



EBA REPORT ON HIGH EARNERS DATA AS OF END 2021

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EBA

EUROPEAN
BANKING
AUTHORITY

Data on high earners (2021 data)

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Executive summary

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

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

- The number of high earners who have been awarded EUR 1 million or more in annual remuneration increased, from 1 383 in 2020 to 1 957 in 2021 (+41.5%) which is the highest value for EU27/EEA since the EBA started the data collection in 2010. 70% of the increase in terms of the number of all high earners is coming from institutions located in Italy, France and Spain. The increase of the number of high earners is linked to the good performance of institutions, in particular in the area of investment banking and trading and sales, as well as to further relocations from staff after Brexit from UK to the EU and also as overall salary levels increased.
- While the latest revision to the Directive 2013/36/EU¹ introduced in Articles 94 (3)(a) and 109(4) specific derogations to the requirement to pay out a part of the variable remuneration in instruments and under deferral arrangements this did not lead to a wide disapplication of such requirements for high earners. In fact, the percentage of deferred remuneration in relation to the total variable remuneration awarded to all high earners went up from 50.1% in 2020 to 56.4% in 2021. A similar development can be observed for the part of the variable remuneration that is paid out in instruments, which increased from 43.5% in 2020 to 51.5% in 2021.
- An increase of the weighted average ratio of variable to fixed remuneration for all high earners from 86.4% in 2020 to 100.6% in 2021 was observed. As variable remuneration is linked to the performance of the institution, business line and staff, the good financial performance of the institutions (the weighted average Return on Equity (RoE) of institutions increased from 2% in 2020² to 7.3% in 2021³) drove the increase of some bonuses. Other relevant factors supporting this trend may be identified in the relief of relevant COVID 19 restrictions⁴ and in the continuation of relocation of staff to the EU activities in the context of Brexit.

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

² [EBA Risk Dashboard data as of Q4 2020](#)

³ [EBA Risk Dashboard data as of Q4 2021](#)

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

The EBA will continue to publish data on high earners annually, to closely monitor and evaluate developments in this area. The EBA will collect data for 2022 based on revised guidelines⁵.

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

Distribution of high earners by payment bracket (PB) of one million Euro (e.g., PB1: EUR 1 mn to EUR 2 mn) and Member State (EU and EEA) with high earners, data for 2021⁶

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

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

⁷ A significant amount of variable remuneration corresponds to one severance payment.

1. Data on high earners

1.1 Background

1. Under Article 75(3) of Directive 2013/36/EU and Article 34(4) of Directive (EU) 2019/2034, home Member States' competent authorities are required to collect information on the number of individuals per institution or investment firm who are remunerated EUR 1 million or more per financial year (high earners) in payment brackets of EUR 1 million, including the business area involved and the main elements of salary, bonus, long-term awards and pension contributions. That information shall be forwarded by the competent authorities to EBA, which is required to publish it on an aggregate home Member State basis in a common reporting format.

1.2 Data collected on high earners

2. Data on high earners were collected from institutions and investment firms of all Member States at the highest level of consolidation but excluded staff predominantly active in third countries. The data cover all staff of institutions and EU branches of third-country institutions receiving a total remuneration of EUR 1 million or more. Data were collected separately for each Member State (data on high earners working in branches or subsidiaries located in Member State A but belonging to an institution, investment firm or parent institution located in Member State B are presented under Member State A). Investment firms participated in the exercise as specified under the EBA GL/2014/07 issued under Directive 2013/36/EU, because the EBA Guidelines on the data collection exercises regarding high earners⁸ (EBA/GL/2022/08) with separate templates for investment firms were not in place yet.

1.3 Analysis of high earner data

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

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

1.4 The EBA's other work on remuneration

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

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

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

2. High earners' remuneration

2.1 High earners' remuneration, 2021 data

6. High earners are staff who were remunerated EUR 1 million or more for the previous financial year. Most high earners are staff that has a material impact on the institutions risk profile (called "identified staff") and are therefore subject to specific remuneration provisions that apply to identified staff. Article 92(3) of Directive 2013/36/EU and Commission Delegated Regulation (EU) 2021/923 (RTS on identified staff) require that all staff members awarded EUR 500 000 or more and equal to or more than the average remuneration awarded to the members of the institution's management body and senior management in the past performance period are treated as identified staff unless they are excluded from that category, which is only possible where specific criteria are met. For staff earning EUR 1 million or more, such exclusions can be approved only in exceptional circumstances, under the condition that institutions have demonstrated that such staff members have, in fact, no material impact on the risk profile of the institution and do not meet the qualitative criteria set out in the RTS on identified staff. The EBA needs to be informed in order to ensure that there is a consistent application of such exclusions, which need to be justified based on the individual exceptional case. Similar requirements apply to investment firms under Article 30(1) of Directive (EU) 2019/2034 and the RTS on identified staff for investment firms.⁹ In addition, some reported high earners are not falling under the category identified staff as they have left the institution (e.g. following a severance payment) or as they exceeded the monetary identification threshold for the first time.

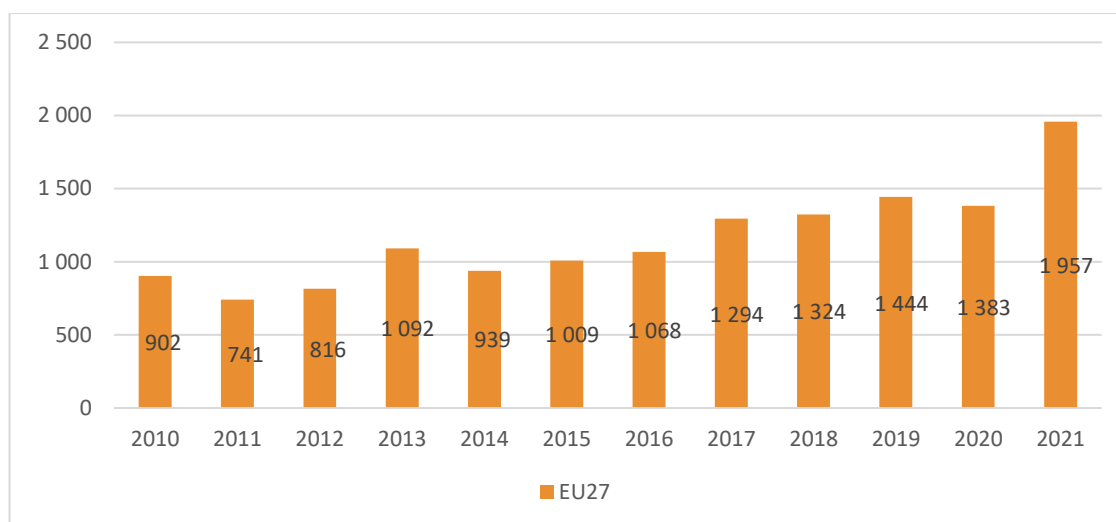
7. All 27 Member States of the EU and 3 additional EEA member countries (hereinafter referred to as Member States) participated in the data collection. Twenty-six Member States have reported high earners, whereas in other four Member States no staff has received annual remuneration at this level. In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

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

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

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

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



9. Overall 70% of the increase in terms of number of all high earners in EU 27/EEA stems from Italy, France and Spain, this correlates with the increase of the RoE in those Member States¹⁰. In Italy, the increase of high earners from 187 in 2020 to 351 in 2021 (+88%) represents 29% of the total increase of the number of high earners in 2021 in all Member States. The number of high earners in France increased from 228 in 2020 to 371 in 2021 (+63%) and constitutes 25% of the total increase in 2021. In Spain, the number of high earners increased from 128 in 2020 to 221 in 2021 (+73%) and contributes to 16% of total increase of the numbers of high earners.

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

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

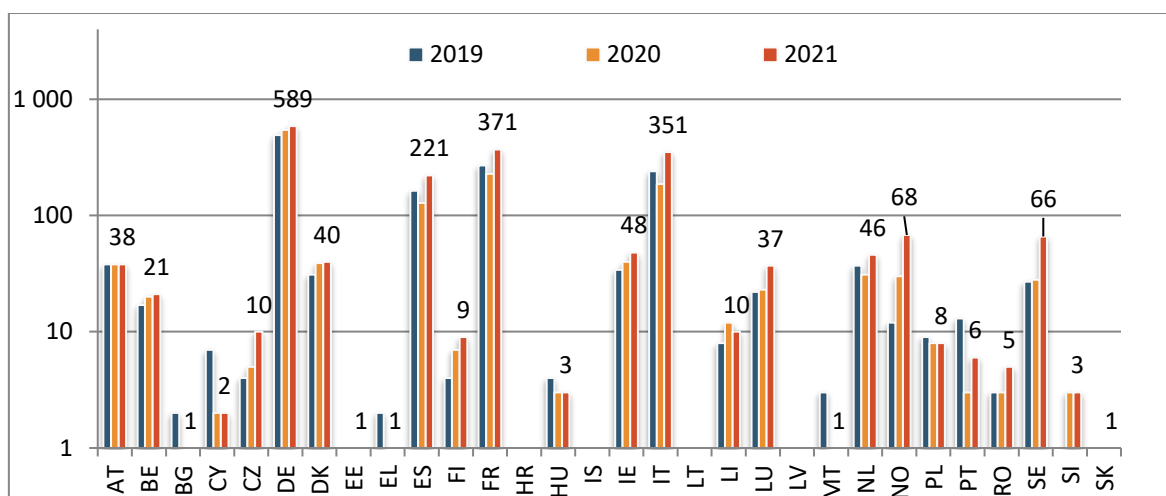
12. A significant number of high earners can be observed in only a few Member States, as shown in Figure 2. Similar to 2020, the largest population of high earners in the EU27/EEA, namely 589, is in Germany and represents 30% of the total number of high earners in 2021. France, with 371, has the second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

