

3 Financial and non-financial performance indicators

The key performance indicators form the basis for setting financial targets and control parameters. Specifically, the following targets and control parameters are planned and continuously monitored in a target/actual comparison:

- Number of asset managers
- Number of clients
- Assets under custody
- Deposit volume
- Transactions
- Customer Lombard lending business
- Cost-income ratio
- Number of employees

In accordance with standard cost accounting, deviations from the expected overall result can be broken down into individual items in the income statement. In conjunction with the performance indicators mentioned above, it is possible to identify and analyze the causes of deviations (volume/price deviations) at an early stage and initiate control measures.

The planned performance indicators are listed in detail in the sections on the earnings, financial, and asset situation (2.3.1, 2.3.2, and 2.3.3) and in the following section on the forecast report (4.1).

At the end of 2024, V-BANK employed 161 people (including the Executive Board) (previous year: 141). Of these, 133 were full-time and 28 were part-time employees. There were a total of 35 new hires and 15 departures during the year. On average, two employees were on parental leave or maternity leave and two were in partial retirement. In addition to a fixed salary, our employees' remuneration includes a variable component that is based on the overall bank targets and an individual target agreement with the employee. Specialists and managers are treated equally in this regard. For the management and other selected employees at management level, there is a virtual share option program from 2023 (Virtual Share Option Program).