113%	0%	.	0%	55%
Ratio of deferred/total variable remuneration in %	.	12%	41%	100%	67%	100%	.	.	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	76%	50%	100%	74%	0%	.	.	57%

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	2	5	0	0	1	0	0	8
Of which: number of male high earners	0	2	5	0	0	1	0	0	8
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	5	0	0	1	0	0	8
Total fixed remuneration of all high earners (in EUR)	0	2 979 959	7 586 439	0	0	982 119	0	0	11 548 517
Total variable remuneration of all high earners (in EUR)	0	1 489 282	4 861 228	0	0	1 038 562	0	0	7 389 072
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	781 998	3 972 088	0	0	623 137	0	0	5 377 224
Average total remuneration per individual (in EUR)	.	2 234 621	2 489 533	.	.	2 020 681	.	.	2 367 199
Ratio variable/fixed remuneration in %	.	50%	64%	.	.	106%	.	.	64%
Ratio of deferred/total variable remuneration in %	.	53%	82%	.	.	60%	.	.	73%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	86%	77%	.	.	78%	.	.	79%

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	0	1	0	0	0	0	0	1
Of which: number of male high earners	0	0	1	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	.	.	.	.	.	.	.	.	.
Total fixed remuneration of all high earners (in EUR)	0	0	2 275 021	0	0	0	0	0	2 275 021
Total variable remuneration of all high earners (in EUR)	0	0	3 425 282	0	0	0	0	0	3 425 282
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	2 055 169	0	0	0	0	0	2 055 169
Average total remuneration per individual (in EUR)	.	.	5 700 303	.	.	.	.	.	5 700 303
Ratio variable/fixed remuneration in %	.	.	151%	.	.	.	.	.	151%
Ratio of deferred/total variable remuneration in %	.	.	60%	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	80%	.	.	.	.	.	80%

9. Annex VII – Aggregated data on high earners by Member State (EU27/EEA) and payment bracket for IFD investment firms²⁶

BELGIUM									
Payment bracket for 1 000 000 to below 2 000 000 Euro									
	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	4	0	0	0	0	0	4
Of which: number of male high earners	-	-	4	-	-	-	-	-	4
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	4	-	-	-	-	-	4
Total fixed remuneration (in EUR) in year N of all high earners	0	0	940 765	0	0	0	0	0	940 765
Total variable remuneration (in EUR) in year N of all high earners	0	0	4 115 000	0	0	0	0	0	4 115 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	2 469 000	-	-	-	-	-	2 469 000
Average total remuneration per individual (in EUR)	-	-	1 263 941	-	-	-	-	-	1 263 941
Ratio variable/fixed remuneration in %	-	-	437%	-	-	-	-	-	437%
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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	4	0	0	0	0	0	4
Of which: number of male high earners	-	-	4	-	-	-	-	-	4
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	4	-	-	-	-	-	4
Total fixed remuneration (in EUR) in year N of all high earners	0	0	1 072 018	0	0	0	0	0	1 072 018
Total variable remuneration (in EUR) in year N of all high earners	0	0	9 675 000	0	0	0	0	0	9 675 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	5 805 000	-	-	-	-	-	5 805 000
Average total remuneration per individual (in EUR)	-	-	2 686 755	-	-	-	-	-	2 686 755
Ratio variable/fixed remuneration in %	-	-	903%	-	-	-	-	-	903%
Ratio of deferred/total variable remuneration in %	-	-	60%	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	50%	-	-	-	-	-	50%

²⁶ All variable remuneration elements, including severance payments, have been incorporated into the variable remuneration. Please refer to Figure 14 for the details on specific remuneration elements per MS.