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

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

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

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



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

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

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

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

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

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

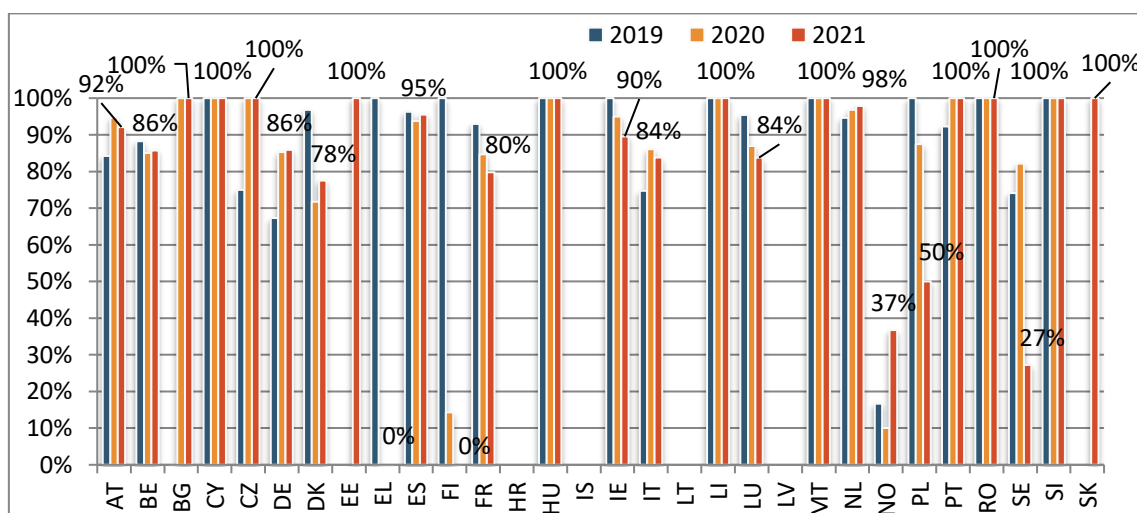
mentioned business areas where also the performance of the institutions has been very strong in 2021; and 3) the increase of the threshold for identifying staff from 500 000 to 750 000 in some cases.

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

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

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

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



¹⁵ MB, management body

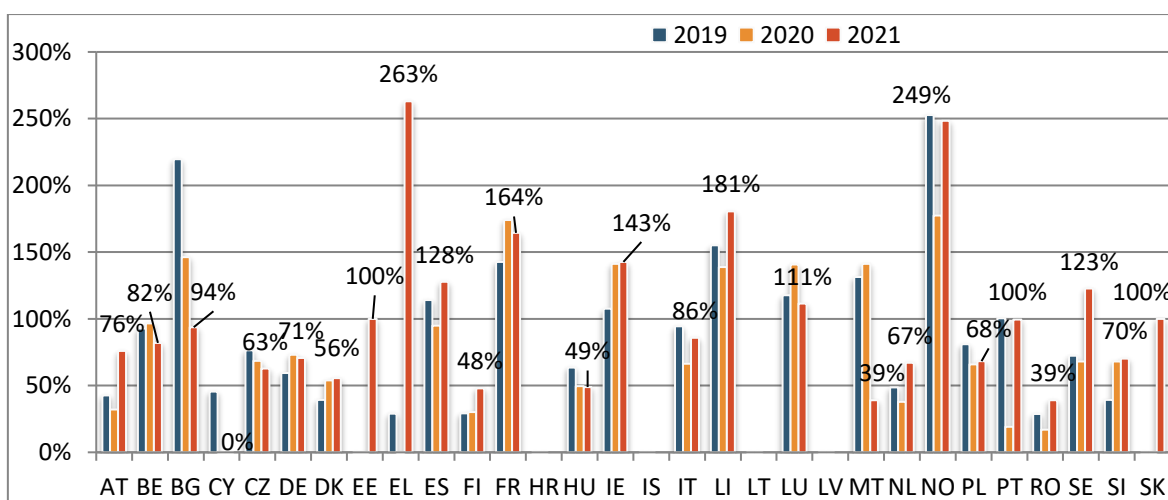
¹⁶ In some cases, for example, the national law has not required the identification of staff for small institutions, notwithstanding the fact that the Directive does not consider this possibility.

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

17. An increase of the weighted average ratio of variable to fixed remuneration for all high earners from 86.4% in 2020 to 100.6% in 2021 was observed, which may be linked to the fact that COVID 19 restrictions¹⁷ on the award of bonuses expired. The weighted average Return on Equity (RoE) of institutions increased from 2% in 2020 to 7.3% in 2021. The increase of the number of the variable remuneration of high earners is correlated to the good performance of institutions in the area of investment banking and trading and sales. Based on empirical evidence, supervisors note that institutions have offered higher salaries and new financial incentives such as profit-sharing among employees in order to retain and attract talents in a competitive environment.

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

Figure 6: Ratio of variable to fixed remuneration for high earners by Member State (values shown in the graph refer to 2021)^{18,19}



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

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

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

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

Figure 7: Severance payments to high earners

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

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

Figure 8: Severance payments per payment bracket – 2021 data²¹

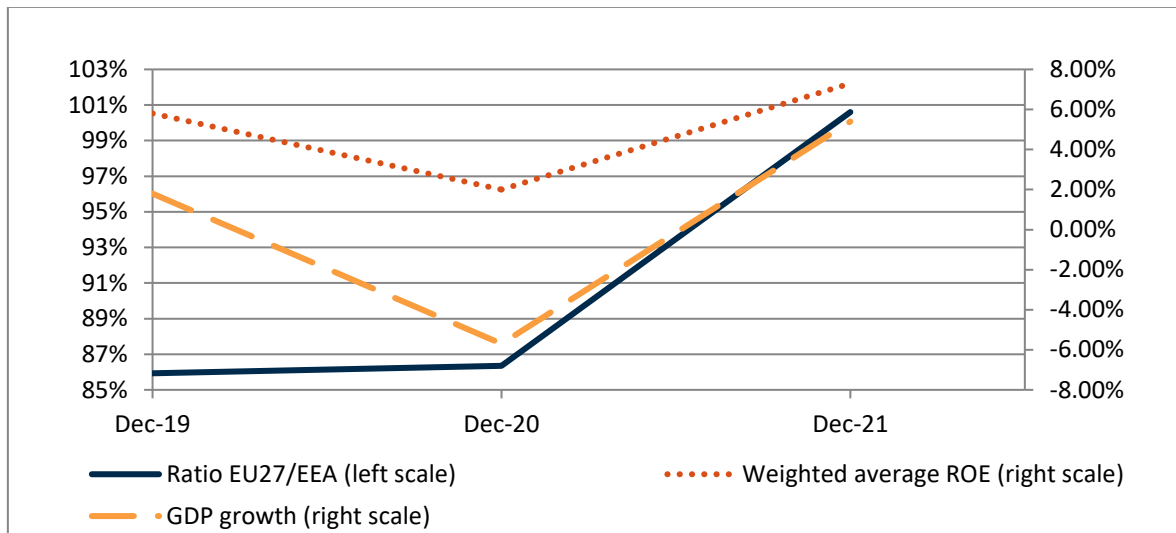
| Payment Bracket | Number of high earners with severance payments | Total amount of severance payments (EUR) | Average amount of severance payment per high earner (EUR) |
|-----------------|--|--|---|
| PB001 | 108 | 106 742 333 | 988 355 |
| PB002 | 18 | 25 194 871 | 1 399 715 |
| PB003 | 9 | 19 232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

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

²¹ Data is only shown for payment brackets that included severance payments.

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

Figure 9: Ratio between variable and fixed remuneration of high earners, weighted average RoE and GDP growth²²



²² [EUROSTAT Real GDP growth rate-volume](#)

3. Annex I — Aggregated data on higher earners at the EU level²³

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

²³ Including data submitted by EEA member countries

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

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

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

| BULGARIA | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB 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) | . | . | 740 185 | . | . | . | . | . | 740 185 |
| Total variable remuneration (in EUR) | . | . | 693 951 | . | . | . | . | . | 693 951 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | 557 723 | . | . | . | . | . | 557 723 |
| Average total remuneration per individual (in EUR) | . | . | 1 434 136 | . | . | . | . | . | 1 434 136 |
| Ratio variable/fixed remuneration in % | . | . | 94% | . | . | . | . | . | 94% |
| Ratio of deferred/total variable remuneration in % | . | . | 80% | . | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 53% | . | . | . | . | . | 53% |

| CYPRUS | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | 1 | 2 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | 1 | 2 |
| Total fixed remuneration (in EUR) | . | 1 919 367 | . | . | . | . | . | 1 548 931 | 3 468 298 |
| Total variable remuneration (in EUR) | . | . | . | . | . | . | . | . | . |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | . | . | . | . | . | . | . |
| Average total remuneration per individual (in EUR) | . | 1 919 367 | . | . | . | . | . | 1 548 931 | 1 734 149 |
| Ratio variable/fixed remuneration in % | . | . | . | . | . | . | . | . | . |
| Ratio of deferred/total variable remuneration in % | . | . | . | . | . | . | . | . | . |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | . | . | . | . | . | . |

| CZECH REPUBLIC | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 7 | . | 1 | . | . | . | 2 | 10 |
| of which: "Identified Staff" | . | 7 | . | 1 | . | . | . | 2 | 10 |
| Total fixed remuneration (in EUR) | . | 9 050 616 | . | 728 289 | . | . | . | 107 549 | 9 886 454 |
| Total variable remuneration (in EUR) | . | 3 864 408 | . | 318 215 | . | . | . | 2 015 527 | 6 198 150 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 1 876 735 | . | 159 107 | . | . | . | . | 2 035 842 |
| Average total remuneration per individual (in EUR) | . | 1 845 003 | . | 1 046 504 | . | . | . | 1 061 538 | 1 608 460 |
| Ratio variable/fixed remuneration in % | . | 43% | . | 44% | . | . | . | 1874% | 63% |
| Ratio of deferred/total variable remuneration in % | . | 49% | . | 50% | . | . | . | . | 33% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 38% | . | 70% | . | . | . | . | 27% |

