

EBA/GL/2022/06				
ENTITY NAME	LEGAL ENTITY ID	Reporting Country	Remuneration benchmarking (highest consolidated level)	Gender pay gap (individual level)
Addiko Bank AG	529900UKZBMD8DZIXD62	AT	x	x
BAWAG P.S.K. Bank für Arbeit und Wirtschaft und Österreichische Postsparkasse Aktiengesellschaft	529900S9YO2JHTIIDG38	AT	x	
BAWAG P.S.K. Bank für Arbeit und Wirtschaft und Österreichische Postsparkasse Aktiengesellschaft	529900ICA8XQYGKIKR372	AT		x
Erste Group Bank AG	PQOH26KWDF7CG10L6792	AT	x	x
Raiffeisen Bank International AG	92HRYM6F4375QJ60UG95	AT	x	x
Raiffeisenlandesbank Oberösterreich Aktiengesellschaft	529900XSTAE561178282	AT	x	
Raiffeisenlandesbank Oberösterreich Aktiengesellschaft	I6SS27Q1Q3385V753S50	AT		x
VOLKS BANK WIEN AG	AT000000000043000VB	AT	x	
VOLKS BANK WIEN AG	529900D4CD6DIB3CI904	AT		x
Hypo Vorarlberg Bank AG	NS54DT27LJMDYN1YFP35	AT		x
Salzburger Sparkasse Bank Aktiengesellschaft	549300217L3KBPWCK782	AT		x
HYPO TIROL BANK AG	0W5QHUNYV4W7GJ062R27	AT		x
DenizBank AG	529900ZVK4VTI50T0T43	AT		x
Bank99 AG	529900RCLERIXF4QM23	AT		x
Austrian Anadi Bank AG	529900DADVVDCTX65L89	AT		x
VakifBank International AG	52990056W0VDKEDYUY83	AT		x
DolomitenBank Osttirol-Westkärnten eG	529900QC8RSY99BN3H06	AT		x
Alpen Privatbank Aktiengesellschaft	529900G8QD457M2SW556	AT		x
Bank Degroof Petercam NV	549300NBLHT5Z7ZV1241	BE	x	x
Belfius Banque SA	A5GWLHF3KM7YV25FQL84	BE	x	x
KBC Group NV	213800X3Q9LSAKRUWY91	BE	x	
KBC BANK	6B2PBRV1FCJDMR45RZ53	BE		x
Crelan	549300DYPOMXOR7XM56	BE	x	x
Investar	5493008QQCP58OLEN998	BE	x	
Argenta Spaarbank	A6NZLYKYN1UV7VVGFX65	BE		x
BNYM	MMYXON4ZEZ13Z4XC6897	BE	x	x
BNPP Fortis	KGCEPHLVVVRZY01T647	BE		x
Europabank	5493007JPYB95W6CSB23	BE		x
ING Belgium	JLS56RAMYQZECFUF2G44	BE		x
Banque Transatlantique	549300OHZQPOY65BN167	BE		x
Beobank	529900GQWNQZIWLGD846	BE		x
MeDirect	529900MATKY89NTOU738	BE		x
Nagelmackers	549300FOCVELHBU9A156	BE		x
CPH	549300GN1OZCOY5S7285	BE		x
Delen	54930005DD2HH36LIR91	BE		x
Euroclear Bank	549300Q246BRLZ8Y6F65	BE		x
Van Breda	549300Y3RTKH8O8DY87	BE		x
Vdk	54930060Q00W1SRUIU57	BE		x
Bulgarian-American Credit Bank AD	529900UTZ5VF4APIJR57	BG		x
Bulgarian Development Bank EAD	549300615CPXQO52J309	BG		x
Central Cooperative Bank AD	5299002142DSSONT5540	BG		x
First Investment Bank	549300UY81ESCZIOGR95	BG	x	x
International Asset Bank AD	529900RPGHC6DQEQL615	BG		x
Tokuda Bank AD	5299005OQIUZZAFLA333	BG		x
Bank of Cyprus Holdings Public Limited Company	635400L14KNHZXPUZM19	CY	x	
Bank of Cyprus Public Company Limited	PQ0RAP85KK9Z75ONZW93	CY		x
Hellenic Bank Public Company Ltd	CXUHEGU3MADZ2CEV7C11	CY	x	x
Alpha Bank Cyprus Limited	529900VSOF7BA91P4160	CY		x
Ancoria Bank Limited	213800I6YAAN1NRSD427	CY		x
Astrobank Limited	549300VB6UM9TUCYW67	CY		x
The Cyprus Development Bank Public Company Ltd	549300TTZTKBUIFKWH890	CY		x
Eurobank Cyprus Ltd	5493004KSNEM4U7L8714	CY		x
Housing Finance Corporation	213800HYE2VYPSWKFI43	CY		x
National Bank of Greece (Cyprus) Ltd	5493008QZPPHVJ8Q4F45	CY		x
Societe Generale Bank - Cyprus Ltd	213800P1P13ABO5R9V78	CY		x
Česká spořitelna	9KOGW2C2FCIOIQ7FF485	CZ		x
Československá obchodní banka	Q5BP2UEQ48R75BOTCB92	CZ		x
Komerční banka	IYKCAVNF8QGF00HV840	CZ		x
UniCredit Bank	KR6LSKV3BTSJRD41IF75	CZ		x
Raiffeisenbank	3157001000000004460	CZ		x
Fio banka	31570010000000050244	CZ		x
Air Bank	31570010000000049662	CZ		x
Banka CREDITAS	31570010000000004266	CZ		x
J&T Banka	315700100000000043842	CZ		x
ČSOB stavební spořitelna	315700I69P2Y9QDZ9507	CZ		x
Max banka	529900ZKXMA38C5Y256	CZ		x
TRINITY BANK	315700100000000039380	CZ		x
Modrá pyramida stavební spořitelna	5493001500G5A972P206	CZ		x
Raiffeisen stavební spořitelna	315700Y56RQ5TF3VBPO1	CZ		x
Stavební spořitelna České spořitelny	315700B88GELKCC5Z374	CZ		x
