



EBA REPORT ON HIGH EARNERS

DATA AS OF END 2015

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EBA

EUROPEAN
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AUTHORITY

Data on high earners

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Executive summary

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

The EBA has analysed the data provided to it for the year 2015, and compared it to the 2014 data. The main results of this analysis are as follows:

- the number of high earners who have been awarded EUR 1 million or more in annual remuneration for 2015 increased significantly, from 3 865 in 2014 to 5 142 in 2015 (+33.04%). This was mainly driven by changes in the exchange rate between EUR and GBP, which led to an increased staff income paid in GBP when expressed in EUR;
- the population of high earners that are staff identified as having a material impact on the institution's risk profile was almost the same as in 2014. Around 86% of high earners were identified staff in 2015 vs 87% in 2014. This confirms that the percentage increased significantly after the regulatory technical standards (RTS) on identified staff entered into force in 2014 (59% in 2013).

The latest publication of data on high earners took place on 30 March 2016,¹ together with the benchmarking of remuneration trends (data for the year 2014). From now on, the EBA will benchmark remuneration trends only biannually (e.g. for the performance years 2015 and 2016 in 2017) and will continue to publish data on high earners annually in order to closely monitor and evaluate developments in this area.

¹ <https://www.eba.europa.eu/-/eba-reports-on-high-earners-and-the-effects-of-the-bonus-cap>.

1. Data on high earners

1.1 Background

1. Additional remuneration requirements were introduced by CRD IV—most prominently, a cap on the ratio of variable to fixed remuneration for identified staff (the so-called bonus cap), which applies to remuneration awarded for the performance year 2014 and onwards.
2. Under Article 75(3) of the CRD IV, home Member States' competent authorities are required to collect information on the number of individuals per institution who are remunerated EUR 1 million or more per financial year (high earners) in payment brackets of EUR 1 million, including the business area involved and the main elements of salary, bonus, long-term awards and pension contributions. The EBA has issued guidelines to facilitate the collection of data. These guidelines were updated in July 2014 to ensure that the data reflect changes to the requirements on remuneration under CRD IV—including information on the responsibilities of high earners, which was not covered in previous data collections—allowing a more granular analysis of the data reported. This data collection applies only to staff whose activities are carried out predominantly within the European Union (EU), including some European Economic Area Member States (Norway and Liechtenstein, but excluding Iceland). The EBA publishes these data on an aggregated home Member State basis in a common reporting format. In total, 30 Member States participated in the data collection.
3. The previous report, published on 30 March 2016, included benchmarking of remuneration practices, and data on high earners were based on 2014 figures. The present report covers data on high earners for 2015 reported to the EBA via the national competent authorities at the end of August 2016.

1.2 Data collected on high earners

4. Data on high earners were collected from all Member States at the highest consolidated level, but excluded staff predominantly active in third countries. The data cover all staff of institutions and EU branches in third-country institutions receiving a total remuneration of EUR 1 million or more. Data were collected separately for each Member State (data on high earners working in branches or subsidiaries located in Member State A but belonging to an institution or parent institution located in Member State B are presented under Member State A).
5. The EBA has aggregated the numbers of high earners by Member State and analysed their development. Aggregated data on high earners are included in this report in Annex I at the EU level and Annex II for each Member State; Annex III contains data on high earners in each Member State broken down by payment bracket.

2. The EBA's other work on remuneration

6. The EBA published a report on 21 November 2016 as a follow-up to the Opinion on the application of proportionality issued in December 2015, where the EBA called for a harmonised and consistent approach to the proportionate application of remuneration requirements across the EU. The report provides a detailed overview by Member State on the applicable framework regarding the principle of proportionality, analyses the number of institutions and staff currently benefiting from waivers in the area of remuneration, and provides estimates on the number of institutions and staff that could benefit from future waivers if the amendment proposed by the EBA in its Opinion were to be adopted.
7. The EBA will benchmark remuneration trends biannually (e.g. for the performance years 2015 and 2016, a benchmarking exercise will take place in 2017). The EBA will continue to publish data on high earners annually to closely monitor and evaluate developments in this area.

3. Remuneration for high earners

Main findings

The number of high earners receiving remuneration of more than EUR 1 million increased significantly from 3 865 in 2014 to 5 142 in 2015 (+33.04%), mainly driven by changes in the exchange rate between EUR and GBP. The largest population of high earners in the EU, of 4 133 (80.4% of the total number of high earners), is located in the United Kingdom (UK). In most other countries—except for Hungary, Finland, Luxembourg, the Netherlands, Norway and Poland where the number of high earners slightly decreased—the number of high earners slightly increased. The percentage of high earners that are identified staff remained stable, with 87% in 2014 and 86% in 2015.

The average ratio of variable to fixed remuneration for all high earners increased from 127% in 2014 to 147% in 2015. The ratio largely exceeded the maximum ratio of 200% set out in the CRD IV within asset management, for which the average ratio of variable to fixed remuneration is 468% due to waivers granted for this business area in several Member States despite CRD IV specifying that the remuneration requirements are applied on a consolidated basis. In the same vein, in other business lines, the ratio exceeded the maximum ratio of 200% set out in the CRD IV due to the application of waivers in a few Member States, though to a lesser extent (219%).

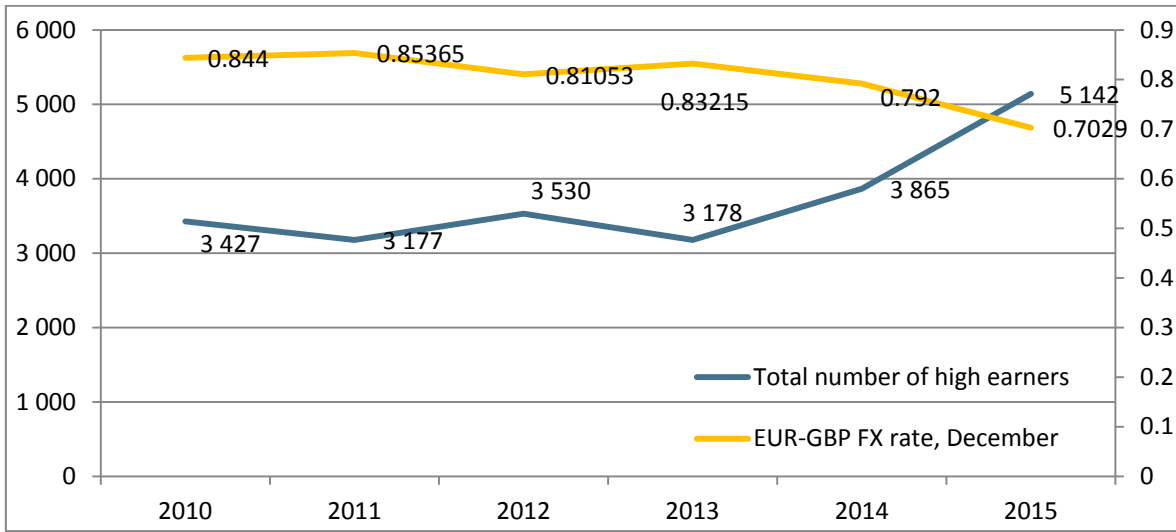
8. High earners are staff who were remunerated EUR 1 million or more in the previous financial year. Commission Delegated Regulation (EU) No 604/2014² (RTS on identified staff) requires that all staff awarded EUR 500 000 or more in the past performance period are treated as identified staff, unless they are excluded from that category. For staff earning EUR 1 million or more, such exclusions can be approved only in exceptional circumstances, under the condition that institutions have demonstrated that such staff members have, in fact, no material impact on the risk profile of the institution. The EBA will ensure that there is a consistent application of such exclusions, which need to be justified based on the individual case.
9. While 30 Member States participated in the data collection, high earners were reported for only 22 Member States. In 8 of those, the number of high earners was less than 10. The number of high earners per country ranged from 1 to 4 133. The highest payment bracket goes up to EUR 34 million.
10. In 2015, the percentage of high earners who are identified staff remained at around 86% and was stable, compared to the previous year (2014: around 87%). However, not all high earners are identified as staff whose professional activities have a material impact on the institution's risk profile (identified staff). While one would have expected, for example, that all members of the management body are identified staff, only 90.1% of them are considered identified staff. By

² Commission Delegated Regulation (EU) No 604/2014 of 4 March 2014 supplementing Directive 2013/36/EU of the European Parliament and of the Council with regard to the RTS on qualitative and appropriate quantitative criteria to identify categories of staff whose professional activities have a material impact on an institution's risk profile.

contrast, only very few exclusions of high earners from the category of identified staff have been approved by competent authorities. This difference partly results from the method for determining the amounts used to define high earners, which deviates slightly from that used to determine if a staff member is identified staff, leading to a situation where not all high earners are identified staff (see below).

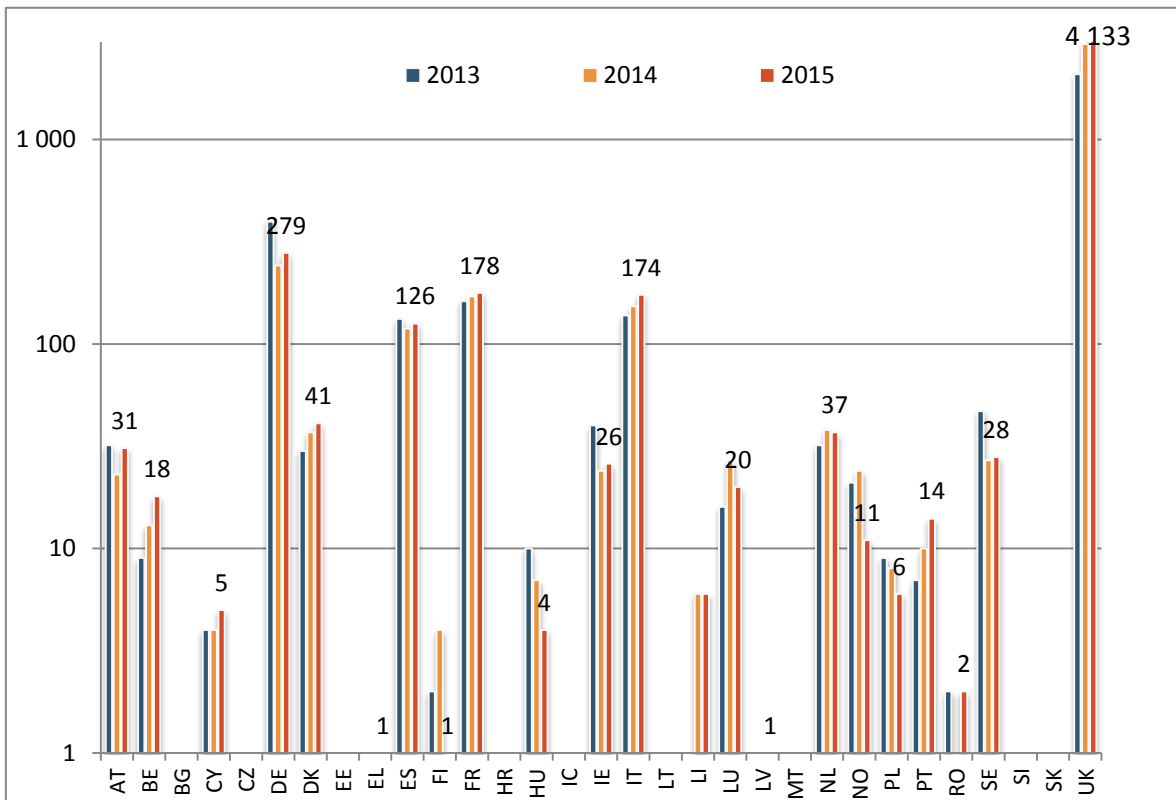
11. Firstly, under the RTS, the fixed remuneration for the previous financial year (e.g. 2015) is combined with the variable remuneration awarded in that year (e.g. in 2015) for the preceding year (e.g. 2014). This is to ensure that the criteria can be applied at the beginning of the financial year, and that institutions can change their remuneration packages for newly identified staff for the relevant performance period in which those staff are identified for the first time (e.g. 2015). Conversely, for the definition of high earners, the fixed remuneration (e.g. for 2015) and variable remuneration for the same financial year (e.g. 2015) are combined, even if the variable remuneration is only determined and awarded in the following year (e.g. in early 2016). Because of this difference, newly employed high earners may not be identified staff in the first year of employment if they are not identified under the qualitative criteria.
12. Secondly, the exchange rates applied for currency conversions may differ. Hence, amounts may differ, and a few high earners may not be identified under the quantitative criteria of the RTS. Finally, some Member States have waived the requirement to identify staff within small institutions, despite the European framework (CRD IV, RTS on identified staff and EBA Guidelines on sound remuneration policies) requires all institutions to carry out the identification process.
13. **The total number of high earners has increased significantly, from 3 865 in 2014 to 5 142 in 2015 (+33.04%; +61.8% from 2013). The largest population of high earners in the EU, of 4 133 (2014: 2 926; 2013: 2 086; 2012: 2 714), is located in the UK (+41.25% compared to 2014) and represents 80.4% of the total number of high earners** (most of whom are remunerated in GBP). As the definition of a high earner is based on the amount of EUR 1 million, the exchange rate between EUR and GBP continued to have a material impact on the overall development of the number of high earners in 2015 (see Figure 1).

