

## Compliance Table

### Guidelines on the Remuneration Benchmarking Exercise

Based on information supplied by them, the following competent authorities comply or intend to comply with:  
EBA Guidelines EBA/GL/2012/04 on the Remuneration benchmarking Exercise published on 27 July 2012

Member State		Competent authority	Complies or intends to comply	Comments
BE	Belgium	National Bank of Belgium	Yes	
BG	Bulgaria	Bulgarian National Bank	Yes	
CZ	Czech Republic	Česká Národní Banka	Yes	
DK	Denmark	Finanstilsynet	Yes	
DE	Germany	BaFin	Yes	

EE	Estonia	Finantsinsektsioon	Yes	
IE	Ireland	Central Bank of Ireland	Yes	
EL	Greece	Bank of Greece	Yes	
ES	Spain	Banco de Espana	Yes	
FR	France	Authorite de Control Prudential	Yes	
IT	Italy	Banca d'Italia	Yes	
CY	Cyprus	Central Bank of Cyprus	Yes	
LV	Latvia	Finansu un Kapitāla tirgus Komisija	Yes	
LT	Lithuania	Lietuvos Bankas	Yes	
LU	Luxembourg	Commission de Surveillance du Secteur Financier	Yes	
HU	Hungary	Penzugyi Szervezetek Allami Felugyelete	Yes	
MT	Malta	Malta Financial Services Authority	Yes	
NL	Netherlands	De Nederlandsche Bank	Yes	For 2010 DNB complies in part

AT	Austria	Finanzmarktaufsicht	Yes	
PL	Poland	Komisja Nadzoru Finansowego	Partial	The guidelines will not be applied as regards data collection for 2010 and 2011.
PT	Portugal	Banco de Portugal	Yes	
RO	Romania	National Bank of Romania	Yes	
SI	Slovenia	Banka Slovenije	Yes	
SK	Slovakia	Národná Banka Slovenska	Yes	
FI	Finland	Finanssivalvonta	Yes	
SE	Sweden	Finansinspektionen	Yes	
UK	United Kingdom	Financial Services Authority (UK)	Yes	
		Financial Services Commission (Gibraltar)	Yes	
<b>EEA-EFTA State<sup>1</sup></b>		<b>Competent authority</b>	<b>Complies or intends to comply</b>	<b>Comments</b>
IS	Iceland	Fjármálaeftirlitið		No voluntary notification received
LI	Liechtenstein	Finanzmarktaufsicht	Yes	

<sup>1</