Aareal Bank AG	EZKODONUSTYHHW4PP1R34	DE	x	x
Bayerische Landesbank	VDYMYTQGZZ6DU0912C88	DE	x	x
Citigroup Global Markets Europe AG	6TJCK1B7E7UTXP528Y04	DE	x	x
Commerzbank AG	851WYGNLUQLFZB5YGB56	DE	x	x
DekaBank Deutsche Girozentrale	0W2PZJM8XOY22M4GG883	DE	x	x
Deutsche Apotheke- und Ärztebank eG	52990075U3U5HRKUYDA52	DE	x	x
Deutsche Bank AG	7LTFWZYICNSX8D621K86	DE	x	x
Deutsche Pfandbriefbank AG	DZZ47B9A52ZJ6LT6VV95	DE	x	x
Deutsche Zentral-Genossenschaftsbank AG	529900HNOAA1KXQJUQ27	DE	x	x
Erwerbsgesellschaft der S-Finanzgruppe mbH & Co. KG	391200EEGLNXBCCVKC73	DE	x	

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Landesbank Berlin AG	GTQY2ION3I7SXRJTT73	DE		x
Goldman Sachs Bank Europe SE, Ffm	8IBZUGJ7JPLH368JE346	DE	x	x
Hamburg Commercial Bank	TUKDD90GPC79G1KOE162	DE	x	x
HASPA Finanzholding AG	529900JZTYE3W7WQH904	DE	x	
JP Morgan SE	549300ZK53CNGEEI6A29	DE	x	x
Landesbank Baden-Württemberg	B81CK4ESI35472RHJ606	DE	x	x
Landesbank Hessen-Thüringen Girozentrale	DIZESSCFO5K3ISR58746	DE	x	x
Morgan Stanley Europe Holding SE, Ffm	549300C9KPZROVZ16R05	DE	x	
Münchener Hypothekenbank eG	529900GM944JTBVIRL63	DE	x	x
NORD/LB Norddeutsche Landesbank Girozentrale	DSNHHQ2B9X5N60UJ1236	DE	x	x
State Street Europe Holdings Germany	529900V301M5IHMOSF46	DE	x	
UBS Europe SE	5299007QVIQ7IO64NX37	DE	x	x
Volkswagen Bank GmbH	529900GD30QLRZCKW37	DE	x	x
Volksbank Darmstadt Mainz eG	529900KA1X3855Z1Y689	DE		x
Die Sparkasse Bremen AG	5299009D9BIL4D4UHT93	DE		x
Trade Republic Bank GmbH	5299009IFX1XTKDY4568	DE		x
Debeka Bausparkasse Aktiengesellschaft Sitz Koblenz	529900FMPYIOQVTSB9D95	DE		x
TOYOTA Kreditbank GmbH	529900TP68KVLHKNES5	DE		x
Sparkasse Mittelthüringen	529900M7DRA4N1J81L72	DE		x
Raisin Bank AG	391200EXQ8RMJFOSLW44	DE		x
Baader Bank Aktiengesellschaft	529900JFOPPEDUR61H13	DE		x
Clearstream Banking Aktiengesellschaft	549300298FD7AS4PPU70	DE		x
Deutsche WertpapierService Bank AG	529900EXG2PM316ISO63	DE		x
Hamburger Sparkasse AG	529900F5KTT6ZUPA8N40	DE		x
Morgan Stanley Europe SE	54930056FHWP7GIWY08	DE		x
State Street Bank International GmbH	ZMHGNT7ZPKZ3UFZ8EO46	DE		x
A/S Arbejdernes Landsbank	549300D6B17XOO03R69	DK	x	x
Danske Bank A/S	MAES062221O4RZ2U7M96	DK	x	x
DLR Kredit A/S	529900PR2ELW8Q1B1775	DK	x	x
Jyske Bank A/S	3M5E1GQGL17HI6CPN30	DK	x	x
Nykredit Realkredit A/S	LIU16F6VZJSD6UKHD557	DK	x	x
Spar Nord Bank A/S	549300DHT635Q5P8J715	DK	x	x
Saxo Bank A/S	549300TL5406C1XKD09	DK	x	x
Sydbank A/S	GP5DT10VX1QRQKVBK64	DK	x	x
Realkredit Danmark A/S	549300NLOMBOWE943Y30	DK		x
TOTALKREDIT A/S	5493001HO6SLV413ZC45	DK		x
Faster Andelskasse	549300D6B6F82KM21774	DK		x
Sparekassen Danmark	549300L1EXIY12NUV45	DK		x
Sparekassen Bredebro	213800C78W8W8VJCYR09	DK		x
Sparekassen for Nr. Nebel og Omegn	213800984CWACNBY8F31	DK		x
Lunar Bank A/S	98450084D5AL4091AA36	DK		x
Midelfart Sparekasse	213800GO21RWIB609Q29	DK		x
Ekspres Bank A/S	529900PTQQGGAZ61PQ39	DK		x
Lån & Spar Bank A/S	213800UYAHIRLZ4NSN67	DK		x
Luminor Holding AS	213800RZWH5EUX9R444	EE	x	
AS SEB Pank	549300ND1MQ85NNYMI22	EE	x	
Swedbank AS	549300PHQZ4HL15HH975	EE	x	
AS LHV Pank	529900GJOSVHI055QR67	EE		x
Bigbank AS	5493007SWCCN953J2748	EE		x
Banco Bilbao Vizcaya Argentaria, SA	K8M57FD7N522WQ51AZ71	ES	x	
Banco de Sabadell, SA	S15RG2MOWQQLZCXKRM20	ES	x	x
Banco Santander SA	5493006QMFDDMYWIAM13	ES	x	x
CaixaBank, SA	7CUNS533WID6K7DGF87	ES	x	x
Bankinter, SA	VWMYAEQSTOPNV0SUGU82	ES		x
Banco Cooperativo Español, SA	549300LYFVYVPCG6SY25	ES		x
Cecabank, SA	549300CQ9NLEHMRCU505	ES		x
Caja R. De Asturias, SCC	95980020140005219553	ES		x
Eurocaja Rural, SCC	9598002014000552166	ES		x
C.R. Albacete, C. Real Y Cuenca, SCC	95980020140005484654	ES		x
Renta 4 Banco, SA	213800IMKAUV5KW28586	ES		x
EBN Banco de Negocios, SA	95980020140005388333	ES		x
