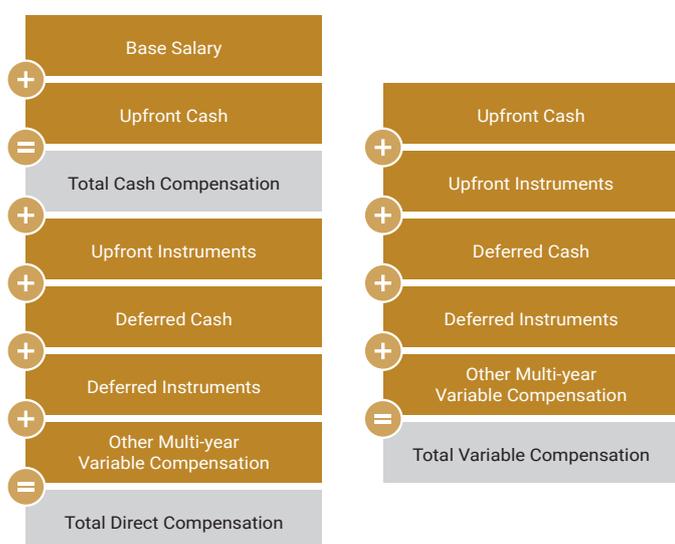


## European Banking Compensation Disclosure Standard CRD IV/EBA (EBDS)

### Introduction

Current European regulation for financial institutions aims to ensure sustainable risk adjusted compensation by balancing long term variable and fixed compensation. The Banking Standard establishes a common ground for cross-country and cross-company comparison of Executive Directors pay in the banking sector. This transparent methodology guarantees the highest possible level of comparability between financial institutions underlying regulatory requirements in accordance with CRD IV and EBA.

#### Executive Directors only



Additional compensation elements reported:  
fixed compensation, special benefits

### Compensation Elements reported under EBDS

In general, compensation elements reported reflect payout values due to activities in the respective fiscal year, i.e. base salary or fixed compensation paid out for the fiscal year. Variable compensation is differentiated by the performance period, type of delivery vehicle and time of vesting. Our report reflects the following values:

#### Fixed Compensation

##### Base Salary

Includes all contractually agreed on non-revocable compensation components paid regardless of the individual or business performance. May also include additional pay allowances in cash or equity that are classified as fixed compensation in accordance with the regulatory requirements.

#### Fixed Compensation

May in addition to the base salary and possible pay allowances include proportionate regular pension contributions, pension allowances or other benefits that are without consideration of any performance measures and are classified as fixed compensation in accordance with the regulatory requirements. The amount of so defined fixed compensation is the relevant value for the regulatory limitation of the ratio between variable and fixed components of compensation.

#### Variable Compensation

##### Upfront Cash

Includes the immediately paid out portion of variable compensation based on a performance period of one or more than one year in cash.

##### Upfront Instruments

Includes immediately awarded instruments (e.g. real or virtual shares) with an additional holding period but immediate vesting.

##### Deferred Cash

Includes deferred payments in cash that are delayed and do not vest for a certain period of time and are paid out after explicit ex-post risk adjustments.

##### Deferred Instruments

Includes deferred payments in instruments (e.g. real or virtual shares) which are delayed and do not vest for a certain period of time and are paid out after explicit ex-post risk adjustments and an additional holding period.

##### Other Multi-year Variable Compensation

Includes additional variable compensation elements based on a performance period of more than one year that are granted without any link to paid out compensation, e.g. performance share plans (please see glossary for definition of plan types). If a plan is not granted annually, but upfront for a multi-year period, the grant value is distributed over this period and the pro-rated value shown for each year.

#### Other

##### Special Benefits

Includes benefits related to position entry or leave, i.e. sign-on bonuses, severance payments, change-in-control payments or non-competition payments. Those are shown but not included in the calculation of direct compensation.