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



14. The number of high earners also increased in most other Member States. A significant number of high earners can be observed in only a few Member States, as shown in Figure 2 below.

Figure 2: Number of high earners by Member State (values shown refer to 2015) (logarithmic scale)



15. The percentage of high earners who are considered to be identified staff was relatively stable, representing 86% of all high earners (2014: 87%) (see Figure 3).

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

Year	Total number of high earners	Identified staff thereof	Percentage of high earners who are identified staff
2010	3 427	1 420	41.44%
2011	3 177	1 574	49.54%
2012	3 530	1 895	53.68%
2013	3 178	1 875	59.00%
2014	3 865	3 350	86.68%
2015	5 142	4 408	85.73%

16. The proportion of high earners considered to have a material impact on the institution's risk profile within the business area of asset management has slightly increased compared to 2014, but remains relatively low at 64% (see Figure 4). For staff that have not been assigned to a specific business function (shown under 'all other functions'), the proportion has significantly decreased, from 72.41% to 55.27%, dropping to the percentage that was observed for 2013 (53.23%). In some Member States, asset management subsidiaries of institutions—despite the CRD IV specifying that the remuneration requirements are applied on a consolidated basis³—are not subject to the limitation of the ratio between variable and fixed remuneration to 100% (200% with shareholders' approval) under national law. In addition, competent authorities may approve the exclusion of high earners from the identified staff categories under exceptional circumstances. **The EBA must be informed about such exclusions in accordance with the RTS on identified staff. As the EBA has so far received this information for a very limited number of such approved exclusions only, further investigation is currently being conducted.**

Figure 4: Number of high earners in the EU and high earners who are identified staff, by business area or function, as of end 2015 and the percentage of high earners who were identified staff in 2014

Business area	Total number of high earners	Identified staff thereof	Percentage of high earners who are identified staff	
	2015	2015	2015	2014
MB ⁴ supervisory function	29	28	96.55%	80.00%
MB management function	785	708	90.19%	89.80%
Investment banking	2 647	2 442	92.26%	88.23%
Retail banking	176	166	94.32%	97.54%
Asset management	715	459	64.19%	54.85%
Corporate functions	300	286	95.33%	97.18%

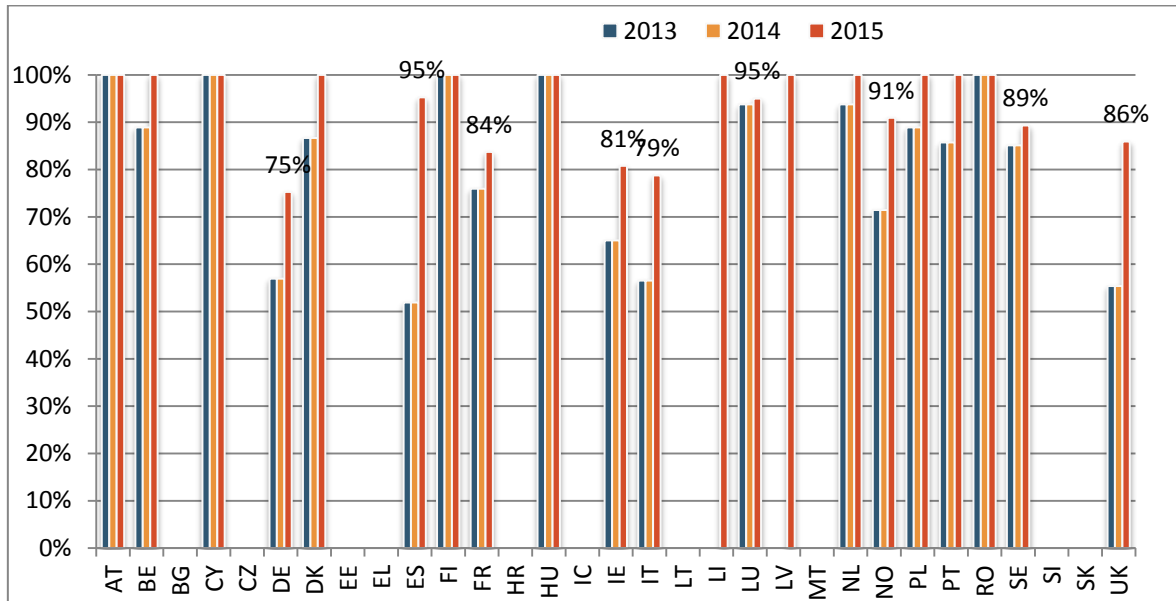
³ Article 109 paragraph 2 CRD IV and paragraph 68 of the guidelines on sound remuneration policies

⁴ Management body (MB) in its supervisory function.

Independent control functions	130	120	92.30%	99.01%
All other	360	199	55.27%	72.41%

17. In some Member States, all high earners are identified staff, while this is not the case in some other Member States (see Figure 5).

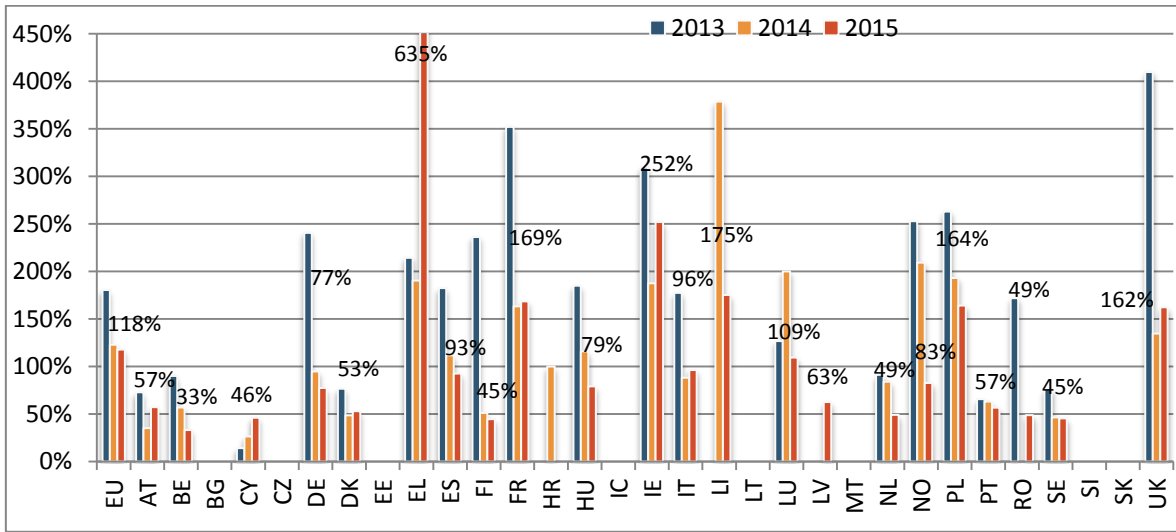
Figure 5: Percentage of high earners who are identified staff, by Member State (values shown only where not at 100%; values in the graph refer to 2015)



18. The simple average of the ratio of variable to fixed remuneration for high earners per Member State (see Figure 6) has slightly decreased, from 123% in 2014 to 118% in 2015. When calculated as an average of all high earners, the ratio increased from 127% in 2014 to 147% in 2015. For Greece (EL) and Ireland (IE), average ratios higher than 200% (635% and 252% respectively) can be observed due to the application of waivers under national law or granted on a case by case basis by competent authority.

Figure 6: Ratio of variable to fixed remuneration for high earners, by Member State (values shown in the graph refer to 2015)⁵

⁵ EU average calculated as a simple average of the ratio observed in the Member States for which high earners were reported.



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

	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	29	785	2 647	176	715	300	130	360	5 142
of which: "Identified Staff"	28	708	2 442	166	459	286	120	199	4 408
Total fixed remuneration (in EUR)	25 582 390	788 576 902	2 376 498 847	154 826 735	266 676 655	251 979 480	99 964 228	200 980 628	4 165 085 865
Total variable remuneration (in EUR)	28 653 874	1 054 070 896	2 841 972 250	158 099 733	1 249 367 962	259 834 089	102 798 112	440 469 247	6 135 266 163
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	17 520 008	603 720 355	2 010 110 131	91 223 347	560 076 387	163 812 959	69 212 698	159 318 122	3 674 994 007
Average total remuneration per individual (in EUR)	1 870 216	2 347 322	1 971 466	1 777 991	2 120 342	1 706 045	1 559 710	1 781 805	2 003 180
Ratio variable/fixed remuneration in %	112%	134%	120%	102%	468%	103%	103%	219%	147%
Ratio of deferred/total variable remuneration in %	61%	57%	71%	58%	45%	63%	67%	36%	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	60%	55%	64%	59%	40%	58%	68%	39%	55%

Annex II – Aggregated data on high earners by Member State

AUSTRIA

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	24	2	2	1	2	0	0	31
of which: "Identified Staff"	0	24	2	2	1	2	0	0	31
Total fixed remuneration (in EUR)	0	31 017 600	2 042 068	1 323 920	550 000	1 400 000	0	0	36 333 588
Total variable remuneration (in EUR)	0	15 561 713	1 698 460	1 285 000	930 000	1 350 000	0	0	20 825 173
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	9 321 330	1 318 460	771 000	874 200	810 000	0	0	13 094 990
Average total remuneration per individual (in EUR)	.	1 940 805	1 870 264	1 304 460	1 480 000	1 375 000	.	.	1 843 831
Ratio variable/fixed remuneration in %	.	50%	83%	97%	169%	96%	.	.	57%
Ratio of deferred/total variable remuneration in %	.	60%	78%	60%	94%	60%	.	.	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	30%	44%	50%	64%	50%	.	.	35%

BELGIUM

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	12	3	3	0	0	0	0	18
of which: "Identified Staff"	0	12	3	3	0	0	0	0	18
Total fixed remuneration (in EUR)	0	10 684 154	4 429 174	2 332 000	0	0	0	0	17 445 328
Total variable remuneration (in EUR)	0	3 550 064	1 252 621	997 633	0	0	0	0	5 800 318
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 461 215	1 046 671	525 000	0	0	0	0	3 032 886
Average total remuneration per individual (in EUR)	.	1 186 185	1 893 932	1 109 878	.	.	.	.	1 291 425
Ratio variable/fixed remuneration in %	.	33%	28%	43%	.	.	.	.	33%
Ratio of deferred/total variable remuneration in %	.	41%	84%	53%	.	.	.	.	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	36%	79%	45%	.	.	.	.	47%

CYPRUS

	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	1	0	3	5
of which: "Identified Staff"	.	1	.	.	.	1	.	3	5
Total fixed remuneration (in EUR)	.	2 349 536	.	.	.	891 875	.	4 682 967	7 924 378
Total variable remuneration (in EUR)	.	1 174 750	.	.	.	200 000	.	2 285 000	3 659 750
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	469 900	.	.	.	80 000	.	914 000	1 463 900
Average total remuneration per individual (in EUR)	.	3 524 286	.	.	.	1 091 875	.	2 322 656	2 316 826
Ratio variable/fixed remuneration in %	.	50%	.	.	.	22%	.	49%	46%
Ratio of deferred/total variable remuneration in %	.	40%	.	.	.	40%	.	40%	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	0%	.	0%	0%

DENMARK

	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	13	18	1	6	2	1	0	41
of which: "Identified Staff"	0	13	18	1	6	2	1	0	41
Total fixed remuneration (in EUR)	0	17 076 862	10 819 049	800 670	4 003 660	1 592 361	742 587	0	35 035 189
Total variable remuneration (in EUR)	0	2 345 505	10 463 960	583 853	4 033 172	862 721	306 973	0	18 596 184
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 387 229	6 266 249	350 285	2 351 715	515 919	182 444	0	11 053 841
Average total remuneration per individual (in EUR)	.	1 494 028	1 182 389	1 384 523	1 339 472	1 227 541	1 049 560	.	1 308 082
Ratio variable/fixed remuneration in %	.	14%	97%	73%	101%	54%	41%	.	53%
Ratio of deferred/total variable remuneration in %	.	59%	60%	60%	58%	60%	59%	.	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	71%	50%	80%	50%	79%	79%	.	55%

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	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 237 998	0	0	0	0	0	0	1 237 998
Total variable remuneration (in EUR)	0	552 436	0	0	0	0	0	0	552 436
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	331 462	0	0	0	0	0	0	331 462
Average total remuneration per individual (in EUR)	.	1 790 434	.	.	.	.	.	.	1 790 434
Ratio variable/fixed remuneration in %	.	45%	.	.	.	.	.	.	45%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	80%	.	.	.	.	.	.	80%