CBNK Banco de Colectivos, SA	95980020140005772841	ES		x
Caixa C. Dels Enginyers, SCC	5493007RT80TMKY77TO30	ES		x
C.R. De Jaen, Barna y Madrid, SCC	95980020140005418403	ES		x
Nordea Bank Abp	529900ODI3047E2LIV03	FI	x	x
OP Financial Group	7437003B5WFB0IEFY714	FI	x	x
OP Corporate Bank Plc	549300NQ588N7RWKBP98	FI		x
Municipality Finance Plc	529900HEKOENJHPNN480	FI		x
Uudenmaan Osuuspankki	743700M7JFX3LTJH7K88	FI		x
Aktia Bank Plc	743700GC62JLHFUND16	FI		x
POP Pankkikeskus osk	743700PW2HDTFU3YR131	FI		x
Savings Banks' Union Coop.	7437005892K6953MW344	FI		x
S-Banki Plc	743700FTBNXAUN57RH30	FI		x
Bank of Åland Plc	7437006WYWM821UJ3MN73	FI		x
Suomen Osuuspankki	743700Y6UNGUVUUC6P86	FI		x
Pohjanmaan Osuuspankki	743700ML21FGHBR6OM06	FI		x
Aito Savings Bank Ltd	7437002WC51RDNI14T18	FI		x
Säästöpankki Optia	7437009POTGY9I8HMT69	FI		x
Etelä-Karjalan Osuuspankki	743700MHNVY2ZL88EM50	FI		x
BNP Paribas SA	ROMUWSPU8MPRO8K5P83	FR	x	x
Groupe BPCE	FR9695005MSX1OYEMGDF	FR	x	x
Groupe Credit Agricole	FR969500TJ5KRTCJQWXH	FR	x	x
Société Générale SA	O2RNE8IBXP4R0TD8PU41	FR	x	x
Bofa Securities Europe	549300FH0WJAPETHIQ77	FR	x	x
SFIL S.A	549300HFHJXOXGE4Z663	FR	x	x

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RCI Banque	96950001W1712W7PQG45	FR	x	x
Confédération nationale Crédit Mutuel	9695000CG7B84NLR5984	FR	x	
Caisse fédérale de crédit mutuel	969500LFTDNMONT2EP08	FR		x
La Banque Postale	96950066U5XAIRCPA78	FR	x	x
BpiFrance	969500STN7T9MRUMI267	FR	x	x
HSBC Intercontinental Europe	F0HU11NY1AZMJMD8LP67	FR	x	x
Sofax banque	529900E2B6ZO7126FR35	FR		x
Axa Banque Europe	CVRWQDHDDBEPUUVU2FD09	FR		x
Axa banque	969500CJCTMI93QJJK89	FR		x
Banque Nomura	969500Q9WTBUNINDC18	FR		x
Lazard Frères Banque	9695008FHWQ6RHT5K48	FR		x
Swiss Life Banque Privée	969500KOT571BB4UAF05	FR		x
Younited	969500MEA4AK68JB25	FR		x
Oddo BHF SCA	9695002I9DJHZ3449O66	FR		x
Stellantis Financial Services Europe	9695004ON2K947221B87	FR		x
EDMOND DE ROTHSCHILD	9695002JOWSRCLLNY11	FR		x
ALPHA SERVICES AND HOLDINGS S.A.	5299009N55YRQC69CN08	GR	x	
Eurobank Ergasias Services and Holdings S.A.	JEUVKSRWVJEN8WOC9M24	GR	x	
National Bank of Greece SA	5UMCZOEYKCVFAW8ZLO05	GR	x	x
Piraeus Financial Holdings S.A	M6AD1Y1KW32H8THQ6F76	GR	x	
Alpha Bank S.A.	213800DBQIB6VBNU5C64	GR		x
EUROBANK S.A.	213800KGF4EFNUQKAT69	GR		x
PIRAEUS BANK SA	213800OYHR1MPQ5VJL60	GR		x
Attica Bank, S.A.	213800FFWYE3BQ1CU978	GR		x
Optima bank S.A.	2138008NSD1X1XFUK750	GR		x
Aegean Baltic Bank S.A.	213800TWSPPHH7Z2P97	GR		x
Cooperative Bank of Chania Cooperative of Limite	213800ZLIZIF47DY2F66	GR		x
PANCRETA BANK S.A.	213800U41ZQTTURP3V26	GR		x
Hrvatska poštanska banka d.d.	529900D5G4V6THXC5P79	HR		x
Partner banka d.d.	549300XOV1SBR5LT5Q03	HR		x
Slatinska banka d.d.	54930031QFC4ME17BK12	HR		x
Kentbank d.d.	549300GO4DX1OE3MT584	HR		x
Istarska kreditna banka d.d.	213800SRX70TZCOYXQ97	HR		x
Wüstenrot stambena štedionica d.d.	529900U4BZ9LB55FWR79	HR		x
MBH Bank Nyilvánosan Működő Részvénytársaság	3H0Q3U74FVFD25H2T16	HU	x	x
OTP Bank Nyilvánosan Működő Részvénytársaság	529900W3M0O00A18X956	HU	x	x
Bank of China Zrt.	529900L6M79Q98YVU182	HU		x
Gránit Bank Zrt.	549300423T3ZCEZ1PP02	HU		x
CIB Bank Zrt.	549300MSY5NIVCOBME80	HU		x
Erste Bank Hungary Zrt.	549300XWJHRKLUH2PS28	HU		x
Kereskedelmi és Hitelbank Zrt.	KFUXYFTU2LHQFQZDQG45	HU		x
Raiffeisen Bank Zrt.	5493001U1K6M7JOL5W45	HU		x
UniCredit Bank Hungary Zrt.	Y28RT6GGYJ696PMW8T44	HU		x
AIB Group Plc	635400AKJBGNS5WNQL34	IE	x	
Bank of America Europe Designated Activity Company	EQYXK865F381Q21S3020	IE	x	x
Bank of Ireland Group plc	635400C8EK6DRI12LJ39	IE	x	
Barclays Bank Ireland PLC	2G5BKIC2CB69PRJH1W31	IE	x	x
Citibank Europe plc	N1FBEDJ541VKZLO2475	IE	x	x
Allied Irish Banks, Public Limited Company	3U8WV1YX2VMUHH7Z1Q21	IE		x