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	0	1	0	0	0	0	0	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	0	0	255 650	0	0	0	0	0	255 650
Total variable remuneration (in EUR) in year N of all high earners	0	0	3 050 000	0	0	0	0	0	3 050 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	1 830 000	-	-	-	-	-	1 830 000
Average total remuneration per individual (in EUR)	-	-	3 305 650	-	-	-	-	-	3 305 650
Ratio variable/fixed remuneration in %	-	-	1193%	-	-	-	-	-	1193%
Ratio of deferred/total variable remuneration in %	-	-	60%	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	50%	-	-	-	-	-	50%

CZECH REPUBLIC

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	-	-	1	1	-	-	-	2
Of which: number of male high earners	-	-	-	-	1	-	-	-	1
Of which: number of female high earners	-	-	-	1	-	-	-	-	1
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	1	1	-	-	-	2
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	105 780	112 127	-	-	-	217 907
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	1 313 676	1 313 677	-	-	-	2 627 353
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	1 306 813	1 306 814	-	-	-	2 613 627
Average total remuneration per individual (in EUR)	-	-	-	1 419 456	1 425 804	-	-	-	1 422 630
Ratio variable/fixed remuneration in %	-	-	-	1242%	1172%	-	-	-	1206%
Ratio of deferred/total variable remuneration in %	-	-	-	99%	99%	-	-	-	99%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	-	-	-	-	-	-	2	2
Of which: number of male high earners	-	-	-	-	-	-	-	2	2
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	2	2
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	-	-	-	-	194 179	194 179
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	-	-	-	-	4 487 978	4 487 978
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	-	-	-	-	-	-	2 341 079	2 341 079
Ratio variable/fixed remuneration in %	-	-	-	-	-	-	-	2311%	2311%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	2	0	0	4	0	0	2	8
Of which: number of male high earners	0	2	0	0	4	0	0	2	8
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	2	0	0	4	0	0	2	8
Total fixed remuneration (in EUR) in year N of all high earners	0	1 945 801	0	0	1 248 044	0	0	648 763	3 842 608
Total variable remuneration (in EUR) in year N of all high earners	0	1 075 310	0	0	4 652 662	0	0	1 707 769	7 435 741
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	645 186	0	0	2 317 434	0	0	0	2 962 620
Average total remuneration per individual (in EUR)	-	1 510 556	-	-	1 475 177	-	-	1 178 266	1 409 794
Ratio variable/fixed remuneration in %	-	55%	-	-	373%	-	-	263%	194%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	50%	-	-	0%	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	55%	-	-	37%	-	-	0%	31%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
Of which: number of male high earners	-	-	-	-	1	-	-	-	1
Of which: number of female high earners	-	-	-	-	0	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	0	-	-	-	0
Of which: 'identified staff'	-	-	-	-	1	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	-	919 466	-	-	-	919 466
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	-	1 506 064	-	-	-	1 506 064
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	256 000	-	-	-	256 000
Average total remuneration per individual (in EUR)	-	-	-	-	2 425 530	-	-	-	2 425 530
Ratio variable/fixed remuneration in %	-	-	-	-	164%	-	-	-	164%
Ratio of deferred/total variable remuneration in %	-	-	-	-	17%	-	-	-	17%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	14%	-	-	-	14%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	0	-	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	0	-	-	-	-	-	-	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	2 354 985	-	-	-	-	-	-	2 354 985
Total variable remuneration (in EUR) in year N of all high earners	-	726 138	-	-	-	-	-	-	726 138
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	435 683	-	-	-	-	-	-	435 683
Average total remuneration per individual (in EUR)	-	3 081 123	-	-	-	-	-	-	3 081 123
Ratio variable/fixed remuneration in %	-	31%	-	-	-	-	-	-	31%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	44%	-	-	-	-	-	-	44%

FINLAND

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	1	-	-	2	-	-	1	4
Of which: number of male high earners	-	1	-	-	2	-	-	1	4
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	2	-	-	1	4
Total fixed remuneration (in EUR) in year N of all high earners	-	638 106	-	-	617 193	-	-	310 106	1 565 404
Total variable remuneration (in EUR) in year N of all high earners	-	1 049 965	-	-	1 475 139	-	-	758 396	3 283 500
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	216 910	-	-	433 819	-	-	216 910	867 639
Average total remuneration per individual (in EUR)	-	1 688 071	-	-	1 046 166	-	-	1 068 501	1 212 226
Ratio variable/fixed remuneration in %	-	165%	-	-	239%	-	-	245%	210%
Ratio of deferred/total variable remuneration in %	-	21%	-	-	29%	-	-	29%	26%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	21%	-	-	29%	-	-	29%	26%

