

## **Addendum to Disclosures 2022 (Under Pillar 3)**

- **Template 39: EU REM 1 - Remuneration awarded for the 2022 financial year (Article 450 (1)(h)(i) and (ii) of the CRR)**
- **Template 41: EU REM 3 – Deferred remuneration (Article 450 (1) (h) (iii) and (iv) of the CRR)**
- **Template 43: EU REM 5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) (Article 450 (1)(g) of the CRR)**

**Template 1: EU REM 1 – Remuneration awarded for the 2022 financial year**  
*(Article 450 (1)(h)(i) and (ii) of the CRR)*

			a	b	c	d
			MB Supervisory function	MB Management	Other senior management	Other identified staff
1	<b>Fixed remunera tion</b>	Number of identified staff	7	4	25.00	10.00
2		Total fixed remuneration	<b>614,153.43</b>	<b>2,615,301.76</b>	<b>3,705,663.02</b>	<b>688,066.58</b>
3		Of which: cash-based	614,153.43	2,369,287.60	3,479,839.84	667,091.26
7		Of which: other forms		246,014.16	225,823.18	20,975.32
9	<b>Variable remunera tion</b>	Number of identified staff	0	4	25.00	10.00
10		Total variable remuneration		<b>1,909,608.00</b>	<b>1,712,920.87</b>	<b>160,966.66</b>
11		Of which: cash-based		954,804.00	1,193,095.37	160,966.66
12		Of which: deferred		337,684.80		
EU-13a		Of which: shares or equivalent ownership interests		954,804.00	519,825.50	
EU-14a		Of which: deferred		763,843.20	415,860.40	
17	<b>Total remuneration (2 + 10)</b>		<b>614,153.43</b>	<b>4,524,909.76</b>	<b>5,418,583.89</b>	<b>849,033.24</b>

**Template 2: EU REM 3 – Deferred remuneration**  
*(Article 450 (1)(h)(iii) and (iv) of the CRR)*

		a	b	c	d	e	f	EU – g	EU – h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
7	<b>MB Management function</b>	<b>5,395,446.10</b>	<b>881,580.91</b>	<b>4,513,865.19</b>			<b>2,958,901.19</b>	<b>772,800.03</b>	<b>1,722,906.50</b>
8	Cash-based	2,697,723.05	440,790.46	2,256,932.59				440,790.46	
9	Shares or equivalent ownership interests	2,697,723.05	440,790.46	2,256,932.59			2,958,901.19	332,009.57	1,722,906.50
13	<b>Other senior management</b>	<b>551,321.41</b>	<b>97,988.08</b>	<b>453,333.34</b>			<b>247,310.63</b>	<b>85,043.57</b>	<b>142,408.90</b>
14	Cash-based	285,071.41	58,404.75	226,666.67				58,404.74	
15	Shares or equivalent ownership interests	266,250.00	39,583.33	226,666.67			247,310.63	26,638.83	142,408.90
25	<b>Total amount</b>	<b>5,946,767.51</b>	<b>979,568.99</b>	<b>4,967,198.53</b>			<b>3,206,211.82</b>	<b>857,843.59</b>	<b>1,865,315.40</b>

**Template 3: EU REM 5 – Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)**  
(Article 450 (1)(g) of the CRR)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										46
2	Of which: members of the MB	7	4	11							
3	Of which: other senior management				2	4		8	4	7	
4	Of which: other identified staff				1	2		2	4	1	
5	Total remuneration of identified staff	614,153.43	4,524,909.76	5,139,063.19	579,574.15	850,144.32	0.00	2,055,261.92	1,068,044.36	1,714,592.38	11,406,680.32
6	Of which: variable remuneration	0.00	1,909,608.00	1,909,608.00	194,620.00	235,240.00	0.00	584,451.00	325,929.86	533,646.67	3,783,495.53
7	Of which: fixed remuneration	614,153.43	2,615,301.76	3,229,455.19	384,954.15	614,904.32	0.00	1,470,810.92	742,114.50	1,180,945.71	7,623,184.79

Note: The document is a correction to 2022 Disclosures (Pillar 3) to ensure alignment of the data reporting methodology for the number of employees reported in templates EU REM 1, EU REM 3 and EU REM 5 with the Guidelines on the benchmarking exercises on remuneration practices, the gender pay gap and approved higher ratios under Directive 2013/36/EU. **As a result, templates EU REM 1, EU REM 3 and EU REM 5 in the document 2022 Disclosures (Pillar 3) shall not apply.**