The Governor and Company of the Bank of Ireland	Q2GQA2KF6XJ24W42G291	IE		x
Bank of Montreal Europe plc	5493000YPN33HF745N02	IE		x
Dell Bank International Designated Activity Compa	9P9HXM53DTS5724JQ665	IE		x
Elavon Financial Services Designated Activity Company	5493008GNQHV1377MY19	IE		x
Hewlett-Packard International Bank Designated Activity Company	6RW0L752VAVTPZF36F02	IE		x
Macquarie Bank Europe Designated Activity Company	549300E5ENQVY2IBLF67	IE		x
permanent tsb plc.	549300WL1M55G8FIDZ68	IE		x
Scotiabank (Ireland) Designated Activity Company	747DLM6L5T07LXZY5T60	IE		x
Wells Fargo Bank International Unlimited Company	5X0CI4F7GVW5530ZMN03	IE		x
TD GLOBAL FINANCE UNLIMITED COMPANY	F16C7E5PBUB3F9K43B44	IE		x
NBC GLOBAL FINANCE LIMITED	549300KWU8YQOYSKY64	IE		x
Arion banki	RIL4VBPDBOM7Z3KXSF19	IS	x	x
Islandsbanki	549300PZMFIQR79QOT97	IS	x	x
Landsbanki	549300TL2PT6JELDW9M92	IS	x	x
Banca Monte dei Paschi di Siena SpA	J4CP7MHCXR8DAQMKIL78	IT	x	x
Banca popolare dell'Emilia Romagna SC	N7470I7JINV7RUUH6190	IT	x	x
Banca Popolare di Sondrio Società Cooperativa pe	J48C8PCSJVUBR8KCW529	IT	x	x
Banco BPM SpA	815600E4E6DCD2D25E30	IT	x	x
Cassa Centrale Banca SpA	LOO0AWXR8GF142JC0404	IT	x	x
Credito Emiliano Holding	815600AD83B2B6317788	IT	x	
ICCREA Banca S.p.A. – Istituto Centrale del Credito	NNVPP80YIZGEY2314M97	IT	x	x
Intesa Sanpaolo SpA	2W8N8UU78PMDQKZENC08	IT	x	x
Mediobanca - Banca di Credito Finanziario SpA	PSNL19R2RXS5U3QWHI44	IT	x	x
UniCredit SpA	549300TRUW02CD2G5692	IT	x	x
Credito Emiliano SpA	8156004B244AA70DE787	IT		x
Banca Fineco SpA	549300L7YCATGOS7ZE10	IT		x
Banca Mediolanum SpA	7LVZJ6XRIE7VN24UBX81	IT		x
Cassa di Risparmio di Bolzano SpA	8156003A4FB445454553	IT		x
Banca IFIS SpA	8156005420362AE59184	IT		x
Illimity Bank SpA	815600A029117B20DD63	IT		x
IBL Banca	815600848DEF160E913	IT		x
Allianz Bank Financial Advisors SpA	529900T32ULOCPI1FZA06	IT		x

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Banca di Imola SpA	815600F8D9C4BC86943	IT		x
Banca CF+ Credito Fondiario SpA	815600C00ED59A620D80	IT		x
Banca Profilo SpA	RRAN7P32POWOY4XQW79	IT		x
Banca del Fucino SpA	815600722FAEE18D6013	IT		x
Banca di Credito Popolare SCpA	8156004D7FDDF887AA66	IT		x
LGT Group Foundation	5493009E1B8C1X12G89	LI	x	
Liechtensteinische Landesbank Aktiengesellschaft	5299000E1FOAM50XLP72	LI	x	x
VP Bank AG	M13TLH1I0D58ORE24Q14	LI	x	x
LGT Bank AG	7KDSOB6Z0X4S67TMX170	LI		x
Bank Frick & Co. AG	529900RQ0BT3ZJMDRK43	LI		x
BENDURA Bank AG	529900XB6RQ3XCCELO62	LI		x
Kaiser Partner Privatbank AG	529900DPOQPLDSF3R482	LI		x
Neue Bank AG	5299000LW8QPMTBDC23	LI		x
Sigma Bank AG	529900UHDH7QLRMEIQ86	LI		x
Akcinė bendrovė Šiaulių bankas	549300TK038P6EV4YU51	LT	x	
Bank of China Europe S.A.	529900LKMBS7HKF3545	LU	x	x
Banque et Caisse d'Epargne de l'Etat, Luxembourg	R7CQUF1DQM73HUTV1078	LU	x	x
Banque Internationale à Luxembourg	9CZ7TVMR36CYD5T2B550	LU	x	x
Banque Raiffeisen	549300F7FBD744MEP844	LU	x	x
Industrial and Commercial Bank of China (Europe) S.A, en abrégé ICBC (Europe) S.A.	529900QSZ3L25N2MD382	LU	x	x
PayPal (Europe) S.à r.l. et Cie, S.C.A.	549300ZV1RSA9F0LU821	LU	x	x
Quintet Private Bank (Europe) S.A.	KHCL65TP0511HUW2D560	LU	x	x
Banque J. Safra Sarasin (Luxembourg) S.A.	VVTM7QTM78218PXM66	LU	x	x
Northern Trust Global Services SE	HWIPDOTRM1EKRPKYKH81	LU		x
Edmond de Rothschild (Europe)	5493009T9IBHZKFR082	LU		x
Nomura Bank (Luxembourg) S.A.	6Y69KXPE1S1L2YB3823	LU		x
Mizuho Trust & Banking (Luxembourg) SA	529900PYIF3AF0FSQ643	LU		x
Banque Havilland S.A.	549300NB00IGN8R8UG27	LU		x
China Construction Bank (Europe) S.A.	5493007QRSX9D52CM858	LU		x
Citadele Banka	2138009Y59EAR7H1U097	LV	x	x
Bluor Bank	54930080G2M7EJ097A27	LV		x
Industra bank	213800M5SZU3KLAR0Z16	LV		x
