

## QUANTITATIVE INFORMATION ABOUT REMUNERATION 2018

### 1. Remuneration 2018

Fixed and variable remuneration are defined as per guidelines EBA/GL/2015/22. The figures are end of year 2018, 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	7	4	4	10	2	16	10	18
Total number of staff in FTE	7	3,66	2,84	8,91	1,63	8,77	6,46	11,26
Total remuneration	43.723,75	697.755,72	294.804,50	1.050.843,29	196.909,50	737.788,17	602.565,13	740.888,03
Of which: variable remuneration	0	30.000	62.451	40.024	0	35.862,88	21.012,16	12.000
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	0	0

#### 1.2. Identified staff remuneration

The Bank has determined for 2018 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, **23 persons** have been considered as Identified Staff during 2018.



