QUANTITATIVE INFORMATION ABOUT REMUNERATION 2019

1. Remuneration 2019

Fixed and variable remuneration are defined as per guidelines EBA/GL/2015/22. The figures are end of year 2019, in EUR.

1.1 All staff remuneration

	MB Supervisory Function	MB Management Function	Investment Banking	Retail Banking	Asset Management	Corporate functions	Independent control functions	Others
Headcount	9	4	2	9	0	10	9	12
Total number of staff in FTE	9	2,79	2	7,64	0	7,75	6,48	8,49
Total remuneration	30.000,00	720.637,65	158.153,36	970.716,23	0	689.592,32	626.485,77	557.012,41
Of which: variable remuneration	0	95.833,00	0	24.781,00	0	8.000,00	23.000,00	23.865
Number of employees with remuneration over 1 million EUR	0	0	0	0	0	0	0	0
Recruitment fees	0	0	0	0	0	0	55.749,33	0

1.2. Identified staff remuneration

The Bank has determined for 2019 a list of staff, based on qualitative and quantitative criteria set by Delegated Regulation 604/2014 and whose professional activities have a material impact on the risk profile of the Bank.

In total, **24 persons** have been considered as Identified Staff during 2019.

	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other (1)
Members (Headcount)	9	4	2	1	0	4	3	0
Number of identified staff in FTE	9	2,79	2	0,83	0	3,46	2,70	0
Number of identified staff in senior management positions	9	4	0	1	0	4	3	0
Total fixed remuneration (in EUR)	30.000,00	624.804,65	158.153,36	53.272,26	-	473.544,62	344.625,63	-
Of which: fixed in cash	30.000,00	546.883,90	151.831,24	51.384,56	-	455.622,88	320.005,81	-
Of which: fixed in shares and share-linked instruments	1	-	-	1	-	-	-	-
Of which: fixed in other types instruments	1	77.920,75	6.322,12	1.887,70	-	17.921,74	24.619,82	-
Total variable remuneration (in EUR)	0	95.833,00	-	-	-	8.000,00	23.000,00	-
Of which: variable in cash	0	50.000,00	-	-	-	8.000,00	23.000,00	-
Of which: variable in shares and share-linked instruments	1	45.833,00	-	1	-	-	-	-
Of which: variable in other types instruments	-	-	-	-	-	-	-	-
Total amount of variable remuneration awarded in year N which has been deferred (in EUR)	-	-	-	-	-	-	-	-
Of which: deferred variable in cash in year N	-	-	-	-	-	-	-	-
Of which: deferred variable in shares and share-linked instruments in year N	-	-	-	-	-	-	-	-

Of which: deferred variable in other types of instruments in year N	-	-	-	-	-	_	-	-
Art 450 h(iii)CRR; total amount of outstanding deferred variable remuneration awarded in previous periods and not in year N (in EUR)	-	-	-	-	-	-	-	-
Total amount of explicit ex post performance adjustment applied in Year N for previously awarded remuneration (in EUR)	-	-	-	-	-	-	-	-
Number of beneficiaries of guaranteed variable remuneration (new sign on payments)	-	-	-	-	-	-	-	-
Total amount of guaranteed variable remuneration (new sign on payments) (in EUR)	-	-	-	-	-	-	-	-
Number of beneficiaries of severance payments	-	1	-	-	-	-	-	-
Total amount of severance payments paid in year N (in EUR)	-	50.000,00	-	-	-	-	-	-
Art 450 h(v) Highest severance payment to a single person (in EUR)	-	50.000,00	-	-	-	-	-	-
Number of beneficiaries of contributions to discretionary pension benefits in year N	-	-	-	-	-	-	-	-
Total amount of discretionary pension benefits (in EUR) in year N	-	-	-	-	-	-	-	-
Total amount of variable remuneration awarded for multi-year periods under programmes which are not revolved annually (in EUR)	-	-	-	-	-	-	-	-