Addiko Bank

Disclosure Report 2021

pursuant to Article 450
of the Capital Requirements Regulation (CRR)

Disclosure pursuant to Article 450 CRR

Remuneration policy and practices

The Nomination and Remuneration Committee as a committee of the Group Supervisory Board of Addiko Bank AG oversees and recommended changes to the Renumeration policy of Addiko Bank AG in 2022 in accordance with sections 29 and 39c Austrian Banking Act (BWG).

The Committee deals with issues relating to succession planning, supports the Supervisory Board with the preparation of proposals to the General Assembly for filling of vacancies on the Supervisory Board level, recommends diversity targets as well as balanced skills, experience, size, composition, and performance of the members of the corporate bodies. Furthermore, remuneration matters including variable remuneration and resolutions that have an impact on the Bank 's risk and how they will be managed.

Group HR provides the documents and data required for monitoring of the remuneration policy and remuneration practices. These are presented to the members of the respective committee. Furthermore, GHR advises the Group Management Board on remuneration matters.

The risk management function assists in and informs on the definition of suitable risk-adjusted performance measures (including ex post adjustments), as well as it assesses how the variable remuneration structure affects the risk profile and culture of the Bank. The risk management function validates and assesses risk adjustment data.
Without prejudice to the tasks of the Nomination and Remuneration Committee, the Credit and Risk Committee must examine whether incentives provided by the remuneration policies and practices take into consideration Bank's risk, capital and liquidity and the likelihood and timing of earnings.

The compliance function analyses how the remuneration policy affects the Bank’s compliance with legislation, regulations, internal policies and risk culture and should report all identified compliance risks and issues of non-compliance to the management body, both in its management and supervisory functions. The findings of the compliance function are always considered by the supervisory function during the approval, review procedures and oversight of the remuneration policy.

The Group Internal Audit function provides an independent review of the design, implementation and effects of the Bank’s remuneration policies on its risk profile. The Group Internal Audit function performs the central review of the compliance with the regulation, group policies, procedures and internal rules, while all Addiko Group companies should perform the independent review on an individual basis.

The Nomination and Remuneration Committee met in 2021 10 times. External consultants were not used for areas of the remuneration framework in 2021.

The Scope of the Remuneration framework can be described as follows:

- At Addiko Group, remuneration is generally prescribed by the Addiko Group Remuneration Policy. For the members of the Group’s Management Board it is additionally elaborated in the Remuneration Policy of Addiko Bank AG’s Management Board (“*Vergütungspolitik des Vorstandes der Addiko Bank AG*“), while for the members of the Group’s Supervisory Board it is additionally elaborated in the Remuneration Policy of Addiko Bank AG’s Supervisory Board (“*Vergütungspolitik des Aufsichtsrates der Addiko Bank AG*”).
- Design and development of remuneration and its alignment with the legal frameworks, regulatory guidelines and the strategic direction of the Group’s material business activities are part of a continuous process. For example, in 2021 the Group Remuneration Policy was revised and consolidated following ECB advice.
- In 2021 Remuneration committees continued to serve as committees that support the local Supervisory Boards of the subsidiary banks. The Group Remuneration Policy is locally implemented in all Addiko Bank subsidiaries where Group standards are monitored by these committees as well as by the local Supervisory and Management Boards, also supported by the local human resources and audit units.

The remuneration system is aligned to the Bank’s long-term business strategy so that it includes the overall business strategy and quantified risk tolerance levels with a multi-year horizon. Variable remuneration serves to remunerate achievements by directly linking pay to performance (Group, Bank and individual performance). It also serves to motivate staff members to pursue the targets and interests of the Bank and enables them to participate in its success.

All variable remuneration schemes are flexible enough to be able to be reduced, even to zero if results turn out to be negative or the competent supervising authority requires so.
If the capital requirements are not fulfilled at year-end of the respective performance year, the basic condition is not met, which triggers the knockout criteria. This means that annual variable remuneration for respective year will not be activated and that no bonus will be paid out in the respective year (new bonus as well as deferred instalments due to in the respective year).

Revisions to the Group Remuneration Policy in 2021

In accordance with regulatory requirements, the Group Remuneration Policy must be revised at least once a year or upon regulatory change. Group HR recommended the changes while the Group Management Board, the Nomination and Remuneration Committee and the Supervisory Board of Addiko Bank AG reviewed and approved the remuneration policy and the changes twice in 2021.