FRANCE

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	0	16	5	1	0	0	12	34
Of which: number of male high earners	0	0	16	5	1	0	0	11	33
Of which: number of female high earners	0	0	0	0	0	0	0	1	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	0	15	3	1	0	0	8	27
Total fixed remuneration (in EUR) in year N of all high earners	0	0	3 270 289	902 245	695 000	0	0	6 874 317	11 741 851
Total variable remuneration (in EUR) in year N of all high earners	0	0	16 318 959	4 668 287	644 396	0	0	10 312 652	31 944 294
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	8 236 049	497 513	353 800	0	0	5 232 760	14 320 122
Average total remuneration per individual (in EUR)	-	-	1 224 328	1 114 106	1 339 396	-	-	1 432 247	1 284 887
Ratio variable/fixed remuneration in %	-	-	499%	517%	93%	-	-	150%	272%
Ratio of deferred/total variable remuneration in %	-	-	50%	11%	55%	-	-	51%	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	43%	28%	73%	-	-	37%	39%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	2	5	1	0	0	0	6	14
Of which: number of male high earners	-	2	5	1	-	-	-	6	14
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	2	5	1	-	-	-	3	11
Total fixed remuneration (in EUR) in year N of all high earners	0	2 668 000	1 400 000	752 004	0	0	0	5 062 501	9 882 505
Total variable remuneration (in EUR) in year N of all high earners	0	2 724 026	10 150 000	2 134 115	0	0	0	9 468 819	24 476 960
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 490 208	6 090 000	502 004	-	-	-	4 753 532	12 835 744
Average total remuneration per individual (in EUR)	-	2 696 013	2 310 000	2 886 119	-	-	-	2 421 887	2 454 248
Ratio variable/fixed remuneration in %	-	102%	725%	284%	-	-	-	187%	248%
Ratio of deferred/total variable remuneration in %	-	55%	60%	24%	-	-	-	50%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	67%	50%	24%	-	-	-	25%	40%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	0	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	-	0	-	-	-	-	-	0
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	-	141 275	-	-	-	-	-	141 275
Total variable remuneration (in EUR) in year N of all high earners	-	-	3 465 871	-	-	-	-	-	3 465 871
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	0	-	-	-	-	-	0
Average total remuneration per individual (in EUR)	-	-	3 607 146	-	-	-	-	-	3 607 146
Ratio variable/fixed remuneration in %	-	-	2453%	-	-	-	-	-	2453%
Ratio of deferred/total variable remuneration in %	-	-	0%	-	-	-	-	-	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	0%	-	-	-	-	-	0%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	2 258 000	-	-	-	-	-	-	2 258 000
Total variable remuneration (in EUR) in year N of all high earners	-	2 755 000	-	-	-	-	-	-	2 755 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 102 000	-	-	-	-	-	-	1 102 000
Average total remuneration per individual (in EUR)	-	5 013 000	-	-	-	-	-	-	5 013 000
Ratio variable/fixed remuneration in %	-	122%	-	-	-	-	-	-	122%
Ratio of deferred/total variable remuneration in %	-	40%	-	-	-	-	-	-	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	40%	-	-	-	-	-	-	40%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	0	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	-	0	-	-	-	-	-	0
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	-	87 404	-	-	-	-	-	87 404
Total variable remuneration (in EUR) in year N of all high earners	-	-	9 602 178	-	-	-	-	-	9 602 178
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	3 356 390	-	-	-	-	-	3 356 390
Average total remuneration per individual (in EUR)	-	-	9 689 582	-	-	-	-	-	9 689 582
Ratio variable/fixed remuneration in %	-	-	10986%	-	-	-	-	-	10986%
Ratio of deferred/total variable remuneration in %	-	-	35%	-	-	-	-	-	35%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	35%	-	-	-	-	-	35%