Bank of Valletta Plc	529900RWC8Z2YB066JF16	MT	x	x
HSBC Bank Malta plc	549300X34UUBDEUL1Z91	MT	x	x
MDB Group Limited	213800TC9P2RBHMJW403	MT	x	
MeDirect Bank (Malta) Plc	529900SYUCFQHI3JZQ05	MT		x
APS Bank plc	213800A1O379IGDMCU10	MT		x
FIMBank plc	529900Q2C317VICLLG45	MT		x
Sparkasse Bank Malta plc	21380099RT73NFBYS559	MT		x
Multitude Bank	213800SGT556EKUW2987	MT		x
ABN AMRO Bank N.V.	BFX55XCH7N0Y05NIXW11	NL	x	x
Cooperative Rabobank U.A	DG3RU1DBUFHT4ZF9WN62	NL	x	x
ING Groep N.V.	549300NYKK9MWM7GGW15	NL	x	x
BNG BANK N.V.	529900GGYMNQRQTD0093	NL	x	x
Nederlandse Waterschapsbank N.V.	JLP5FSPH9WPSHY3NIM24	NL	x	x
de Volksbank N.V.	724500A1FNICHSDF2111	NL	x	x
NatWest Markets N.V.	X3CZP3CK64YBHN01LE12	NL	x	x
Anadolubank Nederland N.V.	724500ZNT2160RYZQJ38	NL		x
Credit Europe Bank N.V.	P2HWO703XN8TPXCGU747	NL		x
Yapi Kredi Bank Nederland N.V.	54930095X8GGW7137Y31	NL		x
DHB Bank N.V.	549300MISUQ6RJ14N25	NL		x
Norinchukin Bank Europe N.V.	7245003N6YDAVXGF191	NL		x
Adyen N.V.	724500973ODKK31FQ447	NL		x
Citco Bank Nederland N.V.	549300SGF4BS54YG8M65	NL		x
Nederlandse Financierings-Maatschappij voor Ontwikkelingslanden N.V.	XTCE52QFTEF0435JWL77	NL		x
Mizuho Bank Europe N.V.	724500ZSA7ZOZHUXB553	NL		x
MUFG Bank (Europe) N.V.	724500Q03K04L0479N30	NL		x
DNB ASA	549300GKFGORYRRQ1414	NO	x	x
Kommunalbanken AS	I7ETNOQQ02AHZZGHJ389	NO	x	x
SpareBank 1 Nord-Norge	549300SM92LQ05O1Q76	NO	x	x
SpareBank 1 SMN	7V6Z97I07R1SEAO84Q32	NO	x	x
SPAREBANKEN VEST	213800M7T3CYVZ3ZRT12	NO	x	x
SR-bank	549300Q3O1WRHQUM052	NO	x	x
Alior Bank SA	259400QHDOZWMJ103294	PL	x	x
Pekao SA	5493000LKS7B3UTF7H35	PL	x	x
Powszechna Kasa Oszczedności Bank Polski SA	P4GTT6GF1W40CVIMFR43	PL	x	x
ING Bank Śląski SA	259400YLRTOBISHBVX41	PL		x
BNP Paribas Bank Polska SA	NMH2KF074RKAGTH4CM63	PL		x
Bank Millennium SA	2594000FDZ9KPZE08K78	PL		x
Bank Ochrony Środowiska SA	MKP1B7E76TN04CD85Z79	PL		x
Deutsche Bank Polska S.A.	529900CFOWM2V6214634	PL		x
Credit Agricole Bank Polska SA	259400HDEOLMZRULA141	PL		x
Bank Polskiej Spółdzielczości SA	BB3BGO3LCE63R8R9R41	PL	x	x
SGB-Bank SA	259400P9KF07OP2K5P83	PL	x	x
Nest Bank SA	259400WNAOMT2E4OIS38	PL		x
mBank Hipoteczny SA	259400BX0JB4WFBARF57	PL		x
Santander Consumer Bank SA	549300PXEHWNAAGPV0398	PL		x
Bank Spółdzielczy w Bydgoszczy	259400IETGMVXW6LOG89	PL		x
Wschodni Bank Spółdzielczy w Chelmie	2594009RV746A68X4G95	PL		x
Bank Spółdzielczy Rzemiosła w Krakowie	259400V3BXDA15AC1896	PL		x
Krakowski Bank Spółdzielczy	259400GZKACLASLRW25	PL		x
Bank Spółdzielczy w Rutce-Tartak	259400MM6NXBQDRFY296	PL		x
Bank Spółdzielczy w Rabie Wyżnej	259400XQYXDG06JQR55	PL		x
Bank Spółdzielczy w Brodnicy	259400L03ZTD1W99FZ91	PL		x

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ENTITY NAME	LEGAL ENTITY ID	Reporting Country	Remuneration benchmarking (highest consolidated level)	Gender pay gap (individual level)
Warmiński-Mazurski Bank Spółdzielczy	259400BILZF923Q1N56	PL		x
Banco Comercial Português S.A.	JU1U6S0DG9YLT7N8ZV32	PT	x	x
Caixa Central de Crédito Agrícola Mútuo, CRL	529900H2MBECO7BLTB26	PT	x	x
Caixa Económica Montepio Geral, caixa económica bancária, S.A.	2138004FIUXU3B2MR537	PT	x	x
Caixa Geral de Depósitos S.A.	TO82200VT80V06K0FH57	PT	x	x
LSF Nani Investments S.à r.l.	222100K6QL2V4MLHWQ08	PT	x	
Novo Banco, S.A.	5493009W2E2YDCXY6S81	PT		x
Banco BPI, S.A.	3DM5DPGI3W6OU6GJ4N92	PT		x
Banco BIC Português, S.A.	549300QJ6BNALGU6806	PT		x
Banco CTT, S.A.	5299008FEH4GQXGNP50	PT		x
Banco de Investimento Global, S.A.	213800KYUPNOQPAQL758	PT		x
Haitong Bank. S.A.	GDIBP8WHFH4P55YTU851	PT		x
Banco Finantia, S.A.	2138003Z5ZVN16GFYV70	PT		x
Banco Atlântico Europa, S.A.	21380061NK7EDRA9BS34	PT		x
Banco Santander Totta, SA	549300URJH9VSI58CS32	PT		x
Banca Transilvania S.A.	549300RG3H390KEL8896	RO	x	x