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

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

FINLAND

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 3 | 1 | 2 | 0 | 1 | 2 | 0 | 9 |
| of which: "Identified Staff" | . | . | . | . | . | . | . | . | . |
| Total fixed remuneration (in EUR) | 0 | 3 246 078 | 924 284 | 3 187 412 | 0 | 826 933 | 1 718 506 | 0 | 9 903 213 |
| Total variable remuneration (in EUR) | 0 | 2 479 268 | 761 076 | 740 978 | 0 | 250 450 | 505 221 | 0 | 4 736 993 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 845 706 | 0 | 444 586 | 0 | 150 270 | 303 133 | 0 | 1 743 695 |
| Average total remuneration per individual (in EUR) | . | 1 908 449 | 1 685 360 | 1 964 195 | . | 1 077 383 | 1 111 864 | . | 1 626 690 |
| Ratio variable/fixed remuneration in % | . | 76% | 82% | 23% | . | 30% | 29% | . | 48% |
| Ratio of deferred/total variable remuneration in % | . | 34% | 0% | 60% | . | 60% | 60% | . | 37% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 34% | . | 50% | . | 120% | 120% | . | 45% |

FRANCE

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

GERMANY

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

GREECE

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total fixed remuneration (in EUR) | 0 | 0 | 0 | 279 630 | 0 | 0 | 0 | 0 | 279 630 |
| Total variable remuneration (in EUR) | 0 | 0 | 0 | 735 773 | 0 | 0 | 0 | 0 | 735 773 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average total remuneration per individual (in EUR) | . | . | . | 1 015 403 | . | . | . | . | 1 015 403 |
| Ratio variable/fixed remuneration in % | . | . | . | 263% | . | . | . | . | 263% |
| Ratio of deferred/total variable remuneration in % | . | . | . | 0% | . | . | . | . | 0% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | 23% | . | . | . | . | 23% |

HUNGARY

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 3 |
| of which: "Identified Staff" | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 3 |
| Total fixed remuneration (in EUR) | 0 | 0 | 0 | 1 537 184 | 0 | 1 977 196 | 0 | 0 | 3 514 380 |
| Total variable remuneration (in EUR) | 0 | 0 | 0 | 639 548 | 0 | 1 079 028 | 0 | 0 | 1 718 576 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 0 | 383 728 | 0 | 647 418 | 0 | 0 | 1 031 146 |
| Average total remuneration per individual (in EUR) | . | . | . | 1 088 366 | . | 3 056 224 | . | . | 1 744 319 |
| Ratio variable/fixed remuneration in % | . | . | . | 42% | . | 55% | . | . | 49% |
| Ratio of deferred/total variable remuneration in % | . | . | . | 60% | . | 60% | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | 50% | . | 50% | . | . | 50% |

IRELAND

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 14 | 24 | 2 | 3 | 3 | 2 | . | 48 |
| of which: "Identified Staff" | . | 14 | 23 | 2 | 0 | 2 | 2 | . | 43 |
| Total fixed remuneration (in EUR) | . | 12 823 090 | 16 477 293 | 1 471 170 | 1 375 492 | 1 490 337 | 1 749 570 | . | 35 386 952 |
| Total variable remuneration (in EUR) | . | 13 541 001 | 28 844 173 | 821 846 | 3 295 944 | 3 196 578 | 788 932 | . | 50 488 473 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 8 374 676 | 2 638 848 | 413 495 | 1 081 006 | 1 799 777 | 758 954 | . | 15 066 756 |
| Average total remuneration per individual (in EUR) | . | 1 883 149 | 1 888 394 | 1 146 508 | 1 557 145 | 1 562 305 | 1 269 251 | . | 1 789 071 |
| Ratio variable/fixed remuneration in % | . | 106% | 175% | 56% | 240% | 214% | 45% | . | 143% |
| Ratio of deferred/total variable remuneration in % | . | 62% | 9% | 50% | 33% | 56% | 96% | . | 30% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 47% | 10% | 41% | 33% | 58% | 92% | . | 26% |

ITALY

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

LIECHTENSTEIN

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 1 | 6 | 1 | 1 | . | 1 | . | . | 10 |
| of which: "Identified Staff" | 1 | 6 | 1 | 1 | 0 | 1 | 0 | 0 | 10 |
| Total fixed remuneration (in EUR) | 957 874 | 6 060 972 | 367 213 | 363 988 | . | 498 084 | . | . | 8 248 130 |
| Total variable remuneration (in EUR) | 1 915 709 | 10 607 298 | 651 341 | 727 969 | . | 986 590 | . | . | 14 888 907 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 1 149 425 | 6 360 172 | 390 805 | 478 927 | . | 591 954 | . | . | 8 971 283 |
| Average total remuneration per individual (in EUR) | 2 873 582 | 2 778 045 | 1 018 554 | 1 091 957 | . | 1 484 674 | . | . | 2 313 704 |
| Ratio variable/fixed remuneration in % | 200% | 175% | 177% | 200% | . | 198% | . | . | 181% |
| Ratio of deferred/total variable remuneration in % | 60% | 60% | 60% | 66% | . | 60% | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | 60% | 60% | 60% | 66% | . | 60% | . | . | 60% |

LUXEMBOURG

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

MALTA

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 1 009 052 | . | . | . | . | . | . | 1 009 052 |
| Total variable remuneration (in EUR) | . | 395 000 | . | . | . | . | . | . | 395 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 316 000 | . | . | . | . | . | . | 316 000 |
| Average total remuneration per individual (in EUR) | . | 1 404 052 | . | . | . | . | . | . | 1 404 052 |
| Ratio variable/fixed remuneration in % | . | 39% | . | . | . | . | . | . | 39% |
| Ratio of deferred/total variable remuneration in % | . | 80% | . | . | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 80% | . | . | . | . | . | . | 80% |

NETHERLANDS

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

NORWAY

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

| POLAND | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 3 | 2 | 3 | 0 | 0 | 0 | 0 | 8 |
| of which: "Identified Staff" | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 4 |
| Total fixed remuneration (in EUR) | 0 | 2 567 209 | 826 692 | 2 168 211 | 0 | 0 | 0 | 0 | 5 562 112 |
| Total variable remuneration (in EUR) | 0 | 766 701 | 1 392 773 | 1 639 462 | 0 | 0 | 0 | 0 | 3 798 936 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 426 350 | 618 787 | 876 266 | 0 | 0 | 0 | 0 | 1 921 403 |
| Average total remuneration per individual (in EUR) | . | 1 111 303 | 1 109 733 | 1 269 224 | . | . | . | . | 1 170 131 |
| Ratio variable/fixed remuneration in % | . | 30% | 168% | 76% | . | . | . | . | 68% |
| Ratio of deferred/total variable remuneration in % | . | 56% | 44% | 53% | . | . | . | . | 51% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 78% | 45% | 63% | . | . | . | . | 59% |

| PORTUGAL | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 1 | 1 | . | 3 | . | . | . | 1 | 6 |
| of which: "Identified Staff" | 1 | 1 | . | 3 | . | . | . | 1 | 6 |
| Total fixed remuneration (in EUR) | 1 481 430 | 890 442 | . | 1 234 484 | . | . | . | 135 228 | 3 741 584 |
| Total variable remuneration (in EUR) | . | 350 000 | . | 2 484 240 | . | . | . | 888 952 | 3 723 192 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 175 000 | . | 678 240 | . | . | . | . | 853 240 |
| Average total remuneration per individual (in EUR) | 1 481 430 | 1 240 442 | . | 1 239 575 | . | . | . | 1 024 180 | 1 244 129 |
| Ratio variable/fixed remuneration in % | . | 39% | . | 201% | . | . | . | 657% | 100% |
| Ratio of deferred/total variable remuneration in % | . | 50% | . | 27% | . | . | . | . | 23% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | 33% | . | . | . | 0% | 22% |

| ROMANIA | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 5 |
| of which: "Identified Staff" | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 5 |
| Total fixed remuneration (in EUR) | 1 319 834 | 3 053 556 | 0 | 444 896 | 0 | 0 | 0 | 0 | 4 818 286 |
| Total variable remuneration (in EUR) | 0 | 1 241 768 | 0 | 633 613 | 0 | 0 | 0 | 0 | 1 875 381 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 745 061 | 0 | 250 618 | 0 | 0 | 0 | 0 | 995 679 |
| Average total remuneration per individual (in EUR) | 1 319 834 | 1 431 775 | . | 1 078 509 | . | . | . | . | 1 338 733 |
| Ratio variable/fixed remuneration in % | 0% | 41% | . | 142% | . | . | . | . | 39% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | 40% | . | . | . | . | 53% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 70% | . | 49% | . | . | . | . | 63% |

| SLOVAKIA | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 1 000 008 | . | . | . | . | . | . | 1 000 008 |
| Total variable remuneration (in EUR) | . | 0 | . | . | . | . | . | . | 0 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 0 | . | . | . | . | . | . | 0 |
| Average total remuneration per individual (in EUR) | . | 1 000 008 | . | . | . | . | . | . | 1 000 008 |
| Ratio variable/fixed remuneration in % | . | 0% | . | . | . | . | . | . | 0% |
| Ratio of deferred/total variable remuneration in % | . | . | . | . | . | . | . | . | . |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | . | . | . | . | . | . |

SLOVENIA

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 3 | . | . | . | . | . | . | 3 |
| of which: "Identified Staff" | . | 3 | . | . | . | . | . | . | 3 |
| Total fixed remuneration (in EUR) | . | 3 429 273 | . | . | . | . | . | . | 3 429 273 |
| Total variable remuneration (in EUR) | . | 2 410 104 | . | . | . | . | . | . | 2 410 104 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 1 446 062 | . | . | . | . | . | . | 1 446 062 |
| Average total remuneration per individual (in EUR) | . | 1 946 459 | . | . | . | . | . | . | 1 946 459 |
| Ratio variable/fixed remuneration in % | . | 70% | . | . | . | . | . | . | 70% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

SPAIN

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

SWEDEN

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

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

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

| Payment bracket for 2 000 000 to below 3 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 4 | . | . | . | . | . | . | 4 |
| of which: "Identified Staff" | . | 2 | . | . | . | . | . | . | 2 |
| Total fixed remuneration (in EUR) | . | 6 646 747 | . | . | . | . | . | . | 6 646 747 |
| Total variable remuneration (in EUR) | . | 2 786 006 | . | . | . | . | . | . | 2 786 006 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 1 671 604 | . | . | . | . | . | . | 1 671 604 |
| Average total remuneration per individual (in EUR) | . | 2 358 188 | . | . | . | . | . | . | 2 358 188 |
| Ratio variable/fixed remuneration in % | . | 42% | . | . | . | . | . | . | 42% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

| Payment bracket for 3 000 000 to below 4 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | . | . | 1 | . | . | . | . | 1 |
| of which: "Identified Staff" | . | . | . | 1 | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | . | . | 1 503 700 | . | . | . | . | 1 503 700 |
| Total variable remuneration (in EUR) | . | . | . | 1 500 000 | . | . | . | . | 1 500 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | . | 1 200 042 | . | . | . | . | 1 200 042 |
| Average total remuneration per individual (in EUR) | . | . | . | 3 003 700 | . | . | . | . | 3 003 700 |
| Ratio variable/fixed remuneration in % | . | . | . | 100% | . | . | . | . | 100% |
| Ratio of deferred/total variable remuneration in % | . | . | . | 80% | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | 50% | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 2 | . | . | . | . | . | . | 2 |
| of which: "Identified Staff" | . | 2 | . | . | . | . | . | . | 2 |
| Total fixed remuneration (in EUR) | . | 7 285 094 | . | . | . | . | . | . | 7 285 094 |
| Total variable remuneration (in EUR) | . | 5 575 000 | . | . | . | . | . | . | 5 575 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 4 460 051 | . | . | . | . | . | . | 4 460 051 |
| Average total remuneration per individual (in EUR) | . | 6 430 047 | . | . | . | . | . | . | 6 430 047 |
| Ratio variable/fixed remuneration in % | . | 77% | . | . | . | . | . | . | 77% |
| Ratio of deferred/total variable remuneration in % | . | 80% | . | . | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 4 141 308 | . | . | . | . | . | . | 4 141 308 |
| Total variable remuneration (in EUR) | . | 3 225 000 | . | . | . | . | . | . | 3 225 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 2 580 023 | . | . | . | . | . | . | 2 580 023 |
| Average total remuneration per individual (in EUR) | . | 7 366 308 | . | . | . | . | . | . | 7 366 308 |
| Ratio variable/fixed remuneration in % | . | 78% | . | . | . | . | . | . | 78% |
| Ratio of deferred/total variable remuneration in % | . | 80% | . | . | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 4 511 067 | . | . | . | . | . | . | 4 511 067 |
| Total variable remuneration (in EUR) | . | 3 500 000 | . | . | . | . | . | . | 3 500 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 2 800 032 | . | . | . | . | . | . | 2 800 032 |
| Average total remuneration per individual (in EUR) | . | 8 011 067 | . | . | . | . | . | . | 8 011 067 |
| Ratio variable/fixed remuneration in % | . | 78% | . | . | . | . | . | . | 78% |
| Ratio of deferred/total variable remuneration in % | . | 80% | . | . | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 6 019 143 | . | . | . | . | . | . | 6 019 143 |
| Total variable remuneration (in EUR) | . | 4 500 000 | . | . | . | . | . | . | 4 500 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 3 600 027 | . | . | . | . | . | . | 3 600 027 |
| Average total remuneration per individual (in EUR) | . | 10 519 143 | . | . | . | . | . | . | 10 519 143 |
| Ratio variable/fixed remuneration in % | . | 75% | . | . | . | . | . | . | 75% |
| Ratio of deferred/total variable remuneration in % | . | 80% | . | . | . | . | . | . | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

BELGIUM

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

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

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

| | Total figures per function /business area | | | | | | | | Total |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 1 490 000 | . | . | . | . | . | . | 1 490 000 |
| Total variable remuneration (in EUR) | . | 950 000 | . | . | . | . | . | . | 950 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 570 000 | . | . | . | . | . | . | 570 000 |
| Average total remuneration per individual (in EUR) | . | 2 440 000 | . | . | . | . | . | . | 2 440 000 |
| Ratio variable/fixed remuneration in % | . | 64% | . | . | . | . | . | . | 64% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

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

BULGARIA

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

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

CYPRUS

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | 1 | 2 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | 1 | 2 |
| Total fixed remuneration (in EUR) | . | 1 919 367 | . | . | . | . | . | 1 548 931 | 3 468 298 |
| Total variable remuneration (in EUR) | . | . | . | . | . | . | . | . | . |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | . | . | . | . | . | . | . |
| Average total remuneration per individual (in EUR) | . | 1 919 367 | . | . | . | . | . | 1 548 931 | 1 734 149 |
| Ratio variable/fixed remuneration in % | . | . | . | . | . | . | . | . | . |
| Ratio of deferred/total variable remuneration in % | . | . | . | . | . | . | . | . | . |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | . | . | . | . | . | . |

CZECH REPUBLIC

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 6 | . | 1 | . | . | . | 2 | 9 |
| of which: "Identified Staff" | . | 6 | . | 1 | . | . | . | 2 | 9 |
| Total fixed remuneration (in EUR) | . | 4 617 271 | . | 728 289 | . | . | . | 107 549 | 5 453 109 |
| Total variable remuneration (in EUR) | . | 3 205 274 | . | 318 215 | . | . | . | 2 015 527 | 5 539 016 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 1 481 255 | . | 159 107 | . | . | . | . | 1 640 362 |
| Average total remuneration per individual (in EUR) | . | 1 303 757 | . | 1 046 504 | . | . | . | 1 061 538 | 1 221 347 |
| Ratio variable/fixed remuneration in % | . | 69% | . | 44% | . | . | . | 1874% | 102% |
| Ratio of deferred/total variable remuneration in % | . | 46% | . | 50% | . | . | . | . | 30% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 36% | . | 70% | . | . | . | . | 25% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 4 433 345 | . | . | . | . | . | . | 4 433 345 |
| Total variable remuneration (in EUR) | . | 659 134 | . | . | . | . | . | . | 659 134 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 395 480 | . | . | . | . | . | . | 395 480 |
| Average total remuneration per individual (in EUR) | . | 5 092 479 | . | . | . | . | . | . | 5 092 479 |
| Ratio variable/fixed remuneration in % | . | 15% | . | . | . | . | . | . | 15% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

DENMARK

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 15 | 12 | 0 | 4 | 2 | 1 | 0 | 34 |
| of which: "Identified Staff" | 0 | 15 | 8 | 0 | 2 | 1 | 1 | 0 | 27 |
| Total fixed remuneration (in EUR) | 0 | 19 160 723 | 7 737 817 | 0 | 2 083 662 | 1 752 535 | 786 234 | 0 | 31 520 971 |
| Total variable remuneration (in EUR) | 0 | 2 939 268 | 8 903 668 | 0 | 3 107 546 | 1 156 483 | 243 312 | 0 | 16 350 277 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 2 106 923 | 4 553 696 | 0 | 1 247 318 | 371 172 | 145 987 | 0 | 8 425 096 |
| Average total remuneration per individual (in EUR) | . | 1 473 333 | 1 386 790 | . | 1 297 802 | 1 454 509 | 1 029 546 | . | 1 407 978 |
| Ratio variable/fixed remuneration in % | . | 15% | 115% | . | 149% | 66% | 31% | . | 52% |
| Ratio of deferred/total variable remuneration in % | . | 72% | 51% | . | 40% | 32% | 60% | . | 52% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 75% | 49% | . | 43% | 27% | 50% | . | 51% |

