

## QUANTITATIVE INFORMATION ABOUT REMUNERATION 2021

### 1. Remuneration 2021

Fixed and variable remuneration are defined as per guidelines EBA/GL/2021/04. The figures are end of year 2021, 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	4	3	3	10	0	10	11	11
Total number of staff in FTE	4	2.67	2.16	7.69	0	6.9	6.7	8.67
Total remuneration	30,000.00	651,092.86	170,412.24	934,280.32	0	701,307.33	624,503.94	593,111.76
Of which: variable remuneration	0	107,281.00	8,000.00	15,500.00	0	19,000.00	16,000.00	26,000.00
Number of employees with remuneration over 1 million EUR	0	0	0	0	0	0	0	0
Recruitment fees	0	0	0	0	0	21,157.34	34,515.00	0

## 1.2. Identified staff remuneration

The Bank has determined for 2021 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, **18 persons** have been considered as Identified Staff during 2021.

	MB Supervisory function	MB Management function	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All other (1)
Members (Headcount)	4	3	1	1	0	6	3	0
Number of identified staff in FTE	4.05	2.67	1	0.75	0	4	2.33	0
Number of identified staff in senior management positions	4	3	0	0	0	6	3	0
Total fixed remuneration (in EUR)	30,000.00	637,954.31	103,557.39	57,929.75	-	508,550.27	278,362.80	-
Of which: fixed in cash	30,000.00	543,811.86	99,560.93	55,397.65	-	487,155.87	253,033.76	-
Of which: fixed in shares and share- linked instruments	-	-	-	-	-	-	-	-
Of which: fixed in other types instruments	-	94,142.45	3,996.46	2,532.10	-	21,394.40	25,329.05	-
Total variable remuneration (in EUR)	0	107,281.00	8,000.00	4,000.00	-	15,000	6,000.00	-
Of which: variable in cash	0	107,281.00	8,000.00	4,000.00	-	15,000	6,000.00	-

Of which: variable in shares and share-linked instruments	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-
Total amount of severance payments paid in year N (in EUR)	-	-	-	-	-	-	-	-
Art 450 h(v) Highest severance payment to a single person (in EUR)	-	-	-	-	-	-	-	-
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 revoked annually (in EUR)	-	-	-	-	-	-	-	-