Banca Comercială Română S.A.	549300ORLU6LN5YD8X90	RO		x
BRD - Groupe Sociéte Générale S.A.	5493008RHHOXCJL4238	RO		x
CEC Bank S.A.	2138008AVF4W7FMW8W87	RO	x	x
Raiffeisen Bank Romania S.A.	549300RFKNCOX56F8591	RO		x
Skandinaviska Enskilda Banken - group	F3J53DEI6XQ4ZBPTN86	SE	x	x
Svenska Handelsbanken - group	NHBDILHZTYCNB5UYVZ31	SE	x	x
Swedbank - group	M312WZV08Y7LYUC71685	SE	x	x
Avanza Bank AB	5493009VJC01E4H6HH77	SE		x
Carnegie Investment Bank AB	529900BR5NZNQZEVQ417	SE		x
Ikano Bank AB (publ)	5493004D82XDFPWQJ91	SE		x
Klarna Bank AB	54930003HXYYXUHR0897	SE		x
Kommuninvest i Sverige AB	EV2XZWMMLXF2QRX0CD47	SE		x
Landshypotek Bank Aktiebolag	5493004WUGGU2BQI7F14	SE		x
Länsförsäkringar Bank Aktiebolag	549300C6TUMDXNOVXS82	SE		x
NOBA Bank Group AB (publ)	21380057HUGFEAF25W84	SE		x
Nordnet Bank AB	549300JSC82O1L4XV837	SE		x
Skandiabanken Aktiebolag (publ)	549300MM2G2LFEPR2M50	SE		x
Sparbanken Skåne AB (publ)	549300JXFK9Z8N7I05	SE		x
Sparbanken Syd	549300FRBP5L001HY885	SE		x
Volvofinans Bank AB	549300ZEF3QWM810M319	SE		x
Agri Europe Cyprus limited	213800HDJ876ACJXXD05	SI	x	
OTP LUXEMBOURG S.A R.L.	22210058UCKT3BJTCN24	SI	x	
NOVA LJUBLJANSKA BANKA D.D., LJUBLJANA	5493001BABFV7P27OW30	SI	x	x
NOVA KREDITNA BANKA MARIBOR d.d.	549300J0G5Z83GTKBZ89	SI		x
GORENJSKA BANKA D.D., KRANJ	5493000UPYR7EEHN2R94	SI		x
SKB BANKA D.D. LJUBLJANA	549300H7CCQ6BSQBG672	SI		x
UNICREDIT BANKA SLOVENIJA d.d.	54930002UN9JLME31F08	SI		x
Banka Intesa Sanpaolo d.d.	549300ECJDDLOWWWL932	SI		x
DELAVSKA HRANILNICA d.d. LJUBLJANA	5299001PEMDU9N24CH60	SI		x
365.bank, a. s.	315700PLTAXHBP5J02	SK	x	x
Príma banka Slovensko, a.s.	315700K45LRKNGMUIW27	SK	x	x
Prvá stavebná sporiteľňa, a.s.	097900BEF5000000569	SK	x	x
Privatbanka, a.s.	3157002000000004154	SK		x
Wüstenrot stavebná sporiteľňa, a.s.	097900BELS0000005586	SK		x
Československá obchodná banka, a.s.	52990096QSLMCH1WU462	SK		x
Slovenská sporiteľňa, a.s.	549300S2T3FWVXWJ189	SK		x
Všeobecná úverová banka, a.s.	549300JB1P61FUTPEZ75	SK		x
Tatra banka, a.s.	3157002JFBAI478MDS87	SK		x

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ENTITY NAME	LEGAL ENTITY ID	Reporting Country	Remuneration benchmarking (highest consolidated level)	Gender pay gap (individual level)
Arts Asset Management GmbH	529900LF514OXGF60M55	AT	x	
C-QUADRAT Investment AG	5299004QI49L3GK2PT60	AT	x	
Delande et Cie	549300MQZHCRCGN2BXR62	BE	x	x
Leleux associated brokers SA	549300AKYALVKLSOF08	BE	x	x
Leo Stevens & Cie	21380055O4MIP3XI7F44	BE	x	x
Capital at work	549300N25KPMYWITS087	BE		x
ELANA Trading AD	213800RDGIF6Y5WLOJ02	BG	x	x
Euro-Finance AD	5493008YPOF2ZCVQJ061	BG	x	x
First Financial Brokerage House Ltd	529900DFH5RRA8PU9E80	BG	x	x
BrokerCreditService (Cyprus) Ltd	5493008C22FNIOQEEF10	CY	x	
Etoro (Europe) Ltd	213800GIFQMSV7HROS23	CY	x	x
Freedom Finance Europe Ltd	2138006Q4P69VVS8MZ72	CY	x	x
Renaissance Securities (Cyprus) Ltd	IK9CLH4U15AXJVV22968	CY	x	
Trading Point of Financial Instruments Ltd	2138006UVTSIVZ8XQ833	CY		x
Tickmill Europe Ltd	2138008GBZ0JYXLQEX50	CY		x
AKCENTA CZ a.s.	31570010000000075270	CZ	x	x
Conseq Investment Management, a.s.	315700VG7PTE9EJRX01	CZ	x	x
CYRRUS, a.s.	31570010000000043551	CZ	x	x
Patria Finance, a.s.	31570010000000009213	CZ	x	x
WOOD&Company Financial Services, a.s.	549300UYJKOXE3HB8L79	CZ	x	x
Amundi Czech Republic Asset Management, a.s.	31570010000000053057	CZ		x
Citfin - Finanční trhy, a.s.	213800BVHZ8XUCN63U23	CZ		x
RSJ Securities a.s.	5493005A90DEIXLTT406	CZ		x
RSJ Custody s.r.o.	54930053C9S3UALGIY96	CZ		x
Flossbach von Storch AG	529900XKEM4A5GW93429	DE	x	x
Jefferies GmbH	5493004I3LZM39BWHQ75	DE	x	x
KfW Capital GmbH & Co. KG	875500P85PQLPODA6T92	DE	x	x
IG Europe GmbH	213800HFC5G4V293BN91	DE		x
RBC Capital Markets (Europe) GmbH	549300SXTGQY3EA1B18	DE		x