An overview of the changes that were made, the impact that these changes had on remuneration as well as the reasons for those changes are described below.

In 2021, several regulations impacting the Group Remuneration Policy entered into force including the CRD V, the revised EBA guidelines on sound remuneration policies and the Regulatory Technical Standards for identified staff. In addition, the ECB provided specific recommendations related to the remuneration framework. These were also reflected in the changes. The changes made to the Policy were as follows:

1) Gender equality:
   - Introduction of the principle of equal pay for male and female employees for equal work or work of equal value, as well as explicitly stating that this Policy is a gender-neutral remuneration policy;
2) Increasing deferred variable remuneration thresholds:
   - Changing the value threshold for deferring variable remuneration – the threshold is increased from 30,000 EUR to 50,000 EUR;
3) RTS on Identified Staff:
   - Provisions on criteria for the identification of staff which defines the rules, conditions, methods and procedures for the identification of all staff members whose professional activities have a material impact on the Addiko Bank's risk in accordance with the RTS on Identified Staff
4) Variable remuneration & CRD V
   - Variable remuneration not based on performance criteria (e.g. Retention bonuses) and severance payments – adjusting the wording to the stipulations from the revised EBA Guidelines and CRD V documents
5) The ECB's recommendations related to Remuneration
   - Clarity on knock out criteria, bonus pool definition and distribution were added to the Policy, reflecting the recommendations received from the ECB in 2021.
6) Strengthening the performance management culture;
   - Improvements to the Performance Management cycle providing detailed guidance on areas related to target setting, performance evaluations, performance ratings, calculation of annual bonus for staff/employees/management board members.
   - Revisions related to the description of the Performance Acceleration Incentive Framework (PAIF) variable incentive scheme
7) Linking Risk Management to Variable Remuneration
   - Clarity was given in the description of the criteria used for performance measurement and ex ante and ex post risk adjustment as well as on the remuneration of internal control functions ensuring they are remunerated independently of the businesses they oversee.
   - Further clarity in the description of criteria applied for the award of guaranteed variable remuneration and severance payments.

Criteria for the identification of staff

The process of identification of staff in Addiko Banks is based on the Regulatory Technical Standards on criteria to define managerial responsibility and control functions, a material business unit and a significant impact on its risk profile, and categories of staff whose professional activities have a material impact on an institution's risk profile (EBA/RTS/2020/05), the Articles 92 & 94 of Directive 2013/36/EU (the Capital Requirements Directive – CRD), the Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 and EBA Guidelines on sound remuneration policies under Directive 2013/36/EU.

In accordance with the above regulations, it is considered that employees have a material impact on the risk profile of the Bank if the quantitative and / or qualitative criteria specified in the Regulatory Technical Standards are met.

For the purpose of determining identified employees at the beginning of the current financial year on the basis of quantitative criteria, the Bank considers the total cash and non-cash benefits granted to the employee in the previous business year, regardless of when these benefits were paid or will be paid.

The Bank periodically updates the process of identifying identified staff, at least in terms of qualitative criteria. Employees identified on the basis of qualitative criteria for a period of at least three months in a business year are considered to be identified workers for that business year.

In 2021, 236 employees on overall Addiko Group level were defined as Identified Staff (9.5% of total staff).

Fixed remuneration

The main parameters for determining the amount of fixed remuneration are:
- Statutory and collective remuneration regulations
- Group remuneration policy
- The Remuneration Policy of the Management Board of Addiko AG
- Job or role performed and job grading as defined in the Group Job Grading Policy
- Position within the Bank (hierarchy levels, assuming corporate responsibility, assessing past performance)
- Basic remuneration in line with market rates and the specific role (fulfilment is assessed by benchmarks)

Variable remuneration

Following the transposition of the European Banking Authority's CEBS Guidelines on Remuneration Policies and Practices into national law in Section 39b Austrian Banking Act (BWG), including the associated annex, the holding Bank created a bonus policy in line with legal requirements and implemented it throughout the entire Addiko Group.

Corporate success is measured using defined performance and risk indicators. The staff member's individual performance is assessed via a MBO and/or performance evaluation process.

