SUP 16 Annex 33AR Benchmarking Report

		A	B
1.a	Name of institution/group:		
1.b	Reference number of institution/group:		
1.c	Financial year for which remuneration is awarded (Year N)		
1.d	Is this report on behalf of a group?		
1.e	EEA state to which the data relates		
2	Do you wish to submit a Nil return for the country selected?		

Information on remuneration of identified staff

		A Total	B MB Supervisory Function	C MB Management Function	D Investment Banking	E Retail Banking	F Asset Management	G Corporate Functions	H Independent Control Functions	I All other
3	Number of staff (headcount)									
4	Total number of staff (FTE)									
5	Total net profit in year									
6	Total remuneration									
	Of which:									
7	Variable remuneration									

Business Areas

8	Members of management body (headcount)								
9	Number of identified staff (FTE)								
10	Number of identified staff in senior management positions								
11	Total fixed remuneration								
	Of which:								
12	Fixed in cash								
13	Fixed in shares and share-linked instruments								
14	Fixed in other types of instruments								
15	Total variable remuneration								
	Of which:								
16	Variable in cash								
17	Variable in shares and share-linked instruments								
18	Variable in other types of instruments								
19	Total amount of variable remuneration awarded in year which has been deferred								
	Of which:								
20	Deferred variable in cash for year								
21	Deferred variable in shares and share-linked instruments for year								
22	Deferred variable in other types of instruments in year								

Additional information regarding the amount of total variable remuneration

23	Article 450h (iii) CRR - total amount of outstanding deferred variable remuneration awarded in previous periods and not in year								
24	Total amount of explicit expost performance adjustments applied in year for previously awarded remuneration								
25	Number of beneficiaries of guaranteed variable remuneration (new sign-on payments)								
26	Total amount of guaranteed variable remuneration (new sign-on payments)								
27	Number of beneficiaries of severance payments								
28	Total amount of severance payments paid in year								
29	Highest severance payment to a single person in year								
30	Number of beneficiaries of contributions to discretionary pension benefits in year								
31	Total amount of contributions to discretionary pension benefits in year								
32	Total amount of variable remuneration awarded for multi-year periods under programmes which are not revolved annually								

Supplementary information

		A
33	Please indicate the function of all staff who cannot be included in a business area above and are therefore categorised as 'all other'	

Information on identified staff remunerated EUR 1 million or more in year

Total remuneration - payment band:

		A
34	EUR 1 million to below EUR 1.5 million	
35	EUR 1.5 million to below EUR 2 million	
36	EUR 2 million to below EUR 2.5 million	
37	EUR 2.5 million to below EUR 3 million	
38	EUR 3 million to below EUR 3.5 million	
39	EUR 3.5 million to below EUR 4 million	
40	EUR 4 million to below EUR 4.5 million	
41	EUR 4.5 million to below EUR 5 million	
42	EUR 5 million to below EUR 6 million	
43	EUR 6 million to below EUR 7 million	
44	EUR 7 million to below EUR 8 million	
45	EUR 8 million to below EUR 9 million	
46	EUR 9 million to below EUR 10 million	
47	Add further payment bands as appropriate	+