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	0	21	105	9	23	6	6	8	178
of which: "Identified Staff"	0	18	99	7	7	6	6	6	149
Total fixed remuneration (in EUR)	0	13 780 585	69 336 212	5 824 939	8 632 884	3 694 066	3 540 000	5 032 920	109 841 606
Total variable remuneration (in EUR)	0	28 673 188	99 815 071	7 042 939	30 507 400	6 560 838	4 323 152	8 229 108	185 151 696
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	16 514 608	66 617 289	2 343 487	16 873 666	2 213 430	2 886 821	5 563 175	113 012 476
Average total remuneration per individual (in EUR)	.	2 021 608	1 610 965	1 429 764	1 701 751	1 709 151	1 310 525	1 657 754	1 657 266
Ratio variable/fixed remuneration in %	.	208%	144%	121%	353%	178%	122%	164%	169%
Ratio of deferred/total variable remuneration in %	.	58%	67%	33%	55%	34%	67%	68%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	41%	56%	31%	32%	33%	59%	48%	48%

GERMANY

	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	140	83	6	22	18	3	7	279
of which: "Identified Staff"	0	105	63	6	11	17	3	5	210
Total fixed remuneration (in EUR)	0	165 760 763	62 030 304	4 741 542	10 997 594	15 604 626	2 930 000	3 086 578	265 151 407
Total variable remuneration (in EUR)	0	84 842 718	76 416 783	3 400 617	19 584 650	12 030 909	1 921 960	7 268 232	205 465 869
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	37 055 426	49 352 443	2 412 081	11 298 174	9 072 800	1 721 960	2 059 100	112 971 984
Average total remuneration per individual (in EUR)	.	1 790 025	1 668 037	1 357 027	1 390 102	1 535 308	1 617 320	1 479 259	1 686 800
Ratio variable/fixed remuneration in %	.	51%	123%	72%	178%	77%	66%	235%	77%
Ratio of deferred/total variable remuneration in %	.	44%	65%	71%	58%	75%	90%	28%	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	34%	52%	51%	39%	45%	50%	27%	42%

GREECE

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	.	.	.	1
of which: "Identified Staff"
Total fixed remuneration (in EUR)	295 974	.	.	.	295 974
Total variable remuneration (in EUR)	1 879 990	.	.	.	1 879 990
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	799 995	.	.	.	799 995
Average total remuneration per individual (in EUR)	2 175 964	.	.	.	2 175 964
Ratio variable/fixed remuneration in %	635%	.	.	.	635%
Ratio of deferred/total variable remuneration in %	43%	.	.	.	43%
Ratio of variable remuneration paid in instruments/total variable remuneration in %

HUNGARY

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	1	0	0	2	1	0	4
of which: "Identified Staff"	0	0	1	0	0	2	1	0	4
Total fixed remuneration (in EUR)	0	0	713 660	0	0	2 481 174	721 703	0	3 916 537
Total variable remuneration (in EUR)	0	0	735 502	0	0	1 893 374	473 310	0	3 102 186
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	735 502	0	0	1 136 024	283 986	0	2 155 512
Average total remuneration per individual (in EUR)	.	.	1 449 162	.	.	2 187 274	1 195 013	.	1 754 681
Ratio variable/fixed remuneration in %	.	.	103%	.	.	76%	66%	.	79%
Ratio of deferred/total variable remuneration in %	.	.	100%	.	.	60%	60%	.	69%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	100%	.	.	50%	50%	.	62%

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	8	0	8	0	0	2	26
of which: "Identified Staff"	0	7	8	0	4	0	0	2	21
Total fixed remuneration (in EUR)	0	5 997 828	5 121 844	0	2 771 307	0	0	828 945	14 719 924
Total variable remuneration (in EUR)	0	14 995 320	9 216 252	0	10 505 028	0	0	2 381 642	37 098 242
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 780 909	4 545 509	0	5 516 002	0	0	464 724	15 307 144
Average total remuneration per individual (in EUR)	.	2 624 144	1 792 262	.	1 659 542	.	.	1 605 294	1 993 006
Ratio variable/fixed remuneration in %	.	250%	180%	.	379%	.	.	287%	252%
Ratio of deferred/total variable remuneration in %	.	32%	49%	.	53%	.	.	20%	41%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	30%	53%	.	46%	.	.	35%	41%

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	5	30	60	14	17	12	6	30	174
of which: "Identified Staff"	4	27	54	10	8	12	6	16	137
Total fixed remuneration (in EUR)	5 429 717	31 776 431	51 737 343	14 465 459	8 372 230	10 382 198	5 322 516	28 120 856	155 606 750
Total variable remuneration (in EUR)	1 797 222	32 820 624	51 682 158	7 791 004	20 935 895	8 951 600	3 065 154	22 833 442	149 877 099
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	550 544	17 296 416	30 417 690	3 133 729	5 764 976	4 591 447	1 751 571	4 051 150	67 557 523
Average total remuneration per individual (in EUR)	1 445 388	2 153 235	1 723 658	1 589 747	1 724 007	1 611 150	1 397 945	1 698 477	1 755 654
Ratio variable/fixed remuneration in %	33%	103%	100%	54%	250%	86%	58%	81%	96%
Ratio of deferred/total variable remuneration in %	31%	53%	59%	40%	28%	51%	57%	18%	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	27%	40%	50%	37%	25%	48%	40%	11%	37%

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: "Identified Staff"	1	.	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	1 598 663	.	.	.	.	.	.	.	1 598 663
Total variable remuneration (in EUR)	1 000 942	.	.	.	.	.	.	.	1 000 942
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	.	.	.	.	.	.	.
Average total remuneration per individual (in EUR)	2 599 605	.	.	.	.	.	.	.	2 599 605
Ratio variable/fixed remuneration in %	63%	.	.	.	.	.	.	.	63%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	.	.	.	.
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	.	.	.	.

LIECHTENSTEIN

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	3	3	.	.	.	.	.	.	6
of which: "Identified Staff"	3	3	.	.	.	.	.	.	6
Total fixed remuneration (in EUR)	3 747 169	1 613 358	.	.	.	.	.	.	5 360 527
Total variable remuneration (in EUR)	7 400 908	1 992 888	.	.	.	.	.	.	9 393 796
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	4 458 893	366 972	.	.	.	.	.	.	4 825 865
Average total remuneration per individual (in EUR)	3 716 026	1 202 082	.	.	.	.	.	.	2 459 054
Ratio variable/fixed remuneration in %	198%	124%	.	.	.	.	.	.	175%
Ratio of deferred/total variable remuneration in %	60%	18%	.	.	.	.	.	.	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	47%	60%	.	.	.	.	.	.	50%

LUXEMBOURG

	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	9	0	1	4	2	1	1	20
of which: "Identified Staff"	2	9	0	1	3	2	1	1	19
Total fixed remuneration (in EUR)	2 165 531	6 630 955	0	723 412	2 167 213	1 734 146	601 086	718 800	14 741 143
Total variable remuneration (in EUR)	1 182 191	9 089 909	0	289 996	3 112 954	1 420 134	540 049	500 946	16 136 179
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 182 191	2 366 519	0	120 000	731 454	666 648	523 868	500 946	6 091 626
Average total remuneration per individual (in EUR)	1 673 861	1 746 763	.	1 013 408	1 320 042	1 577 140	1 141 135	1 219 746	1 543 866
Ratio variable/fixed remuneration in %	55%	137%	.	40%	144%	82%	90%	70%	109%
Ratio of deferred/total variable remuneration in %	100%	26%	.	41%	23%	47%	97%	100%	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	100%	42%	.	41%	42%	51%	100%	100%	50%

NETHERLANDS

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	21	6	3	0	6	0	1	37
of which: "Identified Staff"	0	21	6	3	0	6	0	1	37
Total fixed remuneration (in EUR)	0	23 356 597	6 308 681	2 887 518	0	4 128 776	0	1 120 000	37 801 572
Total variable remuneration (in EUR)	0	10 667 139	3 432 044	930 185	0	2 707 804	0	830 000	18 567 172
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	6 406 186	2 711 987	442 574	0	1 326 122	0	830 000	11 716 869
Average total remuneration per individual (in EUR)	.	1 620 178	1 623 454	1 272 568	.	1 139 430	.	1 950 000	1 523 480
Ratio variable/fixed remuneration in %	.	46%	54%	32%	.	66%	.	74%	49%
Ratio of deferred/total variable remuneration in %	.	60%	79%	48%	.	49%	.	100%	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	72%	50%	.	35%	.	50%	45%

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	2	6	0	1	2	0	0	11
of which: "Identified Staff"	0	2	5	0	1	2	0	0	10
Total fixed remuneration (in EUR)	0	1 883 893	3 875 373	0	711 712	2 024 123	0	0	8 495 101
Total variable remuneration (in EUR)	0	873 685	5 048 304	0	695 849	413 270	0	0	7 031 108
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	492 205	1 875 377	0	415 769	204 347	0	0	2 987 698
Average total remuneration per individual (in EUR)	.	1 378 789	1 487 280	.	1 407 561	1 218 697	.	.	1 411 474
Ratio variable/fixed remuneration in %	.	46%	130%	.	98%	20%	.	.	83%
Ratio of deferred/total variable remuneration in %	.	56%	37%	.	60%	49%	.	.	42%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	69%	22%	.	50%	49%	.	.	32%

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	2	0	2	1	1	0	0	6
of which: "Identified Staff"	0	2	0	2	1	1	0	0	6
Total fixed remuneration (in EUR)	0	930 406	0	1 062 461	465 194	1 214 354	0	0	3 672 415
Total variable remuneration (in EUR)	0	1 305 545	0	1 417 639	1 304 502	2 000 000	0	0	6 027 686
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	783 327	0	795 625	782 701	1 200 000	0	0	3 561 653
Average total remuneration per individual (in EUR)	.	1 117 976	.	1 240 050	1 769 696	3 214 354	.	.	1 616 684
Ratio variable/fixed remuneration in %	.	140%	.	133%	280%	165%	.	.	164%
Ratio of deferred/total variable remuneration in %	.	60%	.	56%	60%	60%	.	.	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	.	60%	50%	50%	.	.	53%

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	0	7	1	3	0	0	0	3	14
of which: "Identified Staff"	0	7	1	3	0	0	0	3	14
Total fixed remuneration (in EUR)	0	10 114 258	800 000	1 328 547	0	0	0	1 313 638	13 556 443
Total variable remuneration (in EUR)	0	1 769 810	316 000	3 250 369	0	0	0	2 364 819	7 700 998
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	450 000	316 000	830 282	0	0	0	240 000	1 836 282
Average total remuneration per individual (in EUR)	.	1 697 724	1 116 000	1 526 305	.	.	.	1 226 152	1 518 389
Ratio variable/fixed remuneration in %	.	17%	40%	245%	.	.	.	180%	57%
Ratio of deferred/total variable remuneration in %	.	25%	100%	26%	.	.	.	10%	24%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	25%	80%	27%	.	.	.	13%	25%

ROMANIA

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	1	0	0	0	0	0	2
of which: "Identified Staff"	0	1	1	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	972 876	490 739	0	0	0	0	0	1 463 615
Total variable remuneration (in EUR)	0	198 646	517 238	0	0	0	0	0	715 884
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	119 188	310 343	0	0	0	0	0	429 531
Average total remuneration per individual (in EUR)	.	1 171 522	1 007 977	.	.	.	.	.	1 089 750
Ratio variable/fixed remuneration in %	.	20%	105%	.	.	.	.	.	49%
Ratio of deferred/total variable remuneration in %	.	60%	60%	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	50%	.	.	.	.	.	50%

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	1	24	30	21	3	38	8	1	126
of which: "Identified Staff"	1	24	26	20	2	38	8	1	120
Total fixed remuneration (in EUR)	1 950 000	43 796 238	23 256 712	26 187 603	1 082 211	41 659 227	8 169 158	552 532	146 653 681
Total variable remuneration (in EUR)	0	38 209 310	27 363 353	26 361 734	2 129 416	33 730 204	7 151 440	920 000	135 865 457
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	22 577 743	15 953 030	13 334 359	777 716	18 200 817	3 682 385	690 000	75 216 050
Average total remuneration per individual (in EUR)	1 950 000	3 416 898	1 687 336	2 502 349	1 070 542	1 983 932	1 915 075	1 472 532	2 242 215
Ratio variable/fixed remuneration in %	0%	87%	118%	101%	197%	81%	88%	167%	93%
Ratio of deferred/total variable remuneration in %	.	59%	58%	51%	37%	54%	51%	75%	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	45%	55%	51%	46%	54%	54%	73%	51%

SWEDEN

	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	8	10	3	2	3	0	2	28
of which: "Identified Staff"	0	8	9	3	0	3	0	2	25
Total fixed remuneration (in EUR)	0	9 376 227	7 341 433	3 941 809	1 809 963	3 600 412	0	1 568 011	27 637 855
Total variable remuneration (in EUR)	0	2 995 349	6 953 203	777 600	581 598	349 847	0	903 901	12 561 498
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 035 250	4 160 141	517 600	232 639	208 168	0	903 901	8 057 699
Average total remuneration per individual (in EUR)	.	1 546 447	1 429 464	1 573 136	1 195 781	1 316 753	.	1 235 956	1 435 691
Ratio variable/fixed remuneration in %	.	32%	95%	20%	32%	10%	.	58%	45%
Ratio of deferred/total variable remuneration in %	.	68%	60%	67%	40%	60%	.	100%	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	84%	51%	67%	0%	79%	.	36%	57%