Performance management contributes to the effective management of individuals in order to achieve high levels of organizational performance. The Performance Management process is conducted on an annual basis, and it includes the following:
1. Target Setting
2. Ongoing Performance Communication during the year
3. Annual Performance Review
4. Evaluation, i.e., Performance Calibration and
5. Communication of Overall Performance Appraisal Rating and Remuneration

Targets for Management Board Members are defined in individual scorecards allowing for the assessment of individual results in the annual performance cycle. Targets are set as a balanced combination of quantitative / financial targets and discretionary / non-financial targets, with the total weighting of 100%. The individual scorecard is balanced and ensure that objectives are aligned with the business strategy, within the risk appetite and risk management framework of the Bank.

Quantitative targets are based on budget and include targets from the following categories:
- Business transformation (number of customers with active performing loan in focus area, focus revenue growth, …)
- Risk (Non-performing exposures / NPE ratio, Non-performing loans / NPL stock, Net NPL migration ratio, …)
- Efficiency (Cost Income Ratio / CIR, Operating expenses / OPEX, Operating result / NBI - OPEX, Return on equity / ROE, …)
- Financial performance (Net profit, Profit after Tax, …)

The specific targets are set for each business year. For each quantitative/financial target, the precise indica-tors (KPIs) for low (Floor), targeted (Target) and high (Cap) performance achievement are defined. The calculation of KPIs for quantitative targets is prepared by the CFO / financial controlling, risk management and other relevant functions. Final confirmation of those KPIs is done by the Supervisory Board. Discretionary/non-financial targets are defined on the basis of business performance and the specific requirements placed on the Management Board and include, for example, team leadership skills, successful completion of business segment reporting, support for the Group-wide digital transformation, strengthening the risk culture.

The individual targets of employees are derived from the Bank's goals and the goals set for the corresponding organizational unit. They are compliant with the values prescribed in the Code of Business Conduct and Ethics as well as with regard to the specifics of the job. Individual targets encourage employees to become more involved and to have an extraordinary performance.

Target setting follows the guidelines explained below:

- Individual targets for employees in Control Functions reflect primarily the performance of their own function (to minimize potential conflicts of interest)
- B1 level Managers will have 30% of their individual annual performance targets assigned as Corporate Targets. The Management Board is defining the Corporate Targets at the beginning of each business year
- For all employees, at least 10% of individual targets should be based on Addiko values and behaviours, corporate culture and Code of Business Conduct and Ethics.

The prerequisite for fulfilling the performance criteria is the documented achievement of targets, with financial and non-financial or quantitative and qualitative staff and departmental targets having been agreed.

When calibrating performance, the following aspects are also taken into consideration:

- Managerial skills,
- collaboration with internal users,
- Compliance (regulatory compliance, internal audit findings, penalties, protection of interests and consumer rights).

The potential amount of the variable remuneration depends on the job / function performed by the employee and is capped at a maximum amount.

A bonus is understood as the last step of the performance management process where performance-related remuneration compliments the fixed remuneration.

The annual bonus is determined considering three factors: Target bonus (defined by function and annual base salary), Company Success Factor (Group / Country performance) and Individual Performance.

Maximum ratio of the variable to fixed remuneration component

Each Addiko Bank shall set in its remuneration policy explicit maximum ratio(s) on the variable component in relation to the fixed component of remuneration. This maximum ratio must be set for the different relevant categories of staff whose professional activities have a material impact on the risk profile of the Bank. The maximum balance between fixed and variable remuneration should be set in a sufficiently granular way.

In all cases, the separation between the fixed and variable components must be absolute. There must be no leakage between these two components.

The variable remuneration component shall not exceed 100 % of the fixed component of the total remuneration for each individual. Any Addiko legal entity may set a lower maximum per-centage, but also can propose to shareholders to approve a higher maximum level of the ratio between the fixed and variable components of remuneration, provided that the overall level of the variable component does not exceed 200% of the fixed component of the total remuneration for each individual. Such exceptions can be justified if they do not harm the maintaining of a solid capital base for the Bank especially in terms of compulsory own funds requirements and should be endorsed by Group HR and Group Compliance and recommended by the Group Nomination and Remuneration Committee and Group Supervisory Board and approved by the General Assembly. Further specific local law approval and reporting requirements have to be observed.