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

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

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

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

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

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

ESTONIA

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

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

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 2 | 1 | 2 | 0 | 1 | 2 | 0 | 8 |
| of which: "Identified Staff" | . | . | . | . | . | . | . | . | . |
| Total fixed remuneration (in EUR) | 0 | 1 388 951 | 924 284 | 3 187 412 | 0 | 826 933 | 1 718 506 | 0 | 8 046 086 |
| Total variable remuneration (in EUR) | 0 | 1 629 758 | 761 076 | 740 978 | 0 | 250 450 | 505 221 | 0 | 3 887 483 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 336 000 | 0 | 444 586 | 0 | 150 270 | 303 133 | 0 | 1 233 989 |
| Average total remuneration per individual (in EUR) | . | 1 509 355 | 1 685 360 | 1 964 195 | . | 1 077 383 | 1 111 864 | . | 1 491 696 |
| Ratio variable/fixed remuneration in % | . | 117% | 82% | 23% | . | 30% | 29% | . | 48% |
| Ratio of deferred/total variable remuneration in % | . | 21% | 0% | 60% | . | 60% | 60% | . | 32% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 26% | . | 50% | . | 120% | 120% | . | 44% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | . | . | . | . | . | . | . | . |
| Total fixed remuneration (in EUR) | . | 1 857 127 | . | . | . | . | . | . | 1 857 127 |
| Total variable remuneration (in EUR) | . | 849 510 | . | . | . | . | . | . | 849 510 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 509 706 | . | . | . | . | . | . | 509 706 |
| Average total remuneration per individual (in EUR) | . | 2 706 637 | . | . | . | . | . | . | 2 706 637 |
| Ratio variable/fixed remuneration in % | . | 46% | . | . | . | . | . | . | 46% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

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

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 1 | 10 | 50 | 0 | 8 | 2 | 1 | 0 | 72 |
| of which: "Identified Staff" | 1 | 10 | 41 | 0 | 3 | 2 | 1 | 0 | 58 |
| Total fixed remuneration (in EUR) | 430 190 | 10 570 589 | 46 092 970 | 0 | 4 733 430 | 1 649 997 | 500 000 | 0 | 63 977 177 |
| Total variable remuneration (in EUR) | 2 417 861 | 16 919 129 | 68 863 287 | 0 | 14 238 924 | 3 337 101 | 2 319 895 | 0 | 108 096 197 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 12 102 474 | 42 557 666 | 0 | 10 081 372 | 2 669 681 | 0 | 0 | 67 411 192 |
| Average total remuneration per individual (in EUR) | 2 848 051 | 2 748 972 | 2 299 125 | . | 2 371 544 | 2 493 549 | 2 819 895 | . | 2 389 908 |
| Ratio variable/fixed remuneration in % | 562% | 160% | 149% | . | 301% | 202% | 464% | . | 169% |
| Ratio of deferred/total variable remuneration in % | 0% | 72% | 62% | . | 71% | 80% | 0% | . | 62% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | 0% | 66% | 61% | . | 68% | 61% | 0% | . | 60% |

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

| Payment bracket for 4 000 000 to below 5 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 2 | 5 | 0 | 2 | 0 | 0 | 0 | 9 |
| of which: "Identified Staff" | 0 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 7 |
| Total fixed remuneration (in EUR) | 0 | 3 126 432 | 8 067 527 | 0 | 365 000 | 0 | 0 | 0 | 11 558 959 |
| Total variable remuneration (in EUR) | 0 | 5 030 669 | 15 153 237 | 0 | 8 000 000 | 0 | 0 | 0 | 28 183 906 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 4 262 359 | 8 723 322 | 0 | 7 715 000 | 0 | 0 | 0 | 20 700 681 |
| Average total remuneration per individual (in EUR) | . | 4 078 551 | 4 644 153 | . | 4 182 500 | . | . | . | 4 415 874 |
| Ratio variable/fixed remuneration in % | . | 161% | 188% | . | 2192% | . | . | . | 244% |
| Ratio of deferred/total variable remuneration in % | . | 85% | 58% | . | 96% | . | . | . | 73% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 52% | 56% | . | 96% | . | . | . | 67% |

| Payment bracket for 5 000 000 to below 6 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | . | 1 | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | . | 1 | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | . | 1 735 609 | . | . | . | . | . | 1 735 609 |
| Total variable remuneration (in EUR) | . | . | 3 355 059 | . | . | . | . | . | 3 355 059 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | 2 782 081 | . | . | . | . | . | 2 782 081 |
| Average total remuneration per individual (in EUR) | . | . | 5 090 668 | . | . | . | . | . | 5 090 668 |
| Ratio variable/fixed remuneration in % | . | . | 193% | . | . | . | . | . | 193% |
| Ratio of deferred/total variable remuneration in % | . | . | 83% | . | . | . | . | . | 83% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 91% | . | . | . | . | . | 91% |

| Payment bracket for 6 000 000 to below 7 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 2 | . | . | . | . | . | . | 2 |
| of which: "Identified Staff" | . | 2 | . | . | . | . | . | . | 2 |
| Total fixed remuneration (in EUR) | . | 4 400 000 | . | . | . | . | . | . | 4 400 000 |
| Total variable remuneration (in EUR) | . | 8 800 000 | . | . | . | . | . | . | 8 800 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 4 720 000 | . | . | . | . | . | . | 4 720 000 |
| Average total remuneration per individual (in EUR) | . | 6 600 000 | . | . | . | . | . | . | 6 600 000 |
| Ratio variable/fixed remuneration in % | . | 200% | . | . | . | . | . | . | 200% |
| Ratio of deferred/total variable remuneration in % | . | 54% | . | . | . | . | . | . | 54% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | . | . | . | . | . | . |

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

| | Total figures per function /business area | | | | | | | | Total |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | |
| Total number of high earners | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total fixed remuneration (in EUR) | 0 | 0 | 3 038 037 | 0 | 0 | 0 | 0 | 0 | 3 038 037 |
| Total variable remuneration (in EUR) | 0 | 0 | 4 669 690 | 0 | 0 | 0 | 0 | 0 | 4 669 690 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 4 352 896 | 0 | 0 | 0 | 0 | 0 | 4 352 896 |
| Average total remuneration per individual (in EUR) | . | . | 7 707 727 | . | . | . | . | . | 7 707 727 |
| Ratio variable/fixed remuneration in % | . | . | 154% | . | . | . | . | . | 154% |
| Ratio of deferred/total variable remuneration in % | . | . | 93% | . | . | . | . | . | 93% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 97% | . | . | . | . | . | 97% |

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

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

GERMANY

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

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

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

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

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 4 | 4 | 2 | 4 | 0 | 0 | 0 | 14 |
| of which: "Identified Staff" | 0 | 3 | 4 | 2 | 3 | 0 | 0 | 0 | 12 |
| Total fixed remuneration (in EUR) | 0 | 5 222 236 | 5 263 639 | 2 142 840 | 3 887 925 | 0 | 0 | 0 | 16 516 640 |
| Total variable remuneration (in EUR) | 0 | 8 643 102 | 8 815 850 | 5 314 583 | 9 196 621 | 0 | 0 | 0 | 31 970 156 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 5 786 726 | 5 396 241 | 2 339 250 | 2 556 180 | 0 | 0 | 0 | 16 078 397 |
| Average total remuneration per individual (in EUR) | . | 3 466 335 | 3 519 872 | 3 728 711 | 3 271 136 | . | . | . | 3 463 343 |
| Ratio variable/fixed remuneration in % | . | 166% | 167% | 248% | 237% | . | . | . | 194% |
| Ratio of deferred/total variable remuneration in % | . | 67% | 61% | 44% | 28% | . | . | . | 50% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 29% | 45% | 23% | 27% | . | . | . | 32% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 8 |
| of which: "Identified Staff" | 0 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 8 |
| Total fixed remuneration (in EUR) | 0 | 11 648 082 | 4 464 181 | 0 | 0 | 0 | 0 | 0 | 16 112 263 |
| Total variable remuneration (in EUR) | 0 | 11 058 698 | 8 311 994 | 0 | 0 | 0 | 0 | 0 | 19 370 692 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 6 490 752 | 4 401 729 | 0 | 0 | 0 | 0 | 0 | 10 892 481 |
| Average total remuneration per individual (in EUR) | . | 4 541 356 | 4 258 725 | . | . | . | . | . | 4 435 369 |
| Ratio variable/fixed remuneration in % | . | 95% | 186% | . | . | . | . | . | 120% |
| Ratio of deferred/total variable remuneration in % | . | 59% | 53% | . | . | . | . | . | 56% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 46% | 61% | . | . | . | . | . | 53% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| of which: "Identified Staff" | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Total fixed remuneration (in EUR) | 0 | 10 330 009 | 1 773 679 | 0 | 0 | 0 | 0 | 0 | 12 103 688 |
| Total variable remuneration (in EUR) | 0 | 12 431 320 | 3 547 357 | 0 | 0 | 0 | 0 | 0 | 15 978 677 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 6 181 652 | 2 483 150 | 0 | 0 | 0 | 0 | 0 | 8 664 802 |
| Average total remuneration per individual (in EUR) | . | 5 690 332 | 5 321 036 | . | . | . | . | . | 5 616 473 |
| Ratio variable/fixed remuneration in % | . | 120% | 200% | . | . | . | . | . | 132% |
| Ratio of deferred/total variable remuneration in % | . | 50% | 70% | . | . | . | . | . | 54% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 47% | 85% | . | . | . | . | . | 55% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 6 |
| of which: "Identified Staff" | 0 | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 6 |
| Total fixed remuneration (in EUR) | 0 | 16 992 286 | 2 300 000 | 0 | 0 | 2 400 000 | 0 | 0 | 21 692 286 |
| Total variable remuneration (in EUR) | 0 | 9 380 235 | 4 200 000 | 0 | 0 | 4 100 000 | 0 | 0 | 17 680 235 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 7 110 678 | 2 520 000 | 0 | 0 | 2 870 000 | 0 | 0 | 12 500 678 |
| Average total remuneration per individual (in EUR) | . | 6 593 130 | 6 500 000 | . | . | 6 500 000 | . | . | 6 562 087 |
| Ratio variable/fixed remuneration in % | . | 55% | 183% | . | . | 171% | . | . | 82% |
| Ratio of deferred/total variable remuneration in % | . | 76% | 60% | . | . | 70% | . | . | 71% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | 50% | . | . | 50% | . | . | 50% |