UNITED KINGDOM

	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	17	458	2 313	108	626	205	104	302	4 133
of which: "Identified Staff"	17	423	2 146	105	415	192	94	159	3 551
Total fixed remuneration (in EUR)	10 691 310	410 220 337	2 128 196 255	89 206 855	224 816 713	161 572 142	77 937 178	153 955 381	3 256 596 171
Total variable remuneration (in EUR)	17 272 611	802 452 297	2 547 061 301	103 971 164	1 153 167 508	187 363 388	85 016 074	391 952 157	5 288 256 500
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	11 328 380	479 504 470	1 824 483 440	65 647 325	513 657 380	123 587 237	58 179 663	143 101 126	3 219 489 021
Average total remuneration per individual (in EUR)	1 644 937	2 647 757	2 021 296	1 788 685	2 201 253	1 702 125	1 566 858	1 807 641	2 067 470
Ratio variable/fixed remuneration in %	162%	196%	120%	117%	513%	116%	109%	255%	162%
Ratio of deferred/total variable remuneration in %	66%	60%	72%	63%	45%	66%	68%	37%	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	70%	60%	65%	66%	40%	62%	71%	41%	57%

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

AUSTRIA

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

	Total figures per function / business area								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	14	1	2	1	2	0	0	20
of which: "Identified Staff"	0	14	1	2	1	2	0	0	20
Total fixed remuneration (in EUR)	0	13 447 294	550 000	1 323 920	550 000	1 400 000	0	0	17 271 214
Total variable remuneration (in EUR)	0	6 323 613	748 460	1 285 000	930 000	1 350 000	0	0	10 637 073
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 778 444	748 460	771 000	874 200	810 000	0	0	6 982 104
Average total remuneration per individual (in EUR)	.	1 412 208	1 298 460	1 304 460	1 480 000	1 375 000	.	.	1 395 414
Ratio variable/total remuneration in %	.	47%	136%	97%	169%	96%	.	.	62%
Ratio of deferred/total variable remuneration in %	.	60%	100%	60%	94%	60%	.	.	66%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	42%	100%	50%	64%	50%	.	.	50%

Payment bracket for 02 000 000 to below 03 000 000 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	.	8	1	.	.	.	.	.	9
of which: "Identified Staff"	.	8	1	.	.	.	.	.	9
Total fixed remuneration (in EUR)	.	13 780 050	1 492 068	.	.	.	.	.	15 272 118
Total variable remuneration (in EUR)	.	6 568 061	950 000	.	.	.	.	.	7 518 061
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 940 837	570 000	.	.	.	.	.	4 510 837
Average total remuneration per individual (in EUR)	.	2 543 514	2 442 068	.	.	.	.	.	2 532 242
Ratio variable/total remuneration in %	.	48%	64%	.	.	.	.	.	49%
Ratio of deferred/total variable remuneration in %	.	60%	60%	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	21%	.	.	.	.	.	.	19%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	2	.	.	.	.	.	.	2
of which: "Identified Staff"	.	2	.	.	.	.	.	.	2
Total fixed remuneration (in EUR)	.	3 790 256	.	.	.	.	.	.	3 790 256
Total variable remuneration (in EUR)	.	2 670 039	.	.	.	.	.	.	2 670 039
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 602 049	.	.	.	.	.	.	1 602 049
Average total remuneration per individual (in EUR)	.	3 230 148	.	.	.	.	.	.	3 230 148
Ratio variable/total remuneration in %	.	70%	.	.	.	.	.	.	70%
Ratio of deferred/total variable remuneration in %	.	60%	.	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	25%	.	.	.	.	.	.	25%

BELGIUM

Payment bracket for 01 000 000 to below 02 000 000 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	11	1	3	0	0	0	0	15
of which: "Identified Staff"	0	11	1	3	0	0	0	0	15
Total fixed remuneration (in EUR)	0	9 134 154	675 000	2 332 000	0	0	0	0	12 141 154
Total variable remuneration (in EUR)	0	3 032 064	350 000	997 633	0	0	0	0	4 379 697
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 254 015	206 573	525 000	0	0	0	0	1 985 588
Average total remuneration per individual (in EUR)	.	1 106 020	1 025 000	1 109 878	.	.	.	.	1 101 390
Ratio variable/fixed remuneration in %	.	33%	52%	43%	.	.	.	.	36%
Ratio of deferred/total variable remuneration in %	.	41%	59%	53%	.	.	.	.	45%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	34%	42%	45%	.	.	.	.	37%

Payment bracket for 02 000 000 to below 03 000 000 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	.	.	.	.	.	3
of which: "Identified Staff"	.	1	2	.	.	.	.	.	3
Total fixed remuneration (in EUR)	.	1 550 000	3 754 174	.	.	.	.	.	5 304 174
Total variable remuneration (in EUR)	.	518 000	902 621	.	.	.	.	.	1 420 621
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	207 200	840 098	.	.	.	.	.	1 047 298
Average total remuneration per individual (in EUR)	.	2 068 000	2 328 398	.	.	.	.	.	2 241 598
Ratio variable/fixed remuneration in %	.	33%	24%	.	.	.	.	.	27%
Ratio of deferred/total variable remuneration in %	.	40%	93%	.	.	.	.	.	74%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	93%	.	.	.	.	.	77%

CYPRUS

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	0	0	0	1	0	1	2
of which: "Identified Staff"	1	.	1	2
Total fixed remuneration (in EUR)	891 875	.	1 259 508	2 151 383
Total variable remuneration (in EUR)	200 000	.	629 000	829 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	80 000	.	251 600	331 600
Average total remuneration per individual (in EUR)	1 091 875	.	1 888 508	1 490 192
Ratio variable/fixed remuneration in %	22%	.	50%	39%
Ratio of deferred/total variable remuneration in %	40%	.	40%	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	.	0%	0%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	0	0	0	0	0	2	2
of which: "Identified Staff"	2	2
Total fixed remuneration (in EUR)	3 423 459	3 423 459
Total variable remuneration (in EUR)	1 656 000	1 656 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	662 400	662 400
Average total remuneration per individual (in EUR)	2 539 730	2 539 730
Ratio variable/fixed remuneration in %	48%	48%
Ratio of deferred/total variable remuneration in %	40%	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%	0%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	2 349 536	-	-	-	-	-	-	2 349 536
Total variable remuneration (in EUR)	-	1 174 750	-	-	-	-	-	-	1 174 750
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	469 900	-	-	-	-	-	-	469 900
Average total remuneration per individual (in EUR)	-	3 524 286	-	-	-	-	-	-	3 524 286
Ratio variable/total remuneration in %	-	50%	-	-	-	-	-	-	50%
Ratio of deferred/total variable remuneration in %	-	40%	-	-	-	-	-	-	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	0%	-	-	-	-	-	-	0%

DENMARK

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	11	18	1	6	2	1	0	39
of which: "Identified Staff"	0	11	18	1	6	2	1	0	39
Total fixed remuneration (in EUR)	0	13 998 534	10 819 049	800 670	4 003 660	1 592 361	742 587	0	31 956 861
Total variable remuneration (in EUR)	0	1 269 829	10 463 960	583 853	4 033 172	862 721	306 973	0	17 520 508
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	741 904	6 266 249	350 285	2 351 715	515 919	182 444	0	10 408 516
Average total remuneration per individual (in EUR)	-	1 388 033	1 182 389	1 384 523	1 339 472	1 227 541	1 049 560	-	1 268 650
Ratio variable/total remuneration in %	-	9%	97%	73%	101%	54%	41%	-	55%
Ratio of deferred/total variable remuneration in %	-	58%	60%	60%	58%	60%	59%	-	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	68%	50%	80%	50%	79%	79%	-	54%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	0	0	0	0	0	0	2
of which: "Identified Staff"	0	2	0	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	3 078 328	0	0	0	0	0	0	3 078 328
Total variable remuneration (in EUR)	0	1 075 676	0	0	0	0	0	0	1 075 676
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	645 325	0	0	0	0	0	0	645 325
Average total remuneration per individual (in EUR)	-	2 077 002	-	-	-	-	-	-	2 077 002
Ratio variable/total remuneration in %	-	35%	-	-	-	-	-	-	35%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	75%	-	-	-	-	-	-	75%

FINLAND

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 237 998	0	0	0	0	0	0	1 237 998
Total variable remuneration (in EUR)	0	552 436	0	0	0	0	0	0	552 436
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	331 462	0	0	0	0	0	0	331 462
Average total remuneration per individual (in EUR)	-	1 790 434	-	-	-	-	-	-	1 790 434
Ratio variable/total remuneration in %	-	45%	-	-	-	-	-	-	45%
Ratio of deferred/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	80%	-	-	-	-	-	-	80%

FRANCE

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	11	83	8	19	5	6	5	137
of which: "Identified Staff"	0	9	78	6	5	5	6	3	112
Total fixed remuneration (in EUR)	0	5 204 056	45 967 015	3 384 238	6 712 876	3 294 066	3 540 000	2 379 000	70 481 251
Total variable remuneration (in EUR)	0	8 364 875	66 234 593	6 946 691	23 465 208	4 886 611	4 323 152	3 667 962	117 889 092
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 597 565	41 347 062	2 298 839	12 530 751	2 117 430	2 886 821	1 759 637	67 538 105
Average total remuneration per individual (in EUR)	.	1 233 539	1 351 827	1 291 366	1 588 320	1 636 135	1 310 525	1 209 392	1 374 966
Ratio variable/fixed remuneration in %	.	161%	144%	205%	350%	148%	122%	154%	167%
Ratio of deferred/total variable remuneration in %	.	55%	62%	33%	53%	43%	67%	48%	57%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	40%	50%	31%	27%	41%	59%	37%	43%

Payment bracket for 02 000 000 to below 03 000 000 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	6	18	1	4	1	0	3	33
of which: "Identified Staff"	0	5	17	1	2	1	0	3	29
Total fixed remuneration (in EUR)	0	4 976 257	17 329 024	2 440 701	1 920 008	400 000	0	2 653 920	29 719 910
Total variable remuneration (in EUR)	0	8 584 236	26 202 907	96 248	7 042 192	1 674 227	0	4 561 146	48 160 956
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 712 230	19 160 450	44 648	4 342 915	96 000	0	3 803 538	32 159 781
Average total remuneration per individual (in EUR)	.	2 260 082	2 418 441	2 536 949	2 240 550	2 074 227	.	2 405 022	2 360 026
Ratio variable/fixed remuneration in %	.	173%	151%	4%	367%	419%	.	172%	162%
Ratio of deferred/total variable remuneration in %	.	55%	73%	46%	62%	6%	.	83%	67%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	49%	67%	55%	49%	7%	.	56%	58%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	3	4	.	.	.	.	.	7
of which: "Identified Staff"	.	3	4	.	.	.	.	.	7
Total fixed remuneration (in EUR)	.	3 463 068	6 040 173	.	.	.	.	.	9 503 241
Total variable remuneration (in EUR)	.	7 198 784	7 377 571	.	.	.	.	.	14 576 355
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	4 649 637	6 109 777	.	.	.	.	.	10 759 414
Average total remuneration per individual (in EUR)	.	3 553 951	3 354 436	.	.	.	.	.	3 439 942
Ratio variable/fixed remuneration in %	.	208%	122%	.	.	.	.	.	153%
Ratio of deferred/total variable remuneration in %	.	65%	83%	.	.	.	.	.	74%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	56%	71%	.	.	.	.	.	64%

Payment bracket for 04 000 000 to below 05 000 000 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	0	.	.	.	.	.	1
of which: "Identified Staff"	.	1	0	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	137 204	0	.	.	.	.	.	137 204
Total variable remuneration (in EUR)	.	4 525 293	0	.	.	.	.	.	4 525 293
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	2 555 176	0	.	.	.	.	.	2 555 176
Average total remuneration per individual (in EUR)	.	4 662 497	.	.	.	.	.	.	4 662 497
Ratio variable/fixed remuneration in %	.	3298%	.	.	.	.	.	.	3298%
Ratio of deferred/total variable remuneration in %	.	56%	.	.	.	.	.	.	56%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	0%

GERMANY

Payment bracket for 01 000 000 to below 02 000 000 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	113	66	6	21	14	2	6	228
of which: "Identified Staff"	0	83	49	6	10	13	2	5	168
Total fixed remuneration (in EUR)	0	109 531 345	40 682 988	4 741 542	9 957 594	10 414 984	1 730 000	2 701 578	179 760 031
Total variable remuneration (in EUR)	0	45 824 226	47 932 575	3 400 617	18 124 650	7 285 909	945 000	5 129 832	128 642 809
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	21 287 047	28 918 295	2 412 081	9 838 174	5 557 800	745 000	2 059 100	70 817 497
Average total remuneration per individual (in EUR)	.	1 374 828	1 342 660	1 357 027	1 337 250	1 264 350	1 337 500	1 305 235	1 352 644
Ratio variable/fixed remuneration in %	.	42%	118%	72%	182%	70%	55%	190%	72%
Ratio of deferred/total variable remuneration in %	.	46%	60%	71%	54%	76%	79%	40%	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	38%	48%	51%	38%	42%	50%	38%	43%