The mix of fixed and variable remuneration for control function personnel should be weighted in favour of fixed remuneration. If they receive variable remuneration, this part should be based on function-

specific objectives and should not be determined by the individual financial performance of the business area they monitor.
A more conservative approach is applied to control functions and the upper limit of variable remuneration is set at one third of the total annual remunerations, so that the individual maximum amount of variable remuneration never exceeds 50% of the individual's annual fixed remuneration.

There were no employees in the Addiko Group who were granted performance driven variable remuneration for 2021 in the amount higher than the fixed remuneration for that year.

Effective risk management

When determining the variable remuneration pools or individual awards, the Bank considers a full range of current and potential (unexpected) risks associated with the activities undertaken. Performance measures used in setting the remuneration pool may not fully or adequately capture risks undertaken, thus, ex-ante adjustments can be applied to ensure that the variable remuneration is fully aligned with the risks undertaken. The Bank uses quantitative and qualitative measures for their risk adjustment process. When assessing risk and performance, both current and future risks that are taken by the staff member, the business unit, the Bank and Group as a whole, into account.

Ex-post risk adjustments of variable remuneration are used as a response to the actual risk outcomes of the employee`s actions or the changed circumstances. Such ex-post risk adjustment is an explicit risk alignment mechanism through which the Bank is able to adjusts remuneration of the employee by means of Malus arrangement or Claw back clauses. In addition, the Remuneration policy promotes effective risk management and does not encourage risk taking that exceeds the regulated / tolerated risk level. All variable schemes are consistent with the Bank's Internal Capital Adequacy Assessment Process (ICAAP) and with the company's individual liquidity adequacy assessment.

Addiko Bank's remuneration system is consistent with and it promotes effective risk management. In addition, any scheme for variable remuneration should be consistent with the Bank's Internal Capital Adequacy Assessment Process (ICAAP) and with the Bank's individual liquidity adequacy assessment.

Addiko Banks must consider the risk associated with its remuneration system with regard to its possible impact on its capital base on a consolidated and sub-consolidated basis.

Therefore, Banks have to include the impact of variable remuneration - both upfront and deferred amounts - in their capital planning and in their overall capital assessment process, taking into account their current capital position. The guidance on process shall be provided by the respective Group units.

The total variable remuneration awarded by a Bank shall not limit the ability of the Bank to maintain or restore a sound capital base in the long term. When assessing if the capital basis is sound, the institution should consider its overall own funds and in particular the Common Equity Tier 1 capital, the capital requirement, including the combined capital buffer requirement, the leverage ratio buffer requirement and the minimum requirement for own funds and eligible liabilities, as well as any capital add on and the re-strictions on distributions.

For the ex-post risk adjustment analysis on variable remuneration pay out for 2021, Addiko has identified the following indicators as relevant for identification of ex-post risk adjustment:
1. Inflow into Non-Performing Exposures (NPE Inflow)
2. Non–Performing Exposure Ratio (NPE ratio)
3. Coverage of Non-Performing exposure with provisions (NPE Coverage Ratio)

Those indicators are recognized and tracked in recovery plan and within the Addiko Group Risk Appetite Framework. Indicators show the impact of management and sales activities in previous periods on the amount of risk the Bank has assumed within its portfolio and are constantly compared to predefined thresholds enabling constant tracking if the risk is above the limits bank is prepared to assume. The thresholds observed are also communicated to supervisor, and their calibration is also commented upon by supervisor, as well as under focus of shareholders and other stakeholders.

The material level of ex-post risk adjustment would have been reached if, for mentioned indicators, amber level recovery plan threshold would have been breached for more than 6 months, or if red level threshold would have been breached for more than 3 months.

Such a long term (or in case the months are not consecutive, often occurring) breach would indicate structural weakness of the portfolio which reflects managerial decisions, as opposed to a short term or rarely occurring breach which might be caused by temporary volatility of results under influence of idiosyncratic impact.

Such breaches of amber or red thresholds on the Group level were not recognized in 2021, therefore there is no indication for need of ex-post risk adjustment for deferred payouts.