| Payment bracket for 7 000 000 to below 8 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 7 |
| of which: "Identified Staff" | 0 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 7 |
| Total fixed remuneration (in EUR) | 0 | 14 020 727 | 2 660 518 | 3 042 565 | 2 530 186 | 0 | 0 | 0 | 22 253 996 |
| Total variable remuneration (in EUR) | 0 | 15 684 338 | 5 099 326 | 4 242 500 | 4 545 000 | 0 | 0 | 0 | 29 571 164 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 15 684 338 | 4 682 512 | 4 242 500 | 3 181 500 | 0 | 0 | 0 | 27 790 850 |
| Average total remuneration per individual (in EUR) | - | 7 426 266 | 7 759 844 | 7 285 065 | 7 075 186 | - | - | - | 7 403 594 |
| Ratio variable/fixed remuneration in % | - | 112% | 192% | 139% | 180% | - | - | - | 133% |
| Ratio of deferred/total variable remuneration in % | - | 100% | 92% | 100% | 70% | - | - | - | 94% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 50% | 96% | 50% | 57% | - | - | - | 59% |

| Payment bracket for 8 000 000 to below 9 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total fixed remuneration (in EUR) | 0 | 3 672 590 | 0 | 0 | 0 | 0 | 0 | 0 | 3 672 590 |
| Total variable remuneration (in EUR) | 0 | 4 563 942 | 0 | 0 | 0 | 0 | 0 | 0 | 4 563 942 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 3 948 426 | 0 | 0 | 0 | 0 | 0 | 0 | 3 948 426 |
| Average total remuneration per individual (in EUR) | - | 8 236 532 | - | - | - | - | - | - | 8 236 532 |
| Ratio variable/fixed remuneration in % | - | 124% | - | - | - | - | - | - | 124% |
| Ratio of deferred/total variable remuneration in % | - | 87% | - | - | - | - | - | - | 87% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 43% | - | - | - | - | - | - | 43% |

| Payment bracket for 9 000 000 to below 10 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| of which: "Identified Staff" | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total fixed remuneration (in EUR) | 0 | 5 904 672 | 0 | 0 | 0 | 0 | 0 | 0 | 5 904 672 |
| Total variable remuneration (in EUR) | 0 | 12 653 415 | 0 | 0 | 0 | 0 | 0 | 0 | 12 653 415 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 9 732 037 | 0 | 0 | 0 | 0 | 0 | 0 | 9 732 037 |
| Average total remuneration per individual (in EUR) | - | 9 279 043 | - | - | - | - | - | - | 9 279 043 |
| Ratio variable/fixed remuneration in % | - | 214% | - | - | - | - | - | - | 214% |
| Ratio of deferred/total variable remuneration in % | - | 77% | - | - | - | - | - | - | 77% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 46% | - | - | - | - | - | - | 46% |

| Payment bracket for 13 000 000 to below 14 000 000 Euro | | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | Total figures per function /business area | | | | | | | | |
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | - | 1 | - | - | - | - | - | - | 1 |
| of which: "Identified Staff" | - | 1 | - | - | - | - | - | - | 1 |
| Total fixed remuneration (in EUR) | - | 4 434 197 | - | - | - | - | - | - | 4 434 197 |
| Total variable remuneration (in EUR) | - | 8 779 709 | - | - | - | - | - | - | 8 779 709 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | - | 7 919 475 | - | - | - | - | - | - | 7 919 475 |
| Average total remuneration per individual (in EUR) | - | 13 213 906 | - | - | - | - | - | - | 13 213 906 |
| Ratio variable/fixed remuneration in % | - | 198% | - | - | - | - | - | - | 198% |
| Ratio of deferred/total variable remuneration in % | - | 90% | - | - | - | - | - | - | 90% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 95% | - | - | - | - | - | - | 95% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total fixed remuneration (in EUR) | 0 | 0 | 0 | 279 630 | 0 | 0 | 0 | 0 | 279 630 |
| Total variable remuneration (in EUR) | 0 | 0 | 0 | 735 773 | 0 | 0 | 0 | 0 | 735 773 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average total remuneration per individual (in EUR) | - | - | - | 1 015 403 | - | - | - | - | 1 015 403 |
| Ratio variable/fixed remuneration in % | - | - | - | 263% | - | - | - | - | 263% |
| Ratio of deferred/total variable remuneration in % | - | - | - | 0% | - | - | - | - | 0% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | - | - | 23% | - | - | - | - | 23% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| of which: "Identified Staff" | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| Total fixed remuneration (in EUR) | 0 | 0 | 0 | 1 537 184 | 0 | 0 | 0 | 0 | 1 537 184 |
| Total variable remuneration (in EUR) | 0 | 0 | 0 | 639 548 | 0 | 0 | 0 | 0 | 639 548 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 0 | 383 728 | 0 | 0 | 0 | 0 | 383 728 |
| Average total remuneration per individual (in EUR) | - | - | - | 1 088 366 | - | - | - | - | 1 088 366 |
| Ratio variable/fixed remuneration in % | - | - | - | 42% | - | - | - | - | 42% |
| Ratio of deferred/total variable remuneration in % | - | - | - | 60% | - | - | - | - | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | - | - | 50% | - | - | - | - | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Total fixed remuneration (in EUR) | 0 | 0 | 0 | 0 | 0 | 1 977 196 | 0 | 0 | 1 977 196 |
| Total variable remuneration (in EUR) | 0 | 0 | 0 | 0 | 0 | 1 079 028 | 0 | 0 | 1 079 028 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 0 | 0 | 0 | 647 418 | 0 | 0 | 647 418 |
| Average total remuneration per individual (in EUR) | - | - | - | - | - | 3 056 224 | - | - | 3 056 224 |
| Ratio variable/fixed remuneration in % | - | - | - | - | - | 55% | - | - | 55% |
| Ratio of deferred/total variable remuneration in % | - | - | - | - | - | 60% | - | - | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | - | - | - | - | 50% | - | - | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | - | 9 | 16 | 2 | 2 | 2 | 2 | - | 33 |
| of which: "Identified Staff" | - | 9 | 15 | 2 | 0 | 2 | 2 | - | 30 |
| Total fixed remuneration (in EUR) | - | 5 483 652 | 7 590 515 | 1 471 170 | 566 493 | 846 261 | 1 749 570 | - | 17 707 661 |
| Total variable remuneration (in EUR) | - | 6 408 947 | 12 256 875 | 821 846 | 1 801 677 | 1 311 641 | 788 932 | - | 23 389 918 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | - | 3 255 737 | 764 569 | 413 495 | 1 081 006 | 737 556 | 758 954 | - | 7 011 316 |
| Average total remuneration per individual (in EUR) | - | 1 321 400 | 1 240 462 | 1 146 508 | 1 184 085 | 1 078 951 | 1 269 251 | - | 1 245 381 |
| Ratio variable/fixed remuneration in % | - | 117% | 161% | 56% | 318% | 155% | 45% | - | 132% |
| Ratio of deferred/total variable remuneration in % | - | 51% | 6% | 50% | 60% | 56% | 96% | - | 30% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 33% | 8% | 41% | 60% | 60% | 92% | - | 26% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 2 | 4 | . | 1 | 1 | . | . | 8 |
| of which: "Identified Staff" | . | 2 | 4 | . | . | 0 | . | . | 6 |
| Total fixed remuneration (in EUR) | . | 1 608 219 | 3 393 224 | . | 808 999 | 644 077 | . | . | 6 454 519 |
| Total variable remuneration (in EUR) | . | 2 772 697 | 5 667 008 | . | 1 494 267 | 1 884 936 | . | . | 11 818 908 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 1 569 710 | 1 874 279 | . | . | 1 062 221 | . | . | 4 506 210 |
| Average total remuneration per individual (in EUR) | . | 2 190 458 | 2 265 058 | . | 2 303 266 | 2 529 013 | . | . | 2 284 178 |
| Ratio variable/fixed remuneration in % | . | 172% | 167% | . | 185% | 293% | . | . | 183% |
| Ratio of deferred/total variable remuneration in % | . | 57% | 33% | . | . | 56% | . | . | 38% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 39% | 35% | . | 0% | 56% | . | . | 35% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 3 | 3 | . | . | . | . | . | 6 |
| of which: "Identified Staff" | . | 3 | 3 | . | . | . | . | . | 6 |
| Total fixed remuneration (in EUR) | . | 5 731 218 | 3 268 691 | . | . | . | . | . | 8 999 909 |
| Total variable remuneration (in EUR) | . | 4 359 357 | 6 513 969 | . | . | . | . | . | 10 873 326 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 3 549 230 | 0 | . | . | . | . | . | 3 549 230 |
| Average total remuneration per individual (in EUR) | . | 3 363 525 | 3 260 887 | . | . | . | . | . | 3 312 206 |
| Ratio variable/fixed remuneration in % | . | 76% | 199% | . | . | . | . | . | 121% |
| Ratio of deferred/total variable remuneration in % | . | 81% | 0% | . | . | . | . | . | 33% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 72% | 0% | . | . | . | . | . | 29% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | . | 1 | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | . | 1 | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | . | 2 224 863 | . | . | . | . | . | 2 224 863 |
| Total variable remuneration (in EUR) | . | . | 4 406 321 | . | . | . | . | . | 4 406 321 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | 0 | . | . | . | . | . | 0 |
| Average total remuneration per individual (in EUR) | . | . | 6 631 184 | . | . | . | . | . | 6 631 184 |
| Ratio variable/fixed remuneration in % | . | . | 198% | . | . | . | . | . | 198% |
| Ratio of deferred/total variable remuneration in % | . | . | 0% | . | . | . | . | . | 0% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 0% | . | . | . | . | . | 0% |