Payment bracket for 02 000 000 to below 03 000 000 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	16	11	0	1	4	1	1	34
of which: "Identified Staff"	0	13	10	0	1	4	1	0	29
Total fixed remuneration (in EUR)	0	26 329 907	11 884 952	0	1 040 000	5 189 642	1 200 000	385 000	46 029 501
Total variable remuneration (in EUR)	0	11 102 564	15 794 352	0	1 460 000	4 745 000	976 960	2 138 400	36 217 276
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 833 061	10 730 755	0	1 460 000	3 515 000	976 960	0	21 515 776
Average total remuneration per individual (in EUR)	.	2 339 529	2 516 300	.	2 500 000	2 483 661	2 176 960	2 523 400	2 419 023
Ratio variable/fixed remuneration in %	.	42%	133%	.	140%	91%	81%	555%	79%
Ratio of deferred/total variable remuneration in %	.	44%	68%	.	100%	74%	100%	0%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	36%	62%	.	50%	50%	50%	0%	48%

Payment bracket for 03 000 000 to below 04 000 000 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	4	0	0	0	0	0	9
of which: "Identified Staff"	0	5	3	0	0	0	0	0	8
Total fixed remuneration (in EUR)	0	14 701 077	6 178 172	0	0	0	0	0	20 879 249
Total variable remuneration (in EUR)	0	2 669 422	7 593 912	0	0	0	0	0	10 263 334
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 881 633	7 096 441	0	0	0	0	0	8 978 074
Average total remuneration per individual (in EUR)	.	3 474 100	3 443 021	.	.	.	.	.	3 460 287
Ratio variable/fixed remuneration in %	.	18%	123%	.	.	.	.	.	49%
Ratio of deferred/total variable remuneration in %	.	70%	93%	.	.	.	.	.	87%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	72%	.	.	.	.	.	66%

Payment bracket for 04 000 000 to below 05 000 000 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	2	2	0	0	0	0	0	4
of which: "Identified Staff"	0	1	1	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	2 468 431	3 284 192	0	0	0	0	0	5 752 623
Total variable remuneration (in EUR)	0	6 428 168	5 095 944	0	0	0	0	0	11 524 112
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 304 403	2 606 952	0	0	0	0	0	4 911 355
Average total remuneration per individual (in EUR)	.	4 448 300	4 190 068	.	.	.	.	.	4 319 184
Ratio variable/fixed remuneration in %	.	260%	155%	.	.	.	.	.	200%
Ratio of deferred/total variable remuneration in %	.	36%	51%	.	.	.	.	.	43%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	18%	29%	.	.	.	.	.	23%

Payment bracket for 05 000 000 to below 06 000 000 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	2	0	0	0	0	0	0	2
of which: "Identified Staff"	0	2	0	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	2 798 400	0	0	0	0	0	0	2 798 400
Total variable remuneration (in EUR)	0	7 276 800	0	0	0	0	0	0	7 276 800
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	2 613 333	0	0	0	0	0	0	2 613 333
Average total remuneration per individual (in EUR)	-	5 037 600	-	-	-	-	-	-	5 037 600
Ratio variable/total remuneration in %	-	260%	-	-	-	-	-	-	260%
Ratio of deferred/total variable remuneration in %	-	36%	-	-	-	-	-	-	36%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	18%	-	-	-	-	-	-	18%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	0	0	0	0	0	0	0	0
Total fixed remuneration (in EUR)	0	4 253 308	0	0	0	0	0	0	4 253 308
Total variable remuneration (in EUR)	0	3 308 129	0	0	0	0	0	0	3 308 129
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 308 129	0	0	0	0	0	0	3 308 129
Average total remuneration per individual (in EUR)	-	7 561 437	-	-	-	-	-	-	7 561 437
Ratio variable/total remuneration in %	-	78%	-	-	-	-	-	-	78%
Ratio of deferred/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	5 678 295	0	0	0	0	0	0	5 678 295
Total variable remuneration (in EUR)	0	8 233 409	0	0	0	0	0	0	8 233 409
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	827 820	0	0	0	0	0	0	827 820
Average total remuneration per individual (in EUR)	-	13 911 704	-	-	-	-	-	-	13 911 704
Ratio variable/total remuneration in %	-	145%	-	-	-	-	-	-	145%
Ratio of deferred/total variable remuneration in %	-	10%	-	-	-	-	-	-	10%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	8%	-	-	-	-	-	-	8%

GREECE

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	-	-	-	1	-	-	-	1
of which: "Identified Staff"	-	-	-	-	-	-	-	-	-
Total fixed remuneration (in EUR)	-	-	-	-	295 974	-	-	-	295 974
Total variable remuneration (in EUR)	-	-	-	-	1 879 990	-	-	-	1 879 990
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	799 995	-	-	-	799 995
Average total remuneration per individual (in EUR)	-	-	-	-	2 175 964	-	-	-	2 175 964
Ratio variable/total remuneration in %	-	-	-	-	635%	-	-	-	635%
Ratio of deferred/total variable remuneration in %	-	-	-	-	43%	-	-	-	43%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

HUNGARY

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	1	0	0	1	1	0	3
of which: "Identified Staff"	0	0	1	0	0	1	1	0	3
Total fixed remuneration (in EUR)	0	0	713 660	0	0	1 006 760	721 703	0	2 442 123
Total variable remuneration (in EUR)	0	0	735 502	0	0	727 196	473 310	0	1 936 008
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	735 502	0	0	436 318	283 986	0	1 455 806
Average total remuneration per individual (in EUR)	.	.	1 449 162	.	.	1 733 956	1 195 013	.	1 459 377
Ratio variable/fixed remuneration in %	.	.	103%	.	.	72%	66%	.	79%
Ratio of deferred/total variable remuneration in %	.	.	100%	.	.	60%	60%	.	75%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	100%	.	.	50%	50%	.	69%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	0	0	0	0	1	0	0	1
of which: "Identified Staff"	0	0	0	0	0	1	0	0	1
Total fixed remuneration (in EUR)	0	0	0	0	0	1 474 414	0	0	1 474 414
Total variable remuneration (in EUR)	0	0	0	0	0	1 166 178	0	0	1 166 178
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	699 706	0	0	699 706
Average total remuneration per individual (in EUR)	.	.	.	.	.	2 640 592	.	.	2 640 592
Ratio variable/fixed remuneration in %	.	.	.	.	.	79%	.	.	79%
Ratio of deferred/total variable remuneration in %	.	.	.	.	.	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	.	.	.	50%	.	.	50%

IRELAND

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

	Total figures per function / business area								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	6	0	5	0	0	2	17
of which: "Identified Staff"	0	3	6	0	1	0	0	2	12
Total fixed remuneration (in EUR)	0	2 282 928	3 316 366	0	1 349 883	0	0	828 945	7 778 122
Total variable remuneration (in EUR)	0	4 047 727	5 823 238	0	4 992 463	0	0	2 381 642	17 245 070
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 285 870	2 017 523	0	3 382 159	0	0	464 724	9 150 276
Average total remuneration per individual (in EUR)	.	1 582 664	1 523 267	.	1 268 469	.	.	1 605 294	1 471 952
Ratio variable/fixed remuneration in %	.	177%	176%	.	370%	.	.	287%	222%
Ratio of deferred/total variable remuneration in %	.	81%	35%	.	68%	.	.	20%	53%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	75%	33%	.	58%	.	.	35%	50%

Payment bracket for 02 000 000 to below 03 000 000 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	2	2	0	3	0	0	0	7
of which: "Identified Staff"	0	2	2	0	3	0	0	0	7
Total fixed remuneration (in EUR)	0	604 574	1 805 478	0	1 421 424	0	0	0	3 831 476
Total variable remuneration (in EUR)	0	4 143 735	3 393 014	0	5 512 565	0	0	0	13 049 314
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 495 039	2 527 986	0	2 133 843	0	0	0	6 156 868
Average total remuneration per individual (in EUR)	.	2 374 155	2 599 246	.	2 311 330	.	.	.	2 411 541
Ratio variable/fixed remuneration in %	.	685%	188%	.	388%	.	.	.	341%
Ratio of deferred/total variable remuneration in %	.	36%	75%	.	39%	.	.	.	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	36%	87%	.	36%	.	.	.	49%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	2 285 404	0	0	0	0	0	0	2 285 404
Total variable remuneration (in EUR)	0	1 904 858	0	0	0	0	0	0	1 904 858
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)	.	4 190 262	.	.	.	.	.	.	4 190 262
Ratio variable/fixed remuneration in %	.	83%	.	.	.	.	.	.	83%
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 05 000 000 to below 06 000 000 Euro

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	824 922	0	0	0	0	0	0	824 922
Total variable remuneration (in EUR)	0	4 899 000	0	0	0	0	0	0	4 899 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	.	5 723 922	.	.	.	.	.	.	5 723 922
Ratio variable/fixed remuneration in %	.	594%	.	.	.	.	.	.	594%
Ratio of deferred/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%

ITALY

Payment bracket for 01 000 000 to below 02 000 000 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	5	19	44	12	14	9	6	22	131
of which: "Identified Staff"	4	16	40	9	6	9	6	9	99
Total fixed remuneration (in EUR)	5 429 717	17 174 452	30 135 723	11 021 646	6 139 961	6 271 011	5 322 516	9 418 229	90 913 255
Total variable remuneration (in EUR)	1 797 222	10 164 908	26 470 758	6 656 679	12 133 079	6 220 400	3 065 154	17 029 788	83 537 988
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	550 544	5 497 158	15 142 715	2 453 329	4 020 107	3 098 967	1 751 571	1 413 251	33 927 642
Average total remuneration per individual (in EUR)	1 445 388	1 438 914	1 286 511	1 473 194	1 305 217	1 387 935	1 397 945	1 202 183	1 331 689
Ratio variable/fixed remuneration in %	33%	59%	88%	60%	198%	99%	58%	181%	92%
Ratio of deferred/total variable remuneration in %	31%	54%	57%	37%	33%	50%	57%	8%	41%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	27%	40%	52%	31%	28%	47%	40%	6%	35%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	3	11	2	2	3	0	6	27
of which: "Identified Staff"	0	3	10	1	2	3	0	5	24
Total fixed remuneration (in EUR)	0	2 778 831	12 784 913	3 443 813	2 027 797	4 111 187	0	10 450 945	35 597 486
Total variable remuneration (in EUR)	0	4 194 486	13 384 925	1 134 325	2 827 816	2 731 200	0	4 211 134	28 483 886
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 745 458	9 178 017	680 400	1 744 869	1 492 480	0	1 881 452	16 722 676
Average total remuneration per individual (in EUR)	.	2 324 439	2 379 076	2 289 069	2 427 807	2 280 796	.	2 443 680	2 373 384
Ratio variable/fixed remuneration in %	.	151%	105%	33%	139%	66%	.	40%	80%
Ratio of deferred/total variable remuneration in %	.	42%	69%	60%	62%	55%	.	45%	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	42%	65%	70%	63%	50%	.	29%	55%

Payment bracket for 03 000 000 to below 04 000 000 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	3	0	0	0	0	0	8
of which: "Identified Staff"	0	5	2	0	0	0	0	0	7
Total fixed remuneration (in EUR)	0	7 324 744	5 722 664	0	0	0	0	0	13 047 408
Total variable remuneration (in EUR)	0	9 077 423	4 575 359	0	0	0	0	0	13 652 782
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	5 383 800	1 729 242	0	0	0	0	0	7 113 042
Average total remuneration per individual (in EUR)	.	3 280 433	3 432 674	.	.	.	.	.	3 337 524
Ratio variable/fixed remuneration in %	.	124%	80%	.	.	.	.	.	105%
Ratio of deferred/total variable remuneration in %	.	59%	38%	.	.	.	.	.	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	46%	23%	.	.	.	.	.	38%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	.	2	1	.	.	.	.	1	4
of which: "Identified Staff"	.	2	1	.	.	.	.	1	4
Total fixed remuneration (in EUR)	.	2 498 404	910 377	.	.	.	.	4 277 969	7 686 750
Total variable remuneration (in EUR)	.	6 250 000	4 000 000	.	.	.	.	129 629	10 379 629
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	3 350 000	1 116 600	.	.	.	.	61 574	4 528 174
Average total remuneration per individual (in EUR)	.	4 374 202	4 910 377	.	.	.	.	4 407 598	4 516 595
Ratio variable/fixed remuneration in %	.	250%	439%	.	.	.	.	3%	135%
Ratio of deferred/total variable remuneration in %	.	54%	28%	.	.	.	.	48%	44%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	18%	23%	.	.	.	.	25%	20%

Payment bracket for 05 000 000 to below 06 000 000 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	.	.	.	.	1	3
of which: "Identified Staff"	.	1	1	.	.	.	.	1	3
Total fixed remuneration (in EUR)	.	2 000 000	2 183 666	.	.	.	.	3 973 713	8 157 379
Total variable remuneration (in EUR)	.	3 133 807	3 251 116	.	.	.	.	1 462 891	7 847 814
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 320 000	3 251 116	.	.	.	.	694 873	5 265 989
Average total remuneration per individual (in EUR)	.	5 133 807	5 434 782	.	.	.	.	5 436 604	5 335 064
Ratio variable/fixed remuneration in %	.	157%	149%	.	.	.	.	37%	96%
Ratio of deferred/total variable remuneration in %	.	42%	100%	.	.	.	.	47%	67%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	65%	50%	.	.	.	.	25%	51%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	.	.	.	1
of which: "Identified Staff"
Total fixed remuneration (in EUR)	204 472	.	.	.	204 472
Total variable remuneration (in EUR)	5 975 000	.	.	.	5 975 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)
Average total remuneration per individual (in EUR)	6 179 472	.	.	.	6 179 472
Ratio variable/fixed remuneration in %	2922%	.	.	.	2922%
Ratio of deferred/total variable remuneration in %
Ratio of variable remuneration paid in instruments/total variable remuneration in %