In addition to the ex-post risk assessment, the assessment of impact of variable remuneration pay out for each business year on capital adequacy is performed. Such analyses are identifying the effects of variable remuneration payout out for 2021 on the capital adequacy from regulatory/normative (Pillar I) and internal/economic (Pillar 2) perspective.

Generally, as the remuneration payout costs are part of the budgeted costs, they are also part of regular capital planning and forecasting process and their impact is evaluated ex ante (during budgeting process).

For 2021, considering the highest possible impact of ABS CHF law, payout of budgeted and provisioned variable remuneration amount would not bring the capital adequacy bellow the thresholds covering both minimums, including both mandatory and not mandatory components (P2R, OCR, P2G, Management Steering Buffer).

Variable remuneration payout model

Based on currently valid regulation stipulated in the preamble, a value threshold for deferring Bonus has been defined. Having considered the risk profile and the nature of the credit business of the Addiko Bank, variable remuneration amount, calculated as the sum of all variable components of remuneration in a given performance year, shall be deferred if:
- the total variable remuneration is equal or higher than € 50.000 or
- the total variable remuneration exceeds 1/3 (one third) of the individual's annual fixed remuneration

In case that local regulation is stricter in any of above stated thresholds, the combination of more strict thresholds is applied.

The variable remuneration defined for 2021 consists of a payment of 50% in cash and a payment of 50% in company shares or financial instruments as follows:

(i) In the first half of the following financial year, an employee is entitled to a variable remuneration instalment amounting to 60% of the total variable remuneration, payable half in cash and half in company shares or financial instruments. The first cash instalment will be paid as soon as possible after the end of the financial year for which the employee was rewarded (at the latest by the end of the first half of Y+1). At the same time, the employee shall receive the other half of the bonus instalment in company shares or financial instruments, for which a retention period of one year is prescribed.

(ii) The remaining 40% of the total variable remuneration will be deferred and paid out and distributed proportionally over a period of 5 years (8% per year) in the following manner:
   - The second instalment corresponds to 8% of the calculated total variable remuneration and is paid in company shares or financial instrument as soon as possible after the end of the first financial year (at the latest by the end of the first half of Y+2). A retention period of 1 year is prescribed for the company shares or financial instrument.
   - The third, fourth and fifth instalments represent 8% of the total variable remuneration and are payable half in cash (4%) and half in company shares or financial instrument (4%). The cash instalments are paid as soon as possible after the end of the second / third / fourth financial year (at the latest by the end of the first half of Y+3 / Y+4 / Y+5). According to the same scheme, the other half is to be paid out in company shares or financial instrument, with a retention period of one year for each instalment.
   - The sixth instalment is equivalent to 8% of the total variable remuneration and we will pay it in cash as soon as possible after the end of the fifth financial year (at the latest by the end of the first half of Y+6).

If, exceptionally, the total variable remuneration amount exceeds EUR 150,000, 60% of the total variable remuneration amount is reserved and paid out pro rata over a period of 5 years as follows:

(i) In the first half of the following financial year, an employee is entitled to a variable remuneration instalment amounting to 40% of the total variable remuneration, payable half in cash and half in company shares or financial instruments. The first cash instalment will be paid as soon as possible after the end of the financial year for which the employee was rewarded (at the latest by the end of the first half of Y+1). At the same time, the employee shall receive the other half of the bonus instalment in company shares or financial instruments, for which a retention period of one year is prescribed.

(ii) The remaining 60% of the total variable remuneration will be deferred and paid out and distributed proportionally over a period of 5 years (12% per year) in the following manner:
- The second instalment corresponds to 12% of the calculated total variable remuneration and is paid in company shares or financial instrument as soon as possible after the end of the first financial year (at the latest by the end of the first half of Y+2). A retention period of 1 year is prescribed for the company shares or financial instrument.
- The third, fourth and fifth instalments represent 8% of the total variable remuneration and are payable half in cash (6%) and half in company shares or financial instrument (6%). The cash instalments are paid as soon as possible after the end of the second / third / fourth financial year (at the latest by the end of the first half of Y+3 / Y+4 / Y+5). According to the same scheme, the other half is to be paid out in company shares or financial instrument, with a retention period of one year for each instalment.
- The sixth instalment is equivalent to 12% of the total variable remuneration and we will pay it in cash as soon as possible after the end of the fifth financial year (at the latest by the end of the first half of Y+6).