ITALY

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|------------|-------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 2 | 20 | 89 | 60 | 13 | 35 | 6 | 52 | 277 |
| of which: "Identified Staff" | 1 | 19 | 72 | 51 | 9 | 34 | 6 | 36 | 228 |
| Total fixed remuneration (in EUR) | 1 076 260 | 13 673 367 | 61 638 809 | 49 213 643 | 6 356 874 | 22 623 331 | 6 508 159 | 45 003 127 | 206 093 570 |
| Total variable remuneration (in EUR) | 1 102 081 | 14 054 789 | 56 354 818 | 26 495 534 | 10 500 762 | 23 469 592 | 948 000 | 19 245 296 | 152 170 872 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 454 248 | 7 405 370 | 29 603 769 | 13 007 798 | 5 558 036 | 11 723 031 | 508 800 | 8 889 792 | 77 150 844 |
| Average total remuneration per individual (in EUR) | 1 089 171 | 1 386 408 | 1 325 771 | 1 261 820 | 1 296 741 | 1 316 941 | 1 242 693 | 1 235 547 | 1 293 373 |
| Ratio variable/fixed remuneration in % | 102% | 103% | 91% | 54% | 165% | 104% | 15% | 43% | 74% |
| Ratio of deferred/total variable remuneration in % | 41% | 53% | 53% | 49% | 53% | 50% | 54% | 46% | 51% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | 30% | 31% | 48% | 41% | 58% | 45% | 55% | 30% | 43% |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

LIECHTENSTEIN

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

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

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB 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) | 957 874 | 962 672 | . | . | . | . | . | . | 1 920 546 |
| Total variable remuneration (in EUR) | 1 915 709 | 1 727 969 | . | . | . | . | . | . | 3 643 678 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 1 149 425 | 1 149 425 | . | . | . | . | . | . | 2 298 851 |
| Average total remuneration per individual (in EUR) | 2 873 582 | 2 690 642 | . | . | . | . | . | . | 2 782 112 |
| Ratio variable/fixed remuneration in % | 200% | 179% | . | . | . | . | . | . | 190% |
| Ratio of deferred/total variable remuneration in % | 60% | 67% | . | . | . | . | . | . | 63% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | 60% | 67% | . | . | . | . | . | . | 63% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB 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) | . | 1 532 605 | . | . | . | . | . | . | 1 532 605 |
| Total variable remuneration (in EUR) | . | 3 065 134 | . | . | . | . | . | . | 3 065 134 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 1 839 080 | . | . | . | . | . | . | 1 839 080 |
| Average total remuneration per individual (in EUR) | . | 4 597 739 | . | . | . | . | . | . | 4 597 739 |
| Ratio variable/fixed remuneration in % | . | 200% | . | . | . | . | . | . | 200% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB 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) | . | 1 762 471 | . | . | . | . | . | . | 1 762 471 |
| Total variable remuneration (in EUR) | . | 3 505 747 | . | . | . | . | . | . | 3 505 747 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 2 107 280 | . | . | . | . | . | . | 2 107 280 |
| Average total remuneration per individual (in EUR) | . | 5 268 218 | . | . | . | . | . | . | 5 268 218 |
| Ratio variable/fixed remuneration in % | . | 199% | . | . | . | . | . | . | 199% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |

LUXEMBOURG

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

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

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | - | - | - | - | 1 | - | - | - | 1 |
| of which: "Identified Staff" | - | - | - | - | - | - | - | - | - |
| Total fixed remuneration (in EUR) | - | - | - | - | 1 178 792 | - | - | - | 1 178 792 |
| Total variable remuneration (in EUR) | - | - | - | - | 1 158 992 | - | - | - | 1 158 992 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | - | - | - | - | 695 395 | - | - | - | 695 395 |
| Average total remuneration per individual (in EUR) | - | - | - | - | 2 337 784 | - | - | - | 2 337 784 |
| Ratio variable/total remuneration in % | - | - | - | - | 98% | - | - | - | 98% |
| Ratio of deferred/total variable remuneration in % | - | - | - | - | 60% | - | - | - | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | - | - | - | 60% | - | - | - | 60% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | - | 2 | - | - | - | - | - | - | 2 |
| of which: "Identified Staff" | - | 2 | - | - | - | - | - | - | 2 |
| Total fixed remuneration (in EUR) | - | 2 339 739 | - | - | - | - | - | - | 2 339 739 |
| Total variable remuneration (in EUR) | - | 6 537 770 | - | - | - | - | - | - | 6 537 770 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | - | 4 135 661 | - | - | - | - | - | - | 4 135 661 |
| Average total remuneration per individual (in EUR) | - | 4 438 755 | - | - | - | - | - | - | 4 438 755 |
| Ratio variable/total remuneration in % | - | 279% | - | - | - | - | - | - | 279% |
| Ratio of deferred/total variable remuneration in % | - | 63% | - | - | - | - | - | - | 63% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 54% | - | - | - | - | - | - | 54% |

MALTA

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | - | 1 | - | - | - | - | - | - | 1 |
| of which: "Identified Staff" | - | 1 | - | - | - | - | - | - | 1 |
| Total fixed remuneration (in EUR) | - | 1 009 052 | - | - | - | - | - | - | 1 009 052 |
| Total variable remuneration (in EUR) | - | 395 000 | - | - | - | - | - | - | 395 000 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | - | 316 000 | - | - | - | - | - | - | 316 000 |
| Average total remuneration per individual (in EUR) | - | 1 404 052 | - | - | - | - | - | - | 1 404 052 |
| Ratio variable/total remuneration in % | - | 39% | - | - | - | - | - | - | 39% |
| Ratio of deferred/total variable remuneration in % | - | 80% | - | - | - | - | - | - | 80% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 80% | - | - | - | - | - | - | 80% |

NETHERLANDS

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

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

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

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

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

| | Total figures per function /business area | | | | | | | | 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) | - | 1 915 066 | - | - | - | - | - | - | 1 915 066 |
| Total variable remuneration (in EUR) | - | 1 806 682 | - | - | - | - | - | - | 1 806 682 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | - | 1 084 010 | - | - | - | - | - | - | 1 084 010 |
| Average total remuneration per individual (in EUR) | - | 3 721 748 | - | - | - | - | - | - | 3 721 748 |
| Ratio variable/fixed remuneration in % | - | 94% | - | - | - | - | - | - | 94% |
| Ratio of deferred/total variable remuneration in % | - | 60% | - | - | - | - | - | - | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | 50% | - | - | - | - | - | - | 50% |

NORWAY

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

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

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

| | Total figures per function /business area | | | | | | | | 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 | 7 | 0 | 0 | 0 | 0 | 0 | 7 |
| of which: "Identified Staff" | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| Total fixed remuneration (in EUR) | 0 | 0 | 5 032 810 | 0 | 0 | 0 | 0 | 0 | 5 032 810 |
| Total variable remuneration (in EUR) | 0 | 0 | 12 856 005 | 0 | 0 | 0 | 0 | 0 | 12 856 005 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 739 835 | 0 | 0 | 0 | 0 | 0 | 739 835 |
| Average total remuneration per individual (in EUR) | - | - | 2 555 545 | - | - | - | - | - | 2 555 545 |
| Ratio variable/fixed remuneration in % | - | - | 255% | - | - | - | - | - | 255% |
| Ratio of deferred/total variable remuneration in % | - | - | 6% | - | - | - | - | - | 6% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | - | 0% | - | - | - | - | - | 0% |

POLAND

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

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

PORTUGAL

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

| | Total figures per function /business area | | | | | | | | Total |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | |
| Total number of high earners | 1 | 1 | . | 3 | . | . | . | 1 | 6 |
| of which: "Identified Staff" | 1 | 1 | . | 3 | . | . | . | 1 | 6 |
| Total fixed remuneration (in EUR) | 1 481 430 | 890 442 | . | 1 234 484 | . | . | . | 135 228 | 3 741 584 |
| Total variable remuneration (in EUR) | . | 350 000 | . | 2 484 240 | . | . | . | 888 952 | 3 723 192 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 175 000 | . | 678 240 | . | . | . | . | 853 240 |
| Average total remuneration per individual (in EUR) | 1 481 430 | 1 240 442 | . | 1 239 575 | . | . | . | 1 024 180 | 1 244 129 |
| Ratio variable/fixed remuneration in % | . | 39% | . | 201% | . | . | . | 657% | 100% |
| Ratio of deferred/total variable remuneration in % | . | 50% | . | 27% | . | . | . | . | 23% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | 33% | . | . | . | 0% | 22% |

ROMANIA

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

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

SLOVAKIA

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

| | Total figures per function /business area | | | | | | | | 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) | . | 1 000 008 | . | . | . | . | . | . | 1 000 008 |
| Total variable remuneration (in EUR) | . | 0 | . | . | . | . | . | . | 0 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 0 | . | . | . | . | . | . | 0 |
| Average total remuneration per individual (in EUR) | . | 1 000 008 | . | . | . | . | . | . | 1 000 008 |
| Ratio variable/fixed remuneration in % | . | 0% | . | . | . | . | . | . | 0% |
| Ratio of deferred/total variable remuneration in % | . | . | . | . | . | . | . | . | . |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | . | . | . | . | . | . |

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

| | Total figures per function /business area | | | | | | | | 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) | . | 2 084 859 | . | . | . | . | . | . | 2 084 859 |
| Total variable remuneration (in EUR) | . | 1 402 080 | . | . | . | . | . | . | 1 402 080 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 841 248 | . | . | . | . | . | . | 841 248 |
| Average total remuneration per individual (in EUR) | . | 1 743 470 | . | . | . | . | . | . | 1 743 470 |
| Ratio variable/fixed remuneration in % | . | 67% | . | . | . | . | . | . | 67% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | 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) | . | 1 344 414 | . | . | . | . | . | . | 1 344 414 |
| Total variable remuneration (in EUR) | . | 1 008 024 | . | . | . | . | . | . | 1 008 024 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 604 814 | . | . | . | . | . | . | 604 814 |
| Average total remuneration per individual (in EUR) | . | 2 352 438 | . | . | . | . | . | . | 2 352 438 |
| Ratio variable/fixed remuneration in % | . | 75% | . | . | . | . | . | . | 75% |
| Ratio of deferred/total variable remuneration in % | . | 60% | . | . | . | . | . | . | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

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

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

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

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

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

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

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

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

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

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

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

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | 1 | . | . | 2 |
| of which: "Identified Staff" | . | 1 | . | . | . | 1 | . | . | 2 |
| Total fixed remuneration (in EUR) | . | 3 252 087 | . | . | . | 3 473 417 | . | . | 6 725 504 |
| Total variable remuneration (in EUR) | . | 4 321 765 | . | . | . | 4 482 776 | . | . | 8 804 541 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 2 624 322 | . | . | . | 2 480 737 | . | . | 5 105 059 |
| Average total remuneration per individual (in EUR) | . | 7 573 852 | . | . | . | 7 956 193 | . | . | 7 765 023 |
| Ratio variable/fixed remuneration in % | . | 133% | . | . | . | 129% | . | . | 131% |
| Ratio of deferred/total variable remuneration in % | . | 61% | . | . | . | 55% | . | . | 58% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 57% | . | . | . | 50% | . | . | 53% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 4 965 926 | . | . | . | . | . | . | 4 965 926 |
| Total variable remuneration (in EUR) | . | 5 757 899 | . | . | . | . | . | . | 5 757 899 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 3 186 752 | . | . | . | . | . | . | 3 186 752 |
| Average total remuneration per individual (in EUR) | . | 10 723 825 | . | . | . | . | . | . | 10 723 825 |
| Ratio variable/fixed remuneration in % | . | 116% | . | . | . | . | . | . | 116% |
| Ratio of deferred/total variable remuneration in % | . | 55% | . | . | . | . | . | . | 55% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | . | . | . | . | . | . | 1 |
| of which: "Identified Staff" | . | 1 | . | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 5 210 553 | . | . | . | . | . | . | 5 210 553 |
| Total variable remuneration (in EUR) | . | 8 541 756 | . | . | . | . | . | . | 8 541 756 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | 4 727 972 | . | . | . | . | . | . | 4 727 972 |
| Average total remuneration per individual (in EUR) | . | 13 752 309 | . | . | . | . | . | . | 13 752 309 |
| Ratio variable/fixed remuneration in % | . | 164% | . | . | . | . | . | . | 164% |
| Ratio of deferred/total variable remuneration in % | . | 55% | . | . | . | . | . | . | 55% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 50% | . | . | . | . | . | . | 50% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | . | . | . | . | 1 | . | . | 1 |
| of which: "Identified Staff" | . | . | . | . | . | 1 | . | . | 1 |
| Total fixed remuneration (in EUR) | . | . | . | . | . | 3 131 717 | . | . | 3 131 717 |
| Total variable remuneration (in EUR) | . | . | . | . | . | 11 543 326 | . | . | 11 543 326 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | . | . | . | 135 874 | . | . | 135 874 |
| Average total remuneration per individual (in EUR) | . | . | . | . | . | 14 675 043 | . | . | 14 675 043 |
| Ratio variable/fixed remuneration in % | . | . | . | . | . | 369% | . | . | 369% |
| Ratio of deferred/total variable remuneration in % | . | . | . | . | . | 1% | . | . | 1% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | . | . | . | 1% | . | . | 1% |

SWEDEN

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|------------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 1 | 4 | 39 | 1 | 4 | 2 | 0 | 7 | 58 |
| of which: "Identified Staff" | 0 | 0 | 13 | 0 | 1 | 0 | 0 | 0 | 14 |
| Total fixed remuneration (in EUR) | 1 238 590 | 2 467 074 | 20 075 740 | 932 928 | 2 826 363 | 2 152 628 | 0 | 5 973 559 | 35 666 882 |
| Total variable remuneration (in EUR) | 0 | 1 710 702 | 32 075 791 | 242 950 | 2 289 335 | 456 804 | 0 | 4 038 557 | 40 814 139 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 704 555 | 9 274 491 | 242 950 | 893 521 | 274 082 | 0 | 1 151 583 | 12 541 182 |
| Average total remuneration per individual (in EUR) | 1 238 590 | 1 044 444 | 1 337 219 | 1 175 878 | 1 278 925 | 1 304 716 | . | 1 430 302 | 1 318 638 |
| Ratio variable/fixed remuneration in % | 0% | 69% | 160% | 26% | 81% | 21% | . | 68% | 114% |
| Ratio of deferred/total variable remuneration in % | . | 41% | 29% | 100% | 39% | 60% | . | 29% | 31% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | 41% | 28% | 100% | 37% | 50% | . | 29% | 30% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| of which: "Identified Staff" | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total fixed remuneration (in EUR) | 0 | 0 | 3 924 538 | 0 | 0 | 0 | 0 | 0 | 3 924 538 |
| Total variable remuneration (in EUR) | 0 | 0 | 5 080 389 | 0 | 0 | 0 | 0 | 0 | 5 080 389 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 1 546 105 | 0 | 0 | 0 | 0 | 0 | 1 546 105 |
| Average total remuneration per individual (in EUR) | . | . | 2 251 232 | . | . | . | . | . | 2 251 232 |
| Ratio variable/fixed remuneration in % | . | . | 129% | . | . | . | . | . | 129% |
| Ratio of deferred/total variable remuneration in % | . | . | 30% | . | . | . | . | . | 30% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 17% | . | . | . | . | . | 17% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | . | 1 | 1 | . | . | . | . | . | 2 |
| of which: "Identified Staff" | . | . | 1 | . | . | . | . | . | 1 |
| Total fixed remuneration (in EUR) | . | 1 529 020 | 1 337 543 | . | . | . | . | . | 2 866 563 |
| Total variable remuneration (in EUR) | . | 1 528 563 | 2 272 266 | . | . | . | . | . | 3 800 829 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | . | . | 1 947 532 | . | . | . | . | . | 1 947 532 |
| Average total remuneration per individual (in EUR) | . | 3 057 583 | 3 609 809 | . | . | . | . | . | 3 333 696 |
| Ratio variable/fixed remuneration in % | . | 100% | 170% | . | . | . | . | . | 133% |
| Ratio of deferred/total variable remuneration in % | . | . | 86% | . | . | . | . | . | 51% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 93% | . | . | . | . | . | 56% |

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

| | Total figures per function /business area | | | | | | | | |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | Total |
| Total number of high earners | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total fixed remuneration (in EUR) | 0 | 0 | 1 533 821 | 0 | 0 | 0 | 0 | 0 | 1 533 821 |
| Total variable remuneration (in EUR) | 0 | 0 | 2 678 666 | 0 | 0 | 0 | 0 | 0 | 2 678 666 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 1 784 567 | 0 | 0 | 0 | 0 | 0 | 1 784 567 |
| Average total remuneration per individual (in EUR) | . | . | 4 212 487 | . | . | . | . | . | 4 212 487 |
| Ratio variable/fixed remuneration in % | . | . | 175% | . | . | . | . | . | 175% |
| Ratio of deferred/total variable remuneration in % | . | . | 67% | . | . | . | . | . | 67% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | . | . | 83% | . | . | . | . | . | 83% |

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

| | Total figures per function /business area | | | | | | | | Total |
|--|---|------------------------|--------------------|----------------|------------------|---------------------|-------------------------------|-----------|-----------|
| | MB Supervisory function | MB Management function | Investment banking | Retail banking | Asset management | Corporate functions | Independent control functions | All other | |
| Total number of high earners | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| of which: "Identified Staff" | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total fixed remuneration (in EUR) | 0 | 0 | 2 410 036 | 0 | 0 | 0 | 0 | 0 | 2 410 036 |
| Total variable remuneration (in EUR) | 0 | 0 | 4 532 315 | 0 | 0 | 0 | 0 | 0 | 4 532 315 |
| Total amount of variable remuneration awarded in year N which has been deferred (in EUR) | 0 | 0 | 2 719 389 | 0 | 0 | 0 | 0 | 0 | 2 719 389 |
| Average total remuneration per individual (in EUR) | - | - | 6 942 351 | - | - | - | - | - | 6 942 351 |
| Ratio variable/fixed remuneration in % | - | - | 188% | - | - | - | - | - | 188% |
| Ratio of deferred/total variable remuneration in % | - | - | 60% | - | - | - | - | - | 60% |
| Ratio of variable remuneration paid in instruments/total variable remuneration in % | - | - | 80% | - | - | - | - | - | 80% |



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