LATVIA

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	-	-	-	-	-	-	-	1
of which: "Identified Staff"	1	-	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	1 598 663	-	-	-	-	-	-	-	1 598 663
Total variable remuneration (in EUR)	1 000 942	-	-	-	-	-	-	-	1 000 942
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-	-
Average total remuneration per individual (in EUR)	2 599 605	-	-	-	-	-	-	-	2 599 605
Ratio variable/fixed remuneration in %	63%	-	-	-	-	-	-	-	63%
Ratio of deferred/total variable remuneration in %	-	-	-	-	-	-	-	-	-
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	-	-	-	-	-

LIECHTENSTEIN

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	-	3	-	-	-	-	-	-	3
of which: "Identified Staff"	-	3	-	-	-	-	-	-	3
Total fixed remuneration (in EUR)	-	1 613 358	-	-	-	-	-	-	1 613 358
Total variable remuneration (in EUR)	-	1 992 888	-	-	-	-	-	-	1 992 888
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	366 972	-	-	-	-	-	-	366 972
Average total remuneration per individual (in EUR)	-	1 202 082	-	-	-	-	-	-	1 202 082
Ratio variable/fixed remuneration in %	-	124%	-	-	-	-	-	-	124%
Ratio of deferred/total variable remuneration in %	-	18%	-	-	-	-	-	-	18%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	60%	-	-	-	-	-	-	60%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	2	-	-	-	-	-	-	-	2
of which: "Identified Staff"	2	-	-	-	-	-	-	-	2
Total fixed remuneration (in EUR)	2 294 272	-	-	-	-	-	-	-	2 294 272
Total variable remuneration (in EUR)	4 495 407	-	-	-	-	-	-	-	4 495 407
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	2 715 593	-	-	-	-	-	-	-	2 715 593
Average total remuneration per individual (in EUR)	3 394 840	-	-	-	-	-	-	-	3 394 840
Ratio variable/fixed remuneration in %	196%	-	-	-	-	-	-	-	196%
Ratio of deferred/total variable remuneration in %	60%	-	-	-	-	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	53%	-	-	-	-	-	-	-	53%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	1	-	-	-	-	-	-	-	1
of which: "Identified Staff"	1	-	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	1 452 897	-	-	-	-	-	-	-	1 452 897
Total variable remuneration (in EUR)	2 905 501	-	-	-	-	-	-	-	2 905 501
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 743 300	-	-	-	-	-	-	-	1 743 300
Average total remuneration per individual (in EUR)	4 358 398	-	-	-	-	-	-	-	4 358 398
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 %	38%	-	-	-	-	-	-	-	38%

LUXEMBOURG

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	2	7	0	1	4	2	1	1	18
of which: "Identified Staff"	2	7	0	1	3	2	1	1	17
Total fixed remuneration (in EUR)	2 165 531	4 559 637	0	723 412	2 167 213	1 734 146	601 086	718 800	12 669 825
Total variable remuneration (in EUR)	1 182 191	5 548 018	0	289 996	3 112 954	1 420 134	540 049	500 946	12 594 288
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 182 191	988 587	0	120 000	731 454	666 648	523 868	500 946	4 713 694
Average total remuneration per individual (in EUR)	1 673 861	1 443 951	.	1 013 408	1 320 042	1 577 140	1 141 135	1 219 746	1 403 562
Ratio variable/fixed remuneration in %	55%	122%	.	40%	144%	82%	90%	70%	99%
Ratio of deferred/total variable remuneration in %	100%	18%	.	41%	23%	47%	97%	100%	37%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	100%	22%	.	41%	42%	51%	100%	100%	44%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	808 966	0	0	0	0	0	0	808 966
Total variable remuneration (in EUR)	0	1 800 000	0	0	0	0	0	0	1 800 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	0	0	0	0	0	0	0
Average total remuneration per individual (in EUR)	.	2 608 966	.	.	.	.	.	.	2 608 966
Ratio variable/fixed remuneration in %	.	223%	.	.	.	.	.	.	223%
Ratio of deferred/total variable remuneration in %	.	0%	.	.	.	.	.	.	0%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	67%	.	.	.	.	.	.	67%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 262 352	0	0	0	0	0	0	1 262 352
Total variable remuneration (in EUR)	0	1 741 891	0	0	0	0	0	0	1 741 891
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 377 932	0	0	0	0	0	0	1 377 932
Average total remuneration per individual (in EUR)	.	3 004 243	.	.	.	.	.	.	3 004 243
Ratio variable/fixed remuneration in %	.	138%	.	.	.	.	.	.	138%
Ratio of deferred/total variable remuneration in %	.	79%	.	.	.	.	.	.	79%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	79%	.	.	.	.	.	.	79%

NETHERLANDS

Payment bracket for 01 000 000 to below 02 000 000 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	4	3	0	6	0	1	32
of which: "Identified Staff"	0	18	4	3	0	6	0	1	32
Total fixed remuneration (in EUR)	0	18 892 663	2 636 716	2 887 518	0	4 128 776	0	1 120 000	29 665 673
Total variable remuneration (in EUR)	0	6 814 879	2 246 900	930 185	0	2 707 804	0	830 000	13 529 768
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	3 953 402	2 065 908	442 574	0	1 326 122	0	830 000	8 618 006
Average total remuneration per individual (in EUR)	.	1 428 197	1 220 904	1 272 568	.	1 139 430	.	1 950 000	1 349 858
Ratio variable/fixed remuneration in %	.	36%	85%	32%	.	66%	.	74%	46%
Ratio of deferred/total variable remuneration in %	.	58%	92%	48%	.	49%	.	100%	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	81%	50%	.	35%	.	50%	52%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	2	0	0	0	0	0	4
of which: "Identified Staff"	0	2	2	0	0	0	0	0	4
Total fixed remuneration (in EUR)	0	3 028 981	3 671 965	0	0	0	0	0	6 700 946
Total variable remuneration (in EUR)	0	1 659 111	1 185 144	0	0	0	0	0	2 844 255
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 051 725	646 079	0	0	0	0	0	1 697 804
Average total remuneration per individual (in EUR)	.	2 344 046	2 428 555	.	.	.	.	.	2 386 300
Ratio variable/fixed remuneration in %	.	55%	32%	.	.	.	.	.	42%
Ratio of deferred/total variable remuneration in %	.	63%	55%	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	26%	55%	.	.	.	.	.	38%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	1	0	0	0	0	0	0	1
of which: "Identified Staff"	0	1	0	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	1 434 953	0	0	0	0	0	0	1 434 953
Total variable remuneration (in EUR)	0	2 193 149	0	0	0	0	0	0	2 193 149
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 401 059	0	0	0	0	0	0	1 401 059
Average total remuneration per individual (in EUR)	.	3 628 102	.	.	.	.	.	.	3 628 102
Ratio variable/fixed remuneration in %	.	153%	.	.	.	.	.	.	153%
Ratio of deferred/total variable remuneration in %	.	64%	.	.	.	.	.	.	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	10%	.	.	.	.	.	.	10%

NORWAY

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	5	0	1	2	0	0	10
of which: "Identified Staff"	0	2	4	0	1	2	0	0	9
Total fixed remuneration (in EUR)	0	1 883 893	2 939 233	0	711 712	2 024 123	0	0	7 558 961
Total variable remuneration (in EUR)	0	873 685	3 445 874	0	695 849	413 270	0	0	5 428 678
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	492 205	1 074 162	0	415 769	204 347	0	0	2 186 483
Average total remuneration per individual (in EUR)	.	1 378 789	1 277 021	.	1 407 561	1 218 697	.	.	1 298 764
Ratio variable/fixed remuneration in %	.	46%	117%	.	98%	20%	.	.	72%
Ratio of deferred/total variable remuneration in %	.	56%	31%	.	60%	49%	.	.	40%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	69%	32%	.	50%	49%	.	.	42%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	0	1	0	0	0	0	0	1
of which: "Identified Staff"	0	0	1	0	0	0	0	0	1
Total fixed remuneration (in EUR)	0	0	936 140	0	0	0	0	0	936 140
Total variable remuneration (in EUR)	0	0	1 602 430	0	0	0	0	0	1 602 430
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	0	801 215	0	0	0	0	0	801 215
Average total remuneration per individual (in EUR)	.	.	2 538 570	.	.	.	.	.	2 538 570
Ratio variable/fixed remuneration in %	.	.	171%	.	.	.	.	.	171%
Ratio of deferred/total variable remuneration in %	.	.	50%	.	.	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	0%	.	.	.	.	.	0%

POLAND

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	2	0	2	1	0	0	0	5
of which: "Identified Staff"	0	2	0	2	1	0	0	0	5
Total fixed remuneration (in EUR)	0	930 406	0	1 062 461	465 194	0	0	0	2 458 061
Total variable remuneration (in EUR)	0	1 305 545	0	1 417 639	1 304 502	0	0	0	4 027 686
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	783 327	0	795 625	782 701	0	0	0	2 361 653
Average total remuneration per individual (in EUR)	.	1 117 976	.	1 240 050	1 769 696	.	.	.	1 297 149
Ratio variable/total remuneration in %	.	140%	.	133%	280%	.	.	.	164%
Ratio of deferred/total variable remuneration in %	.	60%	.	56%	60%	.	.	.	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	54%	.	60%	50%	.	.	.	55%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	.	.	1
of which: "Identified Staff"	1	.	.	1
Total fixed remuneration (in EUR)	1 214 354	.	.	1 214 354
Total variable remuneration (in EUR)	2 000 000	.	.	2 000 000
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 200 000	.	.	1 200 000
Average total remuneration per individual (in EUR)	3 214 354	.	.	3 214 354
Ratio variable/total remuneration in %	165%	.	.	165%
Ratio of deferred/total variable remuneration in %	60%	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	50%	.	.	50%

PORTUGAL

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	6	1	3	0	0	0	3	13
of which: "Identified Staff"	0	6	1	3	0	0	0	3	13
Total fixed remuneration (in EUR)	0	6 558 549	800 000	1 328 547	0	0	0	1 313 638	10 000 734
Total variable remuneration (in EUR)	0	1 769 810	316 000	3 250 369	0	0	0	2 364 819	7 700 998
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	450 000	316 000	830 282	0	0	0	240 000	1 836 282
Average total remuneration per individual (in EUR)	.	1 388 060	1 116 000	1 526 305	.	.	.	1 226 152	1 361 672
Ratio variable/total remuneration in %	.	27%	40%	245%	.	.	.	180%	77%
Ratio of deferred/total variable remuneration in %	.	25%	100%	26%	.	.	.	10%	24%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	25%	80%	27%	.	.	.	13%	25%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	.	.	.	.	.	.	1
of which: "Identified Staff"	.	1	.	.	.	.	.	.	1
Total fixed remuneration (in EUR)	.	3 555 709	.	.	.	.	.	.	3 555 709
Total variable remuneration (in EUR)
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)
Average total remuneration per individual (in EUR)	.	3 555 709	.	.	.	.	.	.	3 555 709
Ratio variable/total remuneration in %
Ratio of deferred/total variable remuneration in %
Ratio of variable remuneration paid in instruments/total variable remuneration in %

ROMANIA

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	1	1	0	0	0	0	0	2
of which: "Identified Staff"	0	1	1	0	0	0	0	0	2
Total fixed remuneration (in EUR)	0	972 876	490 739	0	0	0	0	0	1 463 615
Total variable remuneration (in EUR)	0	198 646	517 238	0	0	0	0	0	715 884
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	119 188	310 343	0	0	0	0	0	429 531
Average total remuneration per individual (in EUR)	.	1 171 522	1 007 977	.	.	.	.	.	1 089 750
Ratio variable/fixed remuneration in %	.	20%	105%	.	.	.	.	.	49%
Ratio of deferred/total variable remuneration in %	.	60%	60%	.	.	.	.	.	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	50%	.	.	.	.	.	50%

SPAIN

Payment bracket for 01 000 000 to below 02 000 000 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	8	23	11	3	26	6	1	79
of which: "Identified Staff"	1	8	19	10	2	26	6	1	73
Total fixed remuneration (in EUR)	1 950 000	8 579 624	13 590 301	6 587 345	1 082 211	20 819 644	3 729 975	552 532	56 891 632
Total variable remuneration (in EUR)	.	2 113 675	17 393 156	8 478 331	2 129 416	14 253 052	3 841 760	920 000	49 129 390
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	1 180 511	8 706 663	3 049 690	777 716	6 745 024	1 848 205	690 000	22 997 809
Average total remuneration per individual (in EUR)	1 950 000	1 336 662	1 347 107	1 369 607	1 070 542	1 348 950	1 261 956	1 472 532	1 342 038
Ratio variable/fixed remuneration in %	.	25%	128%	129%	197%	68%	103%	167%	86%
Ratio of deferred/total variable remuneration in %	.	56%	50%	36%	37%	47%	48%	75%	47%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	47%	43%	46%	51%	53%	73%	48%