Payment bracket for 30 000 000 to below 31 000 000 Euro

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	0	-	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	-	0	-	-	-	-	-	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	397 455	-	-	-	-	-	397 455
Total variable remuneration (in EUR) in year N of all high earners	-	-	30 310 697	-	-	-	-	-	30 310 697
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	10 715 995	-	-	-	-	-	10 715 995
Average total remuneration per individual (in EUR)	-	-	30 708 152	-	-	-	-	-	30 708 152
Ratio variable/fixed remuneration in %	-	-	7626%	-	-	-	-	-	7626%
Ratio of deferred/total variable remuneration in %	-	-	35%	-	-	-	-	-	35%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	35%	-	-	-	-	-	35%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	16	6	2	7	0	0	6	37
Of which: number of male high earners	0	13	5	2	6	0	0	6	32
Of which: number of female high earners	0	3	1	0	1	0	0	0	5
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	13	5	2	4	0	0	4	28
Total fixed remuneration (in EUR) in year N of all high earners	0	7 639 739	2 446 500	769 563	2 282 124	0	0	2 723 778	15 861 704
Total variable remuneration (in EUR) in year N of all high earners	0	14 603 904	5 385 507	1 338 317	8 340 219	0	0	4 869 508	34 537 455
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 502 205	1 618 661	325 108	2 817 926	0	0	2 179 181	9 443 081
Average total remuneration per individual (in EUR)	-	1 390 228	1 305 335	1 053 940	1 517 478	-	-	1 265 548	1 362 139
Ratio variable/fixed remuneration in %	-	191%	220%	174%	365%	-	-	179%	218%
Ratio of deferred/total variable remuneration in %	-	17%	30%	24%	34%	-	-	45%	27%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	8%	30%	39%	33%	-	-	38%	23%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	-	1	-	1	-	-	-	-	2
Of which: number of male high earners	-	1	-	1	-	-	-	-	2
Of which: number of female high earners	-	-	-	0	-	-	-	-	0
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	0	-	-	-	-	0
Of which: 'identified staff'	-	1	-	1	-	-	-	-	2
Total fixed remuneration (in EUR) in year N of all high earners	-	270 012	-	410 115	-	-	-	-	680 127
Total variable remuneration (in EUR) in year N of all high earners	-	1 875 606	-	1 747 148	-	-	-	-	3 622 754
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 115 038	-	0	-	-	-	-	1 115 038
Average total remuneration per individual (in EUR)	-	2 145 618	-	2 157 263	-	-	-	-	2 151 441
Ratio variable/fixed remuneration in %	-	695%	-	426%	-	-	-	-	533%
Ratio of deferred/total variable remuneration in %	-	59%	-	0%	-	-	-	-	31%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	59%	-	0%	-	-	-	-	31%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	289 863	-	-	-	-	-	-	289 863
Total variable remuneration (in EUR) in year N of all high earners	-	3 040 061	-	-	-	-	-	-	3 040 061
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 740 061	-	-	-	-	-	-	2 740 061
Average total remuneration per individual (in EUR)	-	3 329 924	-	-	-	-	-	-	3 329 924
Ratio variable/fixed remuneration in %	-	1049%	-	-	-	-	-	-	1049%
Ratio of deferred/total variable remuneration in %	-	90%	-	-	-	-	-	-	90%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	46%	-	-	-	-	-	-	46%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	1	-	-	-	-	1
Of which: number of male high earners	-	-	-	1	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	1	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	382 087	-	-	-	-	382 087
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	4 721 568	-	-	-	-	4 721 568
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	-	-	5 103 655	-	-	-	-	5 103 655
Ratio variable/fixed remuneration in %	-	-	-	1236%	-	-	-	-	1236%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
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								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	374 911	-	-	-	-	-	-	374 911
Total variable remuneration (in EUR) in year N of all high earners	-	6 937 263	-	-	-	-	-	-	6 937 263
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	7 312 174	-	-	-	-	-	-	7 312 174
Ratio variable/fixed remuneration in %	-	1850%	-	-	-	-	-	-	1850%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
Of which: number of male high earners	-	-	-	-	1	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	-	364 114	-	-	-	364 114
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	-	9 277 714	-	-	-	9 277 714
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	-	-	-	9 641 828	-	-	-	9 641 828
Ratio variable/fixed remuneration in %	-	-	-	-	2548%	-	-	-	2548%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	7%	-	-	-	7%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
Of which: number of male high earners	-	-	-	-	1	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	-	349 241	-	-	-	349 241
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	-	13 430 768	-	-	-	13 430 768
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	-	-	-	13 780 009	-	-	-	13 780 009
