SUP 16 Annex 33AR Remuneration Benchmarking Report

	Currency: EUR	Currency Units: single
GROUP	REPORTING	Α
1	Is this report on behalf of a group	
2	If Yes, list firm reference numbers (FRNs) of all additional firms included in this report	

MAIN DETAILS

Inforn	nation on remuneration of all staff	Α	В	С	D	E	F	G	Н	I
		Total	MB Supervisory Function	MB Management Function	Investment Banking	Retail Banking	Asset Management	Corporate Functions	Independent Control Functions	All others
3	Number of staff (headcount)									
4	Total number of staff (FTE)									
5	Total net profit in year N									
6	Total remuneration									
	Of which									
7	Variable remuneration									
Inform	Information on remunerations of identified staff									
8	Members of management body (headco	unt)								
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 instrum	nents								
14	Fixed in other types of instruments									
15	Total variable remuneration									
	Of which									
16	Variable in cash									
17	Variable in shares and share-linked instr	ruments								

	1			1	1	ı	ı	ı	ı
18	Variable in other types of instruments								
19	Of which					_			_
20	Deferred variable in cash for year N								
21	Deferred variable in shares and share-linked instruments for year N								
22	Deferred variable in other types of instruments in year N								
Addi	tional information regarding the amount of total val	riable remuneratior	า						
23	Article 450 h(iii) CRR – total amount of outstanding deferred variable remuneration awarded in previous periods and not in year N								
24	Total amount of explicit ex post performance adjustments applied in year N 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 N								
29	Highest severance payment to a single person								
30	Number of beneficiaries of contributions to discretionary pension benefits in year N								
31	Total amount of contributions to discretionary pension benefits in year N								
32	Total amount of variable remuneration awarded for multi-year periods under programmes which are not revolved annually								

Infor	Information on identified staff remunerated EUR 1 million or more in year						
	Α		В		С		
33	EUR 1	million to below EUR	EUR 1.5 million				
34	EUR 1.5	million to below EUR	EUR 2 million				
35	EUR 2	million to below EUR	EUR 2.5 million				
36	EUR 2.5	million to below EUR	EUR 3 million				
37	EUR 3	million to below EUR	EUR 3.5 million				

38	EUR 3.5	million to below EUR	EUR 4 million	
39	EUR 4	million to below EUR	EUR 4.5 million	
40	EUR 4.5	million to below EUR	EUR 5 million	
41	EUR 5	million to below EUR	EUR 6 million	
42	EUR 6	million to below EUR	EUR 7 million	
43	EUR 7	million to below EUR	EUR 8 million	
44	EUR 8	million to below EUR	EUR 9 million	
45	EUR 9	million to below EUR	EUR 10 million	
46	Add further p	novement hands as appropriate		
46	•	payment bands as appropriate		
	1 EUR	million to below EUR	million	
	2 EUR	million to below EUR	million	
	3 EUR	million to below EUR	million	
				
			Number of payment bands	to add Add