## **QUANTITATIVE INFORMATION ABOUT REMUNERATION 2020**

## 1. Remuneration 2020

Fixed and variable remuneration are defined as per guidelines EBA/GL/2015/22. The figures are end of year 2020, 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	5	3	3	9	0	7	10	11
Total number of staff in FTE	4,05	2,75	2,125	6,638	0	6,17	7,06	8,94
Total remuneration	30.000,00	703.755,09	178.020,49	864.971,34	0	608.650,59	677.223,84	559.159,85
Of which: variable remuneration	0	134.439,54	8.000,00	12.500,00	0	15.000,00	30.000,00	16.113,15
Number of employees with remuneration over 1 million EUR	0	0	0	0	0	0	0	0
Recruitment fees	0	0	0	0	0	18.293,13	0	0

## 1.2. Identified staff remuneration

The Bank has determined for 2020 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, **16 persons** have been considered as Identified Staff during 2020.

	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other (1)
Members (Headcount)	5	3	0	1	0	4	3	0
Number of identified staff in FTE	4,05	2,75	0	1	0	4	3	0
Number of identified staff in senior management positions	5	3	0	0	0	4	3	0
Total fixed remuneration (in EUR)	30.000,00	569.315,55	-	-	-	450.318,17	367.006,19	-
Of which: fixed in cash	30.000,00	456.975,70	-	63.392	-	429.916,27	340.400,06	-
Of which: fixed in shares and share-linked instruments	-	-	-	-	-	-	-	-
Of which: fixed in other types instruments	-	112.339,85	-	2.753,70		20.401,90	26.606,13	-
Total variable remuneration (in EUR)	0	134.439,54	-	-	-	15.000	8.000,00	-
Of which: variable in cash	0	0	-	-	-	15.000	8.000,00	-
Of which: variable in shares and share-linked instruments	-	134.439,54	-	-	-	-	-	-
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)	-	-	-	-	-	-	14000	-
Art 450 h(v) Highest severance payment to a single person (in EUR)	-	-	-	-	-	-	14000	-
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)	-	-	-	-	-	-	-	-