Ratio variable/fixed remuneration in %	-	-	-	-	3846%	-	-	-	3846%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	-	1	-	-	-	-	1
Of which: number of male high earners	-	-	-	1	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	-	308 559	-	-	-	-	308 559
Total variable remuneration (in EUR) in year N of all high earners	-	-	-	869 808	-	-	-	-	869 808
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	205 062	-	-	-	-	205 062
Average total remuneration per individual (in EUR)	-	-	-	1 178 367	-	-	-	-	1 178 367
Ratio variable/fixed remuneration in %	-	-	-	282%	-	-	-	-	282%
Ratio of deferred/total variable remuneration in %	-	-	-	24%	-	-	-	-	24%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	24%	-	-	-	-	24%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	1	7	9	.	1	.	.	2	20
Of which: number of male high earners	1	7	9	.	1	.	.	2	20
Of which: number of female high earners	.	.	.	.	.	.	.	.	.
Of which: number of high earners that have a different gender than the male or female gender	.	.	.	.	.	.	.	.	.
Of which: 'identified staff'	.	7	7	.	1	.	.	1	16
Total fixed remuneration (in EUR) in year N of all high earners	420 000	3 115 308	3 452 964	.	244 312	.	.	1 632 612	8 865 196
Total variable remuneration (in EUR) in year N of all high earners	961 909	6 673 359	8 089 360	.	1 569 769	.	.	1 225 546	18 519 943
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	460 526	3 116 847	3 498 552	.	1 569 769	.	.	534 615	9 180 309
Average total remuneration per individual (in EUR)	1 381 909	1 398 381	1 282 480	.	1 814 081	.	.	1 429 079	1 369 257
Ratio variable/fixed remuneration in %	229%	214%	234%	.	643%	.	.	75%	209%
Ratio of deferred/total variable remuneration in %	48%	47%	43%	.	100%	.	.	44%	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	50%	48%	43%	.	100%	.	.	47%	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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	1	7	0	2	0	0	0	10
Of which: number of male high earners	0	1	7	0	2	0	0	0	10
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	.	1	6	.	.	.	.	.	7
Total fixed remuneration (in EUR) in year N of all high earners	0	548 471	3 206 266	0	2 289 335	0	0	0	6 044 072
Total variable remuneration (in EUR) in year N of all high earners	0	1 699 593	12 913 111	0	2 349 496	0	0	0	16 962 200
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 006 768	5 793 245	0	1 590 394	0	0	0	8 390 407
Average total remuneration per individual (in EUR)	.	2 248 064	2 302 768	.	2 319 416	.	.	.	2 300 627
Ratio variable/fixed remuneration in %	.	310%	403%	.	103%	.	.	.	281%
Ratio of deferred/total variable remuneration in %	.	59%	45%	.	68%	.	.	.	49%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	59%	45%	.	68%	.	.	.	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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	.	1	2	.	.	.	.	.	3
Of which: number of male high earners	.	1	2	.	.	.	.	.	3
Of which: number of female high earners
Of which: number of high earners that have a different gender than the male or female gender
Of which: 'identified staff'	.	1	2	.	.	.	.	.	3
Total fixed remuneration (in EUR) in year N of all high earners	.	3 500 789	1 222 699	.	.	.	.	.	4 723 488
Total variable remuneration (in EUR) in year N of all high earners	.	.	5 842 677	.	.	.	.	.	5 842 677
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	3 130 114	.	.	.	.	.	3 130 114
Average total remuneration per individual (in EUR)	.	3 500 789	3 532 688	.	.	.	.	.	3 522 055
Ratio variable/fixed remuneration in %	.	.	478%	.	.	.	.	.	124%
Ratio of deferred/total variable remuneration in %	.	.	54%	.	.	.	.	.	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	54%	.	.	.	.	.	54%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	-	523 968	-	-	-	-	-	523 968
Total variable remuneration (in EUR) in year N of all high earners	-	-	5 223 837	-	-	-	-	-	5 223 837
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	2 798 447	-	-	-	-	-	2 798 447
Average total remuneration per individual (in EUR)	-	-	5 747 805	-	-	-	-	-	5 747 805
Ratio variable/fixed remuneration in %	-	-	997%	-	-	-	-	-	997%
Ratio of deferred/total variable remuneration in %	-	-	54%	-	-	-	-	-	54%
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								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	2	-	-	-	-	-	2
Of which: number of male high earners	-	-	2	-	-	-	-	-	2
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	2	-	-	-	-	-	2
Total fixed remuneration (in EUR) in year N of all high earners	-	-	1 375 456	-	-	-	-	-	1 375 456
Total variable remuneration (in EUR) in year N of all high earners	-	-	11 485 487	-	-	-	-	-	11 485 487
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	6 152 873	-	-	-	-	-	6 152 873
Average total remuneration per individual (in EUR)	-	-	6 430 472	-	-	-	-	-	6 430 472
Ratio variable/fixed remuneration in %	-	-	835%	-	-	-	-	-	835%
Ratio of deferred/total variable remuneration in %	-	-	54%	-	-	-	-	-	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	54%	-	-	-	-	-	54%