Payment bracket for 02 000 000 to below 03 000 000 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	6	5	3	0	6	0	0	20
of which: "Identified Staff"	0	6	5	3	0	6	0	0	20
Total fixed remuneration (in EUR)	0	8 712 878	5 345 698	4 470 728	0	7 956 667	0	0	26 485 971
Total variable remuneration (in EUR)	0	6 354 640	6 167 073	3 236 516	0	6 146 233	0	0	21 904 462
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 495 920	4 806 923	1 790 232	0	3 231 466	0	0	14 324 541
Average total remuneration per individual (in EUR)	.	2 511 253	2 302 554	2 569 081	.	2 350 483	.	.	2 419 522
Ratio variable/fixed remuneration in %	.	73%	115%	72%	.	77%	.	.	83%
Ratio of deferred/total variable remuneration in %	.	71%	78%	55%	.	53%	.	.	65%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	40%	68%	55%	.	55%	.	.	54%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	0	3	0	4	0	2	1	0	10
of which: "Identified Staff"	0	3	0	4	0	2	1	0	10
Total fixed remuneration (in EUR)	0	4 970 547	0	7 357 752	0	4 064 068	1 885 886	0	18 278 253
Total variable remuneration (in EUR)	0	5 670 748	0	6 635 973	0	2 815 861	1 374 100	0	16 496 682
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	4 610 374	0	3 526 149	0	1 567 735	751 100	0	10 455 358
Average total remuneration per individual (in EUR)	.	3 547 098	.	3 498 431	.	3 439 965	3 259 986	.	3 477 494
Ratio variable/fixed remuneration in %	.	114%	.	90%	.	69%	73%	.	90%
Ratio of deferred/total variable remuneration in %	.	81%	.	53%	.	56%	55%	.	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	50%	.	53%	.	56%	55%	.	53%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	1	2	1	-	3	1	-	8
of which: "Identified Staff"	-	1	2	1	-	3	1	-	8
Total fixed remuneration (in EUR)	-	1 920 085	4 320 713	2 567 045	-	6 387 208	2 553 297	-	17 748 348
Total variable remuneration (in EUR)	-	2 324 200	3 803 124	2 241 614	-	7 035 369	1 935 580	-	17 339 887
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	1 497 000	2 439 444	1 250 508	-	4 379 703	1 083 080	-	10 649 735
Average total remuneration per individual (in EUR)	-	4 244 285	4 061 919	4 808 659	-	4 474 192	4 488 877	-	4 386 029
Ratio variable/fixed remuneration in %	-	121%	88%	87%	-	110%	76%	-	98%
Ratio of deferred/total variable remuneration in %	-	64%	64%	56%	-	62%	56%	-	61%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	56%	70%	56%	-	56%	56%	-	59%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	4	-	2	-	1	-	-	7
of which: "Identified Staff"	-	4	-	2	-	1	-	-	7
Total fixed remuneration (in EUR)	-	7 619 564	-	5 204 733	-	2 431 640	-	-	15 255 937
Total variable remuneration (in EUR)	-	13 895 977	-	5 769 300	-	3 479 689	-	-	23 144 966
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	5 740 588	-	3 717 780	-	2 276 889	-	-	11 735 257
Average total remuneration per individual (in EUR)	-	5 378 885	-	5 487 017	-	5 911 329	-	-	5 485 843
Ratio variable/fixed remuneration in %	-	182%	-	111%	-	143%	-	-	152%
Ratio of deferred/total variable remuneration in %	-	41%	-	64%	-	65%	-	-	51%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	38%	-	56%	-	57%	-	-	45%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
of which: "Identified Staff"	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	6 486 732	-	-	-	-	-	-	6 486 732
Total variable remuneration (in EUR)	-	3 137 670	-	-	-	-	-	-	3 137 670
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	2 020 950	-	-	-	-	-	-	2 020 950
Average total remuneration per individual (in EUR)	-	9 624 402	-	-	-	-	-	-	9 624 402
Ratio variable/fixed remuneration in %	-	48%	-	-	-	-	-	-	48%
Ratio of deferred/total variable remuneration in %	-	64%	-	-	-	-	-	-	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	56%	-	-	-	-	-	-	56%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
of which: "Identified Staff"	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	5 506 808	-	-	-	-	-	-	5 506 808
Total variable remuneration (in EUR)	-	4 712 400	-	-	-	-	-	-	4 712 400
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	3 032 400	-	-	-	-	-	-	3 032 400
Average total remuneration per individual (in EUR)	-	10 219 208	-	-	-	-	-	-	10 219 208
Ratio variable/fixed remuneration in %	-	86%	-	-	-	-	-	-	86%
Ratio of deferred/total variable remuneration in %	-	64%	-	-	-	-	-	-	64%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	55%	-	-	-	-	-	-	55%

SWEDEN

Payment bracket for 01 000 000 to below 02 000 000 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	6	9	3	2	3	0	2	25
of which: "Identified Staff"	0	6	8	3	0	3	0	2	22
Total fixed remuneration (in EUR)	0	6 448 567	6 515 725	3 941 809	1 809 963	3 600 412	0	1 568 011	23 884 487
Total variable remuneration (in EUR)	0	1 396 723	5 510 475	777 600	581 598	349 847	0	903 901	9 520 144
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	838 034	3 005 959	517 600	232 639	208 168	0	903 901	5 706 301
Average total remuneration per individual (in EUR)	.	1 307 548	1 336 244	1 573 136	1 195 781	1 316 753	.	1 235 956	1 336 185
Ratio variable/total remuneration in %	.	22%	85%	20%	32%	10%	.	58%	40%
Ratio of deferred/total variable remuneration in %	.	60%	55%	67%	40%	60%	.	100%	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	80%	51%	67%	0%	79%	.	36%	53%

Payment bracket for 02 000 000 to below 03 000 000 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	2	1	0	0	0	0	0	3
of which: "Identified Staff"	0	2	1	0	0	0	0	0	3
Total fixed remuneration (in EUR)	0	2 927 660	825 708	0	0	0	0	0	3 753 368
Total variable remuneration (in EUR)	0	1 598 626	1 442 728	0	0	0	0	0	3 041 354
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	1 197 216	1 154 182	0	0	0	0	0	2 351 398
Average total remuneration per individual (in EUR)	.	2 263 143	2 268 436	.	.	.	.	.	2 264 907
Ratio variable/total remuneration in %	.	55%	175%	.	.	.	.	.	81%
Ratio of deferred/total variable remuneration in %	.	75%	80%	.	.	.	.	.	77%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	87%	50%	.	.	.	.	.	70%

UNITED KINGDOM

Payment bracket for 01 000 000 to below 02 000 000 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	13	249	1 654	84	453	156	80	238	2 927
of which: "Identified Staff"	13	224	1 494	82	292	143	70	132	2 450
Total fixed remuneration (in EUR)	6 480 925	132 036 060	1 055 619 463	52 594 302	145 034 627	97 843 537	47 531 380	109 338 459	1 646 478 753
Total variable remuneration (in EUR)	10 459 932	214 591 500	1 178 421 996	59 502 005	454 296 288	114 450 814	51 825 079	209 780 256	2 293 327 870
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	6 332 841	90 310 988	742 241 747	36 530 078	193 587 421	70 153 526	31 489 754	68 629 152	1 239 275 507
Average total remuneration per individual (in EUR)	1 303 143	1 392 079	1 350 690	1 334 480	1 323 026	1 360 861	1 241 956	1 340 835	1 346 022
Ratio variable/total remuneration in %	161%	163%	112%	113%	313%	117%	109%	192%	139%
Ratio of deferred/total variable remuneration in %	61%	42%	63%	61%	43%	61%	61%	33%	54%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	64%	45%	59%	68%	36%	62%	65%	39%	52%

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

	Total figures per function / business area								Total
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	
Total number of high earners	3	90	336	13	91	36	18	38	625
of which: "Identified Staff"	3	87	335	12	63	36	18	15	569
Total fixed remuneration (in EUR)	2 772 206	73 366 897	379 006 156	14 376 777	39 395 574	42 282 716	20 474 869	18 950 471	590 625 666
Total variable remuneration (in EUR)	4 567 879	137 832 147	438 528 575	17 149 367	182 724 277	44 570 867	22 009 755	68 668 117	916 050 984
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	3 146 850	80 992 911	327 606 883	10 080 838	85 941 531	31 698 065	16 781 167	19 155 094	575 403 339
Average total remuneration per individual (in EUR)	2 446 695	2 346 656	2 433 139	2 425 088	2 440 877	2 412 600	2 360 257	2 305 752	2 410 683
Ratio variable/total remuneration in %	165%	188%	116%	119%	464%	105%	107%	362%	155%
Ratio of deferred/total variable remuneration in %	69%	59%	75%	59%	47%	71%	76%	28%	63%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	74%	58%	67%	57%	38%	62%	74%	33%	57%

Payment bracket for 03 000 000 to below 04 000 000 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	44	146	4	34	8	5	13	255
of which: "Identified Staff"	1	40	144	4	24	8	5	7	233
Total fixed remuneration (in EUR)	1 438 179	39 565 434	231 048 514	5 582 203	13 383 314	10 764 484	7 762 625	12 189 352	321 734 105
Total variable remuneration (in EUR)	2 244 800	112 145 290	269 940 650	8 588 130	107 144 887	16 051 759	9 331 759	31 860 755	557 308 030
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	1 848 689	64 616 798	224 974 326	5 964 558	53 489 624	12 471 943	8 059 261	15 103 380	386 528 579
Average total remuneration per individual (in EUR)	3 682 979	3 447 971	3 431 433	3 542 583	3 544 947	3 352 030	3 418 877	3 388 470	3 447 224
Ratio variable/fixed remuneration in %	156%	283%	117%	154%	801%	149%	120%	261%	173%
Ratio of deferred/total variable remuneration in %	82%	58%	83%	69%	50%	78%	86%	47%	69%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	91%	58%	77%	74%	44%	62%	87%	46%	65%

Payment bracket for 04 000 000 to below 05 000 000 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	28	71	4	11	4	1	7	126
of which: "Identified Staff"	0	27	70	4	4	4	1	4	114
Total fixed remuneration (in EUR)	0	47 657 232	142 406 282	8 726 590	5 130 137	8 500 435	2 168 304	8 563 197	223 152 177
Total variable remuneration (in EUR)	0	75 619 158	171 058 508	8 715 143	42 417 656	8 942 120	1 849 481	23 819 378	332 421 444
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	46 379 275	145 752 859	6 852 760	19 490 054	7 121 092	1 849 481	12 793 309	240 238 830
Average total remuneration per individual (in EUR)	.	4 402 728	4 414 997	4 360 433	4 322 527	4 360 639	4 017 785	4 626 082	4 409 314
Ratio variable/fixed remuneration in %	.	159%	120%	100%	827%	105%	85%	278%	149%
Ratio of deferred/total variable remuneration in %	.	61%	85%	79%	46%	80%	100%	54%	72%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	63%	76%	75%	35%	59%	100%	64%	67%

Payment bracket for 05 000 000 to below 06 000 000 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	36	1	8	1	0	0	64
of which: "Identified Staff"	0	17	35	1	7	1	0	0	61
Total fixed remuneration (in EUR)	0	27 609 581	78 383 462	2 043 570	5 238 621	2 180 970	0	0	115 456 204
Total variable remuneration (in EUR)	0	71 171 311	119 248 511	3 110 511	39 920 905	3 347 828	0	0	236 799 066
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	50 777 565	93 338 389	1 990 727	16 551 800	2 142 611	0	0	164 801 092
Average total remuneration per individual (in EUR)	.	5 487 827	5 489 777	5 154 081	5 644 941	5 528 798	.	.	5 503 989
Ratio variable/fixed remuneration in %	.	258%	152%	152%	762%	154%	.	.	205%
Ratio of deferred/total variable remuneration in %	.	71%	78%	64%	41%	64%	.	.	70%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	76%	67%	55%	43%	55%	.	.	65%