Grüner Fisher Investments GmbH	391200FOFTUEWK191L53	DE		x
Invesco Asset Management Deutschland GmbH	3KKEJBV1JS71T2N3LP71	DE		x
W & W Asset Management GmbH	529900565Z7W6QVDPK87	DE		x
Feri AG	391200RAQYPENJJ4QB64	DE		x
Gothaer Asset Management AG	5299005YPKNAKHGC7O26	DE		x
C WorldWide Asset Management Fondsmæglerselskab A/S	967600QIGO353E50TF04	DK	x	x
CPH Capital Fondsmæglerselskab A/S	549300I4KGRJ69JCR98	DK	x	
Fondsmæglerselskabet Maj Invest A/S	549300M1VQ0K5Z838B91	DK	x	x
BLS Capital Fondsmæglerselskab A/S	254900VGW6POFMVTTU76	DK	x	
BI Asset Management Fondsmæglerselskab A/S	549300RT3HUPVHVDU2811	DK	x	x
Admirals Group AS	549300906IGR87BLLY36	EE	x	
Lightyear Europe AS	254900BBJZF2IE8EN54	EE	x	
Plus500EE AS	549300NRFT2PKED8V272	EE	x	
Altura Markets SV	549300KPP03BLDBGEJ74	ES	x	x
Abante Asesores Distribucion, A.V.	959800U3S29T33J4UT71	ES		x
Tressis, S.V.	95980020140005500000	ES		x
Mutuactivos Inversiones, A.V., S.A.	95980021U63DLLPKPL75	ES		x
GVC Gaesco Valores S.V., S.A.	213800B4L3LVNWSMOW25	ES		x
Tradition Financial Services España SV	5493006UOQCUGJ33L287	ES		x
Grupo JB Capital Markets	ESB82720939	ES	x	
BP Energy Solutions, SV, SA	5493003MXD0BNIYCOG95	ES	x	
eQ Oyj	743700R4FA6AVH5J3D68	FI	x	
Evli Oyj	984500F4CCF3AD74F766	FI	x	x
Mandatum Asset Management Oy	743700CTALP9F3ZBBB71	FI	x	x
eQ Asset Management Ltd	743700V8NFW66YKYD58	FI		x
Alexandria Group Oyj	7437002ONTEZT59NA993	FI		x
LocalTapiola Asset Management Ltd	7437003OW5SVVUKJKQ34	FI		x
UB Asset Management Ltd	7437002849CUJZRH0H57	FI		x
Engie Global Markets	5493003C3KI27YMBZ44	FR	x	x
Bourse direct	969500GFIL2Z81YKUM35	FR	x	x
Crédit Agricole Titres	969500SKXA3PHVM2FQ66	FR	x	x
Easy Bourse	9695002YO3NZTJ57EX90	FR		x
FINANCIERE MEESCHAERT	969500Y8IDSAEWXLZY37	FR		x
Amundi ESR	969500HPW361DO7HWF75	FR		x
TP ICAP	213800R54EFFINMY1P02	FR		x
MORGAN STANLEY France	PK168Q24DU7QQ2T4QF97	FR		x
Aurel	5RJTDGZG4559ESIYLD31	FR		x
Kepler Cheuvreux	9695005EOZG9X8IRJD84	FR		x
EUROBANK EQUITIES INVESTMENT FIRM S.A.	213800IYZNFUEIYMDE59	GR	x	x

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ENTITY NAME	LEGAL ENTITY ID	Reporting Country	Remuneration benchmarking (highest consolidated level)	Gender pay gap (individual level)
NATIONAL SECURITIES SINGLE MEMBER S.A.	549300YRQGC6ZFD7IN28	GR	x	
PIRAEUS SECURITIES S.A.	21380019XHTVLX73Z109	GR	x	x
ALPHA FINANCE INVESTMENT SERVICES SINGLE MEMBER S.A.	213800REJK69YVJTMC76	GR		x
EUROXX SECURITIES S.A.	213800K7TKCQH7V8Q83	GR		x
VIE FINANCE A.E.P.E.Y. S.A.	213800LM41YLS6ZKMK17	GR		x
AGRAM Brokeri d.d.	529900T91VSVHHZD7N54	HR	x	
FIMA-VRIJEDNOSNICE d.o.o.	7478000010HH0UQH5U64	HR	x	
INTERKAPITAL vrijednosni papiri d.o.o.	529900DN1THYX85B3F60	HR	x	
Concorde Értékpapír Zrt.	52990074UR5JKVY4V57	HU	x	x
Equilor Befektetési Zrt.	529900T1LKV7RHL9PV68	HU		x
Interactive Brokers Central Europe Zrt.	984500QBG15950F8C352	HU	x	x
Vertis Környszérvédelmi Pénzügyi Zrt.	2138008OWSAZ5ZOEI903	HU	x	x
HRTEU Limited	21380043Y9558KQ3PA19	IE	x	x
Interactive Brokers Ireland Limited	5493001B9LDFCQUY9273	IE	x	x
Susquehanna International Securities Limited	635400IAV22ZOU1NFS89	IE	x	x
J&E Davy	63540061DPCBNMCGRY22	IE		x
Blackstone Ireland Limited	54930003LWVDV3APJ922	IE		x
Irish Life Investment Managers Limited	TWBHJZDB2TYBXZPLM625	IE		x
KBI Global Investors Ltd	635400Q9ONBFLALUK61	IE		x
Financial & Risk Transaction Services Ireland Limited	635400MQZIPRVPDDZK76	IE		x
Geneva Ireland Financial Trading Limited	6354008ZEX1XBUOEUY66	IE		x
Computershare Investor Services (Ireland) Limited	213800SX9HDQAQQ13S85	IE		x
Equita Group S.p.A.	815600CF5C54AA9C0721	IT	x	
Intermonte Partners SIM S.p.A.	8156007125B2DEDD00348	IT	x	x
IW Private Investments SIM S.p.A	815600C2B72391A68F89	IT	x	x
Equita SIM S.p.A	815600E3E9BFB8FAA85	IT		x