Payment bracket for 24 000 000 to below 25 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	-	2 224 537	-	-	-	-	-	2 224 537
Total variable remuneration (in EUR) in year N of all high earners	-	-	22 235 491	-	-	-	-	-	22 235 491
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	11 912 282	-	-	-	-	-	11 912 282
Average total remuneration per individual (in EUR)	-	-	24 460 028	-	-	-	-	-	24 460 028
Ratio variable/fixed remuneration in %	-	-	1000%	-	-	-	-	-	1000%
Ratio of deferred/total variable remuneration in %	-	-	54%	-	-	-	-	-	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	54%	-	-	-	-	-	54%

ITALY

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	3	4	0	10	0	0	2	19
Of which: number of male high earners	0	3	4	0	10	0	0	2	19
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	1	3	0	10	0	0	2	16
Total fixed remuneration (in EUR) in year N of all high earners	0	1 793 500	1 690 034	0	7 912 609	0	0	1 611 495	13 007 638
Total variable remuneration (in EUR) in year N of all high earners	0	2 904 764	3 423 691	0	5 231 016	0	0	965 000	12 524 471
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 248 620	1 912 956	0	2 595 589	0	0	501 000	6 258 165
Average total remuneration per individual (in EUR)	-	1 566 088	1 278 431	-	1 314 363	-	-	1 288 248	1 343 795
Ratio variable/fixed remuneration in %	-	162%	203%	-	66%	-	-	60%	96%
Ratio of deferred/total variable remuneration in %	-	43%	56%	-	50%	-	-	52%	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	31%	43%	-	66%	-	-	56%	50%

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	1	3	0	0	0	0	1	5
Of which: number of male high earners	-	1	3	-	-	-	-	1	5
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	3	-	-	-	-	-	3
Total fixed remuneration (in EUR) in year N of all high earners	0	594 000	776 170	0	0	0	0	637 820	2 007 990
Total variable remuneration (in EUR) in year N of all high earners	0	1 700 000	5 911 200	0	0	0	0	2 356 886	9 968 086
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	425 000	3 546 720	-	-	-	-	-	3 971 720
Average total remuneration per individual (in EUR)	-	2 294 000	2 229 123	-	-	-	-	2 994 706	2 395 215
Ratio variable/fixed remuneration in %	-	286%	762%	-	-	-	-	370%	496%
Ratio of deferred/total variable remuneration in %	-	25%	60%	-	-	-	-	-	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	21%	50%	-	-	-	-	-	33%

