

Updating of remuneration indicators under Section 7 and Section 8, „German Ordinance governing supervisory requirements for remuneration systems of institutions“ (InstitutsVergV)

Remuneration report 2011 pursuant to InstitutsVergV, part 2



Aareal Bank

Updating of remuneration indicators under Section 7 and Section 8, „German Ordinance governing supervisory requirements for remuneration systems of institutions“ (InstitutsVergV)

Having presented the main features of the Management Board remuneration system in the 2011 Remuneration report in accordance with InstitutsVergV, part I, the remuneration indicators are updated below pursuant to sections 7 and 8 InstitutsVergV for 2011: Reference is made here to the Remuneration report for 2010. It described in detail the unaltered remuneration system of the so-called Risk Takers. Regarding the composition, tasks and organisational involvement of the bank's Remuneration Committee, which likewise remain unchanged, reference is made here to the 2010 Remuneration report, too.

The Remuneration reports are published on the Internet on the Aareal Bank AG home page.

Remuneration information under Section 7 InstitutsVergV: all employees¹

The disclosure under Section 7 InstitutsVergV includes the remuneration for all staff¹ for 2011 and is made below for Aareal Bank AG and for its subsidiaries as defined under Section 10a of the German Banking Act, where these are subject to InstitutsVergV.

	Structured Property Financing	Consulting/ Services	Total
€ mn			
Total remuneration	92.48	12.40	104.88
of which:			
fixed remuneration	65.80	10.35	76.15
of which:			
variable remuneration for 2011	26.68	2.05	28.73
No. of beneficiaries	(831)	(168)	

¹ Excluding the Management Board of Aareal Bank AG (see here annual report 2011, p. 199 ff.)

Remuneration information under Section 8 (3) InstitutsVergV: Risk Taker²

In 2011, a total of 51 employees were employed as Risk Takers at Aareal Bank AG and in its subsidiaries as defined in Section 10a of the German Banking Act³.

		Total
€ mn		
1)	Total remuneration	22.12
	No. of beneficiaries	(51)
	of which: fixed remuneration	9.60
	of which: variable remuneration	12.52
	of which: disbursed amount	5.75
	of which: foreshadowed but not yet disbursed amount that depends on the sustainable profitability of the bank and is paid out after a deferral period of two years following on the origination of the claim	2.16
	of which: foreshadowed and deferred components of the variable remuneration, extended over the deferral period of at least three years	4.61
	of which: component granted as Restricted Cash Award	2.31
	of which: component granted as Restricted Virtual Share Award	2.31
	of which: Components of the variable remuneration that depend on the bank's sustainable profitability	4.47
	Component of variable remuneration reduced by penalty-triggering events (malus provisions)	0.00
2)	Guaranteed remuneration at commencement of an employment contract ⁴	0.00
	No. of beneficiaries	(0)
3)	Payments at termination of employment contract ⁵	0.72
	No. of beneficiaries	(2)

²⁾ Excluding the Management Board of Aareal Bank AG (see here annual report 2011, p. 199 ff.)

³⁾ Of these, 49 risk takers are in Structured Property Financing and only two in Consulting/Services. Hence pursuant to Section 26a (2) of the German Banking Act, remuneration information at the segment level has been waived for reasons of confidentiality.

⁴⁾ Including payments on the basis of guarantee commitments

⁵⁾ The highest individual sum within the cited total sum is € 0.55 mn

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