

## 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



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)	-	-	-	-	-	-	-	-