For the 2021 variable remuneration cycle, the company shares will be used in Addiko Bank AG in Austria, while financial instruments will be used in Addiko Bank d.d. in Slovenia, Addiko Bank d.d. in Croatia and Addiko Bank a.d. Banja Luka.

Capital Requirements Regulation (CRR), Article 450, ANNEX XXXIII

Template EU REM1 - Remuneration of the Identified Staff awarded for the financial year

	Management body in its supervisory function (SB)	Management body in its management function (EB)	Senior Management	Other Identified Staff	Total
FIXED REMUNERATION					
Total number of members of SB and EBM (Headcount)	17	22			39
Total number of identified staff (FTE)	17	22	116	81	236
Total fixed remuneration (incl. Benefits)	**€ 898.324**	**€ 5.362.634**	**€ 8.839.442**	**€ 3.483.674**	**€ 18.584.074**
of which: cash-based	*€ 898.324*	*€ 5.362.634*	*€ 8.839.442*	*€ 3.483.674*	*€ 18.584.074*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
VARIABLE REMUNERATION					
Number of members of SB and EBM (Headcount) who received a variable remuneration	0	24			24
Number of identified staff (FTE) who received a variable remuneration			111	61	172
Total variable remuneration (including variable remuneration which has been deferred)	**€ 0**	**€ 4.712.480**	**€ 1.413.631**	**€ 350.976**	**€ 6.477.087**
of which: cash-based	*€ 0*	*€ 3.776.656*	*€ 1.390.189*	*€ 350.976*	*€ 5.517.821*
of which: shares or equivalent ownership interests	*€ 0*	*€ 348.502*	*€ 0*	*€ 0*	*€ 348.502*
of which: other instruments	*€ 0*	*€ 587.322*	*€ 23.442*	*€ 0*	*€ 610.764*
Total amount of variable remuneration which has been deferred	**€ 0**	**€ 2.248.876**	**€ 119.329**	**€ 0**	**€ 2.368.205**
of which: cash-based	*€ 0*	*€ 1.861.388*	*€ 109.952*	*€ 0*	*€ 1.971.340*
of which: shares or equivalent ownership interests	*€ 0*	*€ 195.236*	*€ 0*	*€ 0*	*€ 195.236*
of which: other instruments	*€ 0*	*€ 192.252*	*€ 9.377*	*€ 0*	*€ 201.628*
Total remuneration	**€ 898.324**	**€ 10.075.114**	**€ 10.253.073**	**€ 3.834.650**	**€ 25.061.161**

Template EU REM2 - Special payments to Identified Staff

	Management body in its supervisory function (SB)	Management body in its management function (EB)	Senior Management	Other Identified Staff	Total
Number of beneficiaries of guaranteed variable remuneration (sign-on/contractual payments)	0	4	1	0	5
Total amount of guaranteed variable remuneration (sign-on / contractual payments)	**€ 0**	**€ 1.385.000**	**€ 15.000**	**€ 0**	**€ 1.400.000**
of which: guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	*€ 0*	*€ 0*	*€ 15.000*	*€ 0*	*€ 15.000*
Number of beneficiaries of severance payments awarded during the financial year (termination of employment contract)	0	1	2	0	3
Total amount of severance payments awarded during the financial year (termination of employment contracts)	**€ 0**	**€ 161.503**	**€ 27.036**	**€ 0**	**€ 188.540**
of which: paid during the financial year	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: deferred	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: severance payments paid during the financial year, that are not taken into account in the bonus cap	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: highest severance payment to a single person	*€ 0*	*€ 161.503*	*€ 19.607*	*€ 0*	*€ 161.503*
Severance payments awarded in previous periods, that have been paid out during the financial year - Number of staff	0	0	1	0	1
Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	€ 0	€ 0	€ 3.950	€ 0	€ 3.950
Number of beneficiaries of contributions to discretionary pension benefits	0	0	0	0	0
Total amount of contributions to discretionary pension benefits	€ 0	€ 0	€ 0	€ 0	€ 0
Total amount of variable remuneration awarded for multi-year periods under programmes which are not revolved annually	€ 0	€ 0	€ 0	€ 0	€ 0