NETHERLANDS

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	
Total number of high earners	0	5	56	0	0	0	0	18	79
Of which: number of male high earners	0	5	56	0	0	0	0	18	79
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	5	9	0	0	0	0	0	14
Total fixed remuneration (in EUR) in year N of all high earners	0	1 352 937	4 930 695	0	0	0	0	1 520 534	7 804 165
Total variable remuneration (in EUR) in year N of all high earners	0	5 433 017	69 748 808	0	0	0	0	22 691 206	97 873 031
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 355 127	29 848 352	0	0	0	0	7 674 232	39 877 711
Average total remuneration per individual (in EUR)	-	1 357 191	1 333 563	-	-	-	-	1 345 097	1 337 686
Ratio variable/fixed remuneration in %	-	402%	1415%	-	-	-	-	1492%	1254%
Ratio of deferred/total variable remuneration in %	-	43%	43%	-	-	-	-	34%	41%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	26%	13%	-	-	-	-	6%	12%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	4	12	1	0	0	0	4	21
Of which: number of male high earners	0	3	12	1	0	0	0	4	20
Of which: number of female high earners	0	1	0	0	0	0	0	0	1
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	0	4	0	1	0	0	0	0	5
Total fixed remuneration (in EUR) in year N of all high earners	0	1 529 462	965 290	410 115	0	0	0	391 718	3 296 585
Total variable remuneration (in EUR) in year N of all high earners	0	7 458 949	28 399 501	1 747 148	0	0	0	8 672 645	46 278 243
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 339 818	11 499 751	0	0	0	0	3 267 104	18 106 673
Average total remuneration per individual (in EUR)	-	2 247 103	2 447 066	2 157 263	-	-	-	2 266 091	2 360 706
Ratio variable/fixed remuneration in %	-	488%	2942%	426%	-	-	-	2214%	1404%
Ratio of deferred/total variable remuneration in %	-	45%	40%	0%	-	-	-	38%	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	43%	13%	0%	-	-	-	12%	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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	1	3	0	0	0	0	0	4
Of which: number of male high earners	0	1	3	0	0	0	0	0	4
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	200 000	225 000	0	0	0	0	0	425 000
Total variable remuneration (in EUR) in year N of all high earners	0	3 500 000	10 635 815	0	0	0	0	0	14 135 815
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	875 000	4 567 908	0	0	0	0	0	5 442 908
Average total remuneration per individual (in EUR)	-	3 700 000	3 620 272	-	-	-	-	-	3 640 204
Ratio variable/fixed remuneration in %	-	1750%	4727%	-	-	-	-	-	3326%
Ratio of deferred/total variable remuneration in %	-	25%	43%	-	-	-	-	-	39%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	50%	-	-	-	-	-	-	12%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	3	0	0	0	0	0	3
Of which: number of male high earners	0	0	3	0	0	0	0	0	3
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	0	250 000	0	0	0	0	0	250 000
Total variable remuneration (in EUR) in year N of all high earners	0	0	13 511 153	0	0	0	0	0	13 511 153
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	6 005 576	0	0	0	0	0	6 005 576
Average total remuneration per individual (in EUR)	-	-	4 587 051	-	-	-	-	-	4 587 051
Ratio variable/fixed remuneration in %	-	-	5404%	-	-	-	-	-	5404%
Ratio of deferred/total variable remuneration in %	-	-	44%	-	-	-	-	-	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	1	3	0	0	0	0	0	4
Of which: number of male high earners	0	1	3	0	0	0	0	0	4
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	83 844	250 000	0	0	0	0	0	333 844
Total variable remuneration (in EUR) in year N of all high earners	0	5 564 402	16 396 271	0	0	0	0	0	21 960 672
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 557 877	7 448 135	0	0	0	0	0	10 006 012
Average total remuneration per individual (in EUR)	-	5 648 245	5 548 757	-	-	-	-	-	5 573 629
Ratio variable/fixed remuneration in %	-	6637%	6559%	-	-	-	-	-	6578%
Ratio of deferred/total variable remuneration in %	-	46%	45%	-	-	-	-	-	46%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	1	1	0	0	0	0	0	2
Of which: number of male high earners	0	1	1	0	0	0	0	0	2
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	356 250	60 000	0	0	0	0	0	416 250
Total variable remuneration (in EUR) in year N of all high earners	0	6 271 463	6 536 992	0	0	0	0	0	12 808 456
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 956 940	3 118 496	0	0	0	0	0	6 075 436
Average total remuneration per individual (in EUR)	-	6 627 713	6 596 992	-	-	-	-	-	6 612 353
Ratio variable/fixed remuneration in %	-	1760%	10895%	-	-	-	-	-	3077%
Ratio of deferred/total variable remuneration in %	-	47%	48%	-	-	-	-	-	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