Payment bracket for 06 000 000 to below 07 000 000 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	.	6	22	2	5	.	.	.	35
of which: "Identified Staff"	.	6	21	2	3	.	.	.	32
Total fixed remuneration (in EUR)	.	11 423 106	57 973 072	5 883 413	1 524 222	.	.	.	76 803 813
Total variable remuneration (in EUR)	.	28 169 964	85 311 553	6 906 008	30 378 711	.	.	.	150 766 236
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	15 597 553	70 974 728	4 228 364	14 242 651	.	.	.	105 043 296
Average total remuneration per individual (in EUR)	.	6 598 845	6 512 938	6 394 711	6 380 587	.	.	.	6 502 001
Ratio variable/fixed remuneration in %	.	247%	147%	117%	1 993%	.	.	.	196%
Ratio of deferred/total variable remuneration in %	.	55%	83%	61%	47%	.	.	.	70%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	53%	64%	52%	42%	.	.	.	57%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	10	11	0	9	0	0	2	32
of which: "Identified Staff"	0	10	11	0	7	0	0	1	29
Total fixed remuneration (in EUR)	0	20 399 734	36 264 014	0	6 527 572	0	0	3 545 882	66 737 202
Total variable remuneration (in EUR)	0	53 033 568	45 690 233	0	60 889 563	0	0	11 462 572	171 075 936
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	42 602 989	41 667 631	0	31 576 951	0	0	4 485 398	120 332 969
Average total remuneration per individual (in EUR)	.	7 343 330	7 450 386	.	7 490 793	.	.	7 504 227	7 431 661
Ratio variable/fixed remuneration in %	.	260%	126%	.	933%	.	.	323%	256%
Ratio of deferred/total variable remuneration in %	.	80%	91%	.	52%	.	.	39%	70%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	62%	79%	.	52%	.	.	20%	60%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	0	4	8	0	4	0	0	1	17
of which: "Identified Staff"	0	3	8	0	4	0	0	0	15
Total fixed remuneration (in EUR)	0	10 086 412	21 553 606	0	4 519 231	0	0	374 930	36 534 179
Total variable remuneration (in EUR)	0	24 008 403	44 886 653	0	29 120 398	0	0	8 506 620	106 522 074
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	0	14 605 448	27 669 636	0	8 430 402	0	0	4 310 021	55 015 507
Average total remuneration per individual (in EUR)	.	8 523 704	8 305 032	.	8 409 907	.	.	8 881 550	8 415 074
Ratio variable/fixed remuneration in %	.	238%	208%	.	644%	.	.	2 269%	292%
Ratio of deferred/total variable remuneration in %	.	61%	62%	.	29%	.	.	51%	52%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	95%	43%	.	29%	.	.	51%	51%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	15	.	.	.	.	2	18
of which: "Identified Staff"	.	1	14	.	.	.	.	.	15
Total fixed remuneration (in EUR)	.	3 850 306	55 813 768	.	.	.	.	618 160	60 282 234
Total variable remuneration (in EUR)	.	5 622 584	84 705 144	.	.	.	.	18 903 600	109 231 328
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	5 256 669	67 064 873	.	.	.	.	10 037 812	82 359 354
Average total remuneration per individual (in EUR)	.	9 472 890	9 367 927	.	.	.	.	9 760 880	9 417 420
Ratio variable/fixed remuneration in %	.	146%	152%	.	.	.	.	3 058%	181%
Ratio of deferred/total variable remuneration in %	.	93%	79%	.	.	.	.	53%	75%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	97%	63%	.	.	.	.	53%	63%

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	.	.	5	.	1	.	.	.	6
of which: "Identified Staff"	.	.	5	.	1	.	.	.	6
Total fixed remuneration (in EUR)	.	.	19 489 519	.	897 921	.	.	.	20 387 440
Total variable remuneration (in EUR)	.	.	31 689 614	.	9 877 126	.	.	.	41 566 740
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	24 838 002	.	5 926 276	.	.	.	30 764 278
Average total remuneration per individual (in EUR)	.	.	10 235 827	.	10 775 047	.	.	.	10 325 697
Ratio variable/fixed remuneration in %	.	.	163%	.	1 100%	.	.	.	204%
Ratio of deferred/total variable remuneration in %	.	.	78%	.	60%	.	.	.	74%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	68%	.	80%	.	.	.	71%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	2	2	.	1	.	.	.	5
of which: "Identified Staff"	.	2	2	.	1	.	.	.	5
Total fixed remuneration (in EUR)	.	4 960 284	10 396 975	.	203 520	.	.	.	15 560 779
Total variable remuneration (in EUR)	.	18 118 586	12 570 889	.	11 011 790	.	.	.	41 701 265
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	11 986 332	12 542 533	.	6 260 259	.	.	.	30 789 124
Average total remuneration per individual (in EUR)	.	11 539 435	11 483 932	.	11 215 310	.	.	.	11 452 409
Ratio variable/fixed remuneration in %	.	365%	121%	.	5 411%	.	.	.	268%
Ratio of deferred/total variable remuneration in %	.	66%	100%	.	57%	.	.	.	74%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	68%	100%	.	57%	.	.	.	75%

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	.	2	.	.	1	.	.	.	3
of which: "Identified Staff"	.	2	.	.	1	.	.	.	3
Total fixed remuneration (in EUR)	.	4 855 577	.	.	381 098	.	.	.	5 236 675
Total variable remuneration (in EUR)	.	19 780 813	.	.	12 092 780	.	.	.	31 873 593
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	14 018 969	.	.	4 359 092	.	.	.	18 378 061
Average total remuneration per individual (in EUR)	.	12 318 195	.	.	12 473 878	.	.	.	12 370 089
Ratio variable/fixed remuneration in %	.	407%	.	.	3 173%	.	.	.	609%
Ratio of deferred/total variable remuneration in %	.	71%	.	.	36%	.	.	.	58%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	57%	.	.	58%	.	.	.	57%

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	.	.	4	.	.	.	.	.	4
of which: "Identified Staff"	.	.	4	.	.	.	.	.	4
Total fixed remuneration (in EUR)	.	.	22 103 917	.	.	.	.	.	22 103 917
Total variable remuneration (in EUR)	.	.	31 121 778	.	.	.	.	.	31 121 778
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	.	29 753 232	.	.	.	.	.	29 753 232
Average total remuneration per individual (in EUR)	.	.	13 306 424	.	.	.	.	.	13 306 424
Ratio variable/fixed remuneration in %	.	.	141%	.	.	.	.	.	141%
Ratio of deferred/total variable remuneration in %	.	.	96%	.	.	.	.	.	96%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	.	86%	.	.	.	.	.	86%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	.	1	1	.	2	.	.	.	4
of which: "Identified Staff"	.	1	1	.	2	.	.	.	4
Total fixed remuneration (in EUR)	.	7 088 847	6 616 257	.	359 484	.	.	.	14 064 588
Total variable remuneration (in EUR)	.	7 088 847	8 175 803	.	29 207 640	.	.	.	44 472 290
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	.	7 088 847	8 024 575	.	7 006 873	.	.	.	22 120 295
Average total remuneration per individual (in EUR)	.	14 177 694	14 792 060	.	14 783 562	.	.	.	14 634 220
Ratio variable/fixed remuneration in %	.	100%	124%	.	8 125%	.	.	.	316%
Ratio of deferred/total variable remuneration in %	.	100%	98%	.	24%	.	.	.	50%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	.	100%	99%	.	24%	.	.	.	50%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	1	1	-	-	-	-	-	2
of which: "Identified Staff"	-	1	1	-	-	-	-	-	2
Total fixed remuneration (in EUR)	-	6 526 916	179 095	-	-	-	-	-	6 706 011
Total variable remuneration (in EUR)	-	10 979 011	17 677 368	-	-	-	-	-	28 656 379
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	10 979 011	-	-	-	-	-	-	10 979 011
Average total remuneration per individual (in EUR)	-	17 505 927	17 856 463	-	-	-	-	-	17 681 195
Ratio variable/total remuneration in %	-	168%	9 870%	-	-	-	-	-	427%
Ratio of deferred/total variable remuneration in %	-	100%	-	-	-	-	-	-	38%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	100%	-	-	-	-	-	-	38%

Payment bracket for 18 000 000 to below 19 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	1	-	-	1	-	-	-	2
of which: "Identified Staff"	-	1	-	-	1	-	-	-	2
Total fixed remuneration (in EUR)	-	8 506 616	-	-	237 440	-	-	-	8 744 056
Total variable remuneration (in EUR)	-	10 396 975	-	-	18 663 029	-	-	-	29 060 004
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	10 396 975	-	-	5 546 026	-	-	-	15 943 001
Average total remuneration per individual (in EUR)	-	18 903 591	-	-	18 900 469	-	-	-	18 902 030
Ratio variable/total remuneration in %	-	122%	-	-	7 860%	-	-	-	332%
Ratio of deferred/total variable remuneration in %	-	100%	-	-	30%	-	-	-	55%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	100%	-	-	30%	-	-	-	55%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	1	-	-	-	-	1	2
of which: "Identified Staff"	-	-	1	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	-	11 342 155	-	-	-	-	374 930	11 717 085
Total variable remuneration (in EUR)	-	-	8 034 026	-	-	-	-	18 950 859	26 984 885
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	8 034 026	-	-	-	-	8 586 960	16 620 986
Average total remuneration per individual (in EUR)	-	-	19 376 181	-	-	-	-	19 325 789	19 350 985
Ratio variable/total remuneration in %	-	-	71%	-	-	-	-	5 055%	230%
Ratio of deferred/total variable remuneration in %	-	-	100%	-	-	-	-	45%	62%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	100%	-	-	-	-	45%	62%

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

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
of which: "Identified Staff"	-	-	-	-	1	-	-	-	1
Total fixed remuneration (in EUR)	-	-	-	-	402 551	-	-	-	402 551
Total variable remuneration (in EUR)	-	-	-	-	19 817 819	-	-	-	19 817 819
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	4 320 153	-	-	-	4 320 153
Average total remuneration per individual (in EUR)	-	-	-	-	20 220 370	-	-	-	20 220 370
Ratio variable/total remuneration in %	-	-	-	-	4 923%	-	-	-	4 923%
Ratio of deferred/total variable remuneration in %	-	-	-	-	22%	-	-	-	22%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	22%	-	-	-	22%

Payment bracket for 21 000 000 to below 22 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
of which: "Identified Staff"	-	-	-	-	1	-	-	-	1
Total fixed remuneration (in EUR)	-	-	-	-	246 851	-	-	-	246 851
Total variable remuneration (in EUR)	-	-	-	-	21 181 526	-	-	-	21 181 526
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	10 484 066	-	-	-	10 484 066
Average total remuneration per individual (in EUR)	-	-	-	-	21 428 377	-	-	-	21 428 377
Ratio variable/fixed remuneration in %	-	-	-	-	8 581%	-	-	-	8 581%
Ratio of deferred/total variable remuneration in %	-	-	-	-	49%	-	-	-	49%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	49%	-	-	-	49%

Payment bracket for 23 000 000 to below 24 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
of which: "Identified Staff"	-	-	-	-	1	-	-	-	1
Total fixed remuneration (in EUR)	-	-	-	-	897 921	-	-	-	897 921
Total variable remuneration (in EUR)	-	-	-	-	22 731 569	-	-	-	22 731 569
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	13 638 941	-	-	-	13 638 941
Average total remuneration per individual (in EUR)	-	-	-	-	23 629 490	-	-	-	23 629 490
Ratio variable/fixed remuneration in %	-	-	-	-	2 532%	-	-	-	2 532%
Ratio of deferred/total variable remuneration in %	-	-	-	-	60%	-	-	-	60%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	80%	-	-	-	80%

Payment bracket for 26 000 000 to below 27 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	1	-	-	-	-	-	-	1
of which: "Identified Staff"	-	1	-	-	-	-	-	-	1
Total fixed remuneration (in EUR)	-	12 287 335	-	-	-	-	-	-	12 287 335
Total variable remuneration (in EUR)	-	13 894 140	-	-	-	-	-	-	13 894 140
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	13 894 140	-	-	-	-	-	-	13 894 140
Average total remuneration per individual (in EUR)	-	26 181 475	-	-	-	-	-	-	26 181 475
Ratio variable/fixed remuneration in %	-	113%	-	-	-	-	-	-	113%
Ratio of deferred/total variable remuneration in %	-	100%	-	-	-	-	-	-	100%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	54%	-	-	-	-	-	-	54%

Payment bracket for 28 000 000 to below 29 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	-	-	-	-	1	-	-	-	1
of which: "Identified Staff"	-	-	-	-	1	-	-	-	1
Total fixed remuneration (in EUR)	-	-	-	-	237 440	-	-	-	237 440
Total variable remuneration (in EUR)	-	-	-	-	28 118 765	-	-	-	28 118 765
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	16 505 972	-	-	-	16 505 972
Average total remuneration per individual (in EUR)	-	-	-	-	28 356 205	-	-	-	28 356 205
Ratio variable/fixed remuneration in %	-	-	-	-	11 842%	-	-	-	11 842%
Ratio of deferred/total variable remuneration in %	-	-	-	-	59%	-	-	-	59%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	-	-	-	-	59%	-	-	-	59%

Payment bracket for 33 000 000 to below 34 000 000 Euro

	Total figures per function / business area								
	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other	Total
Total number of high earners	1	.	.	.	1
of which: "Identified Staff"	1	.	.	.	1
Total fixed remuneration (in EUR)	199 189	.	.	.	199 189
Total variable remuneration (in EUR)	33 572 779	.	.	.	33 572 779
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	16 299 288	.	.	.	16 299 288
Average total remuneration per individual (in EUR)	33 771 968	.	.	.	33 771 968
Ratio variable/fixed remuneration in %	16 855%	.	.	.	16 855%
Ratio of deferred/total variable remuneration in %	49%	.	.	.	49%
Ratio of variable remuneration paid in instruments/total variable remuneration in %	49%	.	.	.	49%



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