Banor SIM SpA	81560098B82936D99096	IT		x
Innovazione Finanziaria SIM S.P.A	815600D3709ED7C8BC19	IT		x
Directa SIM SpA	815600A4DA95C74BB576	IT		x
Consultinvest Investimenti SIM SpA	815600A3B7F4B84AB037	IT		x
Corporate Family Office SIM SpA	815600A451B54F577118	IT		x
Revolut Securities Europe UAB	9845001DE7E84FF54124	LT	x	
UAB FMJ „INVL Financial Advisors	5299005I3MGZVBQXY833	LT	x	
UAB FMJ „Orion securities	549300YCM16J7EW34I61	LT	x	
ATTRAX FINANCIAL SERVICES S.A.	529900UZS8C7UX3B9767	LU	x	x
FIL (LUXEMBOURG) S.A.	2221001FAMMFQUAGXQ13	LU	x	
FUND CHANNEL S.A.	54930078WOWBGVZWS78	LU	x	x
CONVERA EUROPE FINACIAL S.A.	254900ZVWHULE70JAC62	LU	x	
CAPITALATWORK FOYER GROUP S.A.	549300G1S24HHV2HX706	LU		x
FISHER INVESTMENTS LUXEMBOURG	549300D9UJ0JNS5ZNF12	LU		x
AS Mintos Marketplace	213800CDJOF7ZVSKW68	LV	x	x
AS TWINO Investments	984500856AF4DF5FAT57	LV	x	
Dukascopy Europe IBS AS	259400SKTDDROKYI3Y90	LV	x	
Alpha FX Europe Limited	9845005B75F058462A12	MT	x	x
Triton Capital Markets Ltd	549300GVL196DN9P3377	MT	x	
XNT Ltd	635400MMGYK7HLRQGV31	MT	x	
Citco Custody Limited	549300SRZN1EMF77YK89	MT		x
Flow Traders B.V.	549300CLJH9XDH12XV51	NL	x	x
IMC Trading B.V.	213800A1PNS41NG89H87	NL	x	x
Optiver V.O.F.	7245009KRYSAVB2QCC29	NL	x	x
All Options International B.V.	724500J8YXYP7PEQ12	NL		x
BlackRock (Netherlands) B.V.	549300NYKTM6QSCOO42	NL		x
Mn Services Vermogensbeheer B.V.	50APJ35MIXAM2BYI1Z45	NL		x
Lynx B.V.	54930036OH3O15G6JC95	NL		x
Cardano Risk Management B.V.	724500M76LX58E3PW491	NL		x
DSM Pension Services B.V.	5493003N1G9IUYI8BS44	NL		x
Aurés Group B.V.	724500PIOVWPGRWCLC89	NL		x
DOM MAKLEKSKI BANKU OCHRONY SRODOWISKA S.A.	2594003MRRL1L5OVRZ44	PL	x	x
PGE DOM MAKLEKSKI S.A.	259400L4V1Z9YKI4MS63	PL	x	
XTB S.A.	259400AVUPSABLEXNT19	PL	x	x
DOM MAKLEKSKI BDM S.A.	259400I8YOW5HPO1QY82	PL		x
DOM INWESTYCYNJNY XELION SP. Z O.O.	2594004T9A1XU3MELU71	PL		x
IPOPEMA SECURITIES S.A.	259400QHGC6452WLF35	PL		x
MICHAEL/STRÖM DOM MAKLEKSKI SPÓŁKA AKCYJNA	259400CKHRZPKRS5IK67	PL		x
OANDA TMS BROKERS S.A.	259400RAOM21WEVK5140	PL		x
NOBLE SECURITIES S.A.	259400LJC7Y93HGGGK72	PL		x

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ENTITY NAME	LEGAL ENTITY ID	Reporting Country	Remuneration benchmarking (highest consolidated level)	Gender pay gap (individual level)
Q SECURITIES S.A.	259400LRLBVYOPMVUE27	PL		x
TRIGON DOM MAKLECKI S.A.	259400USO5OGU7UO2U17	PL		x
ATRIUM PORTFOLIO MANAGERS - EMPRESA DE INVESTIMENTO S.A.	549300XLHV5OCI7BXT94	PT	x	
Dif Broker - Empresa de Investimento, S.A.	635400QFLA2XIBXSC30	PT	x	
Golden Broker - Empresa de Investimento, SA	259400UJSTOCK9Z0KA73	PT	x	
BT Capital Partners S.A.	254900MNTIHWS1181H67	RO	x	x
Tradeville S.A.	259400JFR7QD2X5HXD67	RO	x	x
Bursa Română de Mărfuri	2594004XQ58NIE1Y444	RO	x	
MFEX Mutual Funds Exchange AB	5493002P1XNBHSSY3Q29	SE	x	x
Nordea Investment Management AB	549300PHQH3Q74O5YT52	SE	x	x
TriOptima AB	213800YD7WP4IMB52K89	SE	x	x
ABG Sundal Collier AB	549300FMOYQCQLVRRP95	SE		x
B & P Fund Services Aktiefbolag	213800FBGFOGDD3MTJ35	SE		x
Brock Milton Capital AB	549300KF5F0XOZQNHP75	SE		x
Formue Sverige Aktiefbolag	549300WITRC4ZLCXEC18	SE		x
JRS Asset Management AB	213800IGL3A63R6G2948	SE		x
Lysa AB	5493009C07FMOBT5C026	SE		x
Optise AB	549300UXRVQ86UT8O386	SE		x
BELEKTRON, svetovanje in trgovina, d.o.o.	549300YE00MPPHROS162	SI	x	
Equito, borznoposredniška družba, d.o.o.	48510004DAWP3SM14538	SI	x	
ILIRIKA borzno posredniška hiša d.d., Ljubljana	529900OSVFQK3XISEQ85	SI	x	
Across Private Investments, o.c.p., a.s.	315700XY3IG5ZUUBD590	SK	x	
International Investment Platform, o.c.p., a.s.	097900BHKR0000084775	SK	x	
PARTNERS INVESTMENTS, o.c.p., a.s.	097900BJFP0000196858	SK	x	
Finax, o.c.p., a. s.	097900BIBX0000131438	SK		x