Template EU REM3 - Deferred remuneration

	Management body in its supervisory function (SB)	Management body in its management function (EB)	Senior Management	Other Identified Staff	Total
Total amount of outstanding deferred variable remuneration awarded in previous years	**€ 0**	**€ 4.370.337**	**€ 500.656**	**€ 4.060**	**€ 4.875.053**
of which: cash-based	*€ 0*	*€ 4.022.312*	*€ 434.243*	*€ 4.060*	*€ 4.460.615*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*€ 348.025*	*€ 66.412*	*€ 0*	*€ 414.437*
Total amount of outstanding deferred variable remuneration awarded in previous years (due to vest in the financial year)	**€ 0**	**€ 1.382.148**	**€ 135.279**	**€ 1.015**	**€ 1.518.442**
of which: cash-based	*€ 0*	*€ 1.214.164*	*€ 107.189*	*€ 1.015*	*€ 1.322.368*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*€ 167.985*	*€ 28.090*	*€ 0*	*€ 196.074*
Total amount of outstanding deferred variable remuneration awarded in previous years (vesting in subsequent financial	**€ 0**	**€ 2.988.189**	**€ 365.377**	**€ 3.045**	**€ 3.356.611**
of which: cash-based	*€ 0*	*€ 2.808.149*	*€ 327.054*	*€ 3.045*	*€ 3.138.248*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*€ 180.040*	*€ 38.322*	*€ 0*	*€ 218.363*
Total amount of explicit "ex post" performance adjustment for remuneration awarded in previous years	**€ 0**	**-€ 5.853**	**-€ 1.901**	**€ 0**	**-€ 7.754**
of which: cash-based	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*-€ 5.853*	*-€ 1.901*	*€ 0*	*-€ 7.754*
Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	**€ 0**	**€ 1.663.438**	**€ 165.869**	**€ 1.015**	**€ 1.830.322**
of which: cash-based	*€ 0*	*€ 1.334.659*	*€ 107.189*	*€ 1.015*	*€ 1.442.863*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*€ 328.779*	*€ 58.680*	*€ 0*	*€ 387.459*
Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods	**€ 0**	**€ 288.480**	**€ 28.090**	**€ 0**	**€ 316.569**
of which: cash-based	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: shares or equivalent ownership interests	*€ 0*	*€ 0*	*€ 0*	*€ 0*	*€ 0*
of which: other instruments	*€ 0*	*€ 288.480*	*€ 28.090*	*€ 0*	*€ 316.569*

Template EU REM4 - Remuneration of 1 million EUR or more per year

EUR	Total number of identified staff
1 000 000 to below 1 500 000	2
1 500 000 to below 2 000 000	
2 000 000 to below 2 500 000	
2 500 000 to below 3 000 000	
3 000 000 to below 3 500 000	
3 500 000 to below 4 000 000	
4 000 000 to below 4 500 000	
4 500 000 to below 5 000 000	
5 000 000 to below 6 000 000	
6 000 000 to below 7 000 000	
7 000 000 to below 8 000 000	

Template EU REM5 - Information on remuneration of Identified staff by business area

	Management body			Busines areas						
	Management body in its supervisory function (SB)	Management body in its management function (EB)	Total Management body	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	All Other	Total
Total number of identified staff										**236**
of which: members of the MB	17	22	**39**							
of which: other senior management				0	27	0	62	19	8	
of which: other identified staff				0	19	0	42	14	6	
Total remuneration of identified staff	**€ 898.324**	**€ 10.075.114**	**€ 10.973.438**	**€ 0**	**€ 3.318.674**	**€ 0**	**€ 7.750.687**	**€ 2.112.720**	**€ 905.643**	**€ 25.061.161**
of which: variable remuneration	*€ 0*	*€ 4.712.480*	*€ 4.712.480*	*€ 0*	*€ 479.654*	*€ 0*	*€ 979.319*	*€ 247.436*	*€ 58.197*	*€ 6.477.087*
of which: fixed remuneration	*€ 898.324*	*€ 5.362.634*	*€ 6.260.958*	*€ 0*	*€ 2.839.019*	*€ 0*	*€ 6.771.367*	*€ 1.865.284*	*€ 847.445*	*€ 18.584.074*