Payment bracket for 8 000 000 to below 9 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	1	0	0	0	0	0	1
Of which: number of male high earners	0	0	1	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	0	100 000	0	0	0	0	0	100 000
Total variable remuneration (in EUR) in year N of all high earners	0	0	8 582 003	0	0	0	0	0	8 582 003
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	4 041 001	0	0	0	0	0	4 041 001
Average total remuneration per individual (in EUR)	-	-	8 682 003	-	-	-	-	-	8 682 003
Ratio variable/fixed remuneration in %	-	-	8582%	-	-	-	-	-	8582%
Ratio of deferred/total variable remuneration in %	-	-	47%	-	-	-	-	-	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
Of which: number of male high earners	0	1	0	0	0	0	0	0	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	85 000	0	0	0	0	0	0	85 000
Total variable remuneration (in EUR) in year N of all high earners	0	10 806 966	0	0	0	0	0	0	10 806 966
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 190 983	0	0	0	0	0	0	5 190 983
Average total remuneration per individual (in EUR)	-	10 891 966	-	-	-	-	-	-	10 891 966
Ratio variable/fixed remuneration in %	-	12714%	-	-	-	-	-	-	12714%
Ratio of deferred/total variable remuneration in %	-	48%	-	-	-	-	-	-	48%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	0	0	0	0	0	0	0	1	1
Of which: number of male high earners	0	0	0	0	0	0	0	1	1
Of which: number of female high earners	0	0	0	0	0	0	0	0	0
Of which: number of high earners that have a different gender than the male or female gender	0	0	0	0	0	0	0	0	0
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	0	0	0	0	0	0	0	65 561	65 561
Total variable remuneration (in EUR) in year N of all high earners	0	0	0	0	0	0	0	1 639 992	1 639 992
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	610 387	610 387
Average total remuneration per individual (in EUR)	-	-	-	-	-	-	-	1 705 553	1 705 553
Ratio variable/fixed remuneration in %	-	-	-	-	-	-	-	2501%	2501%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	37%	37%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	1	3	2	3	-	-	10	19
Of which: number of male high earners	-	1	2	2	3	-	-	9	17
Of which: number of female high earners	-	-	1	-	-	-	-	1	2
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	1	2	2	-	-	1	6
Total fixed remuneration (in EUR) in year N of all high earners	-	100 000	1 743 348	880 875	1 171 693	-	-	2 501 938	6 397 854
Total variable remuneration (in EUR) in year N of all high earners	-	1 100 000	2 876 896	1 221 528	2 849 381	-	-	10 920 998	18 968 803
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	361 200	180 000	0	-	-	1 076 806	1 618 006
Average total remuneration per individual (in EUR)	-	1 200 000	1 540 081	1 051 202	1 340 358	-	-	1 342 294	1 335 087
Ratio variable/fixed remuneration in %	-	1100%	165%	139%	243%	-	-	437%	296%
Ratio of deferred/total variable remuneration in %	-	-	13%	15%	0%	-	-	10%	9%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	16%	18%	-	-	-	6%	7%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	2	-	-	-	-	1	3
Of which: number of male high earners	-	-	2	-	-	-	-	1	3
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	1 646 000	-	-	-	-	292 073	1 938 073
Total variable remuneration (in EUR) in year N of all high earners	-	-	3 131 587	-	-	-	-	1 810 854	4 942 441
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	-	2 388 794	-	-	-	-	2 102 927	2 293 505
Ratio variable/fixed remuneration in %	-	-	190%	-	-	-	-	620%	255%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
Of which: number of male high earners	-	1	-	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR) in year N of all high earners	-	1 454 000	-	-	-	-	-	-	1 454 000
Total variable remuneration (in EUR) in year N of all high earners	-	1 698 242	-	-	-	-	-	-	1 698 242
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	3 152 242	-	-	-	-	-	-	3 152 242
Ratio variable/fixed remuneration in %	-	117%	-	-	-	-	-	-	117%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Dealing on own account, underwriting and placing of instruments	Investment advice, order execution	Portfolio management	Operation of MTF/OTF	Independent control functions	All other staff	Total
Total number of high earners	-	-	1	-	-	-	-	-	1
Of which: number of male high earners	-	-	1	-	-	-	-	-	1
Of which: number of female high earners	-	-	-	-	-	-	-	-	-
Of which: number of high earners that have a different gender than the male or female gender	-	-	-	-	-	-	-	-	-
Of which: 'identified staff'	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR) in year N of all high earners	-	-	1 739 928	-	-	-	-	-	1 739 928
Total variable remuneration (in EUR) in year N of all high earners	-	-	3 131 989	-	-	-	-	-	3 131 989
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	-	-	4 871 917	-	-	-	-	-	4 871 917
Ratio variable/fixed remuneration in %	-	-	180%	-	-	-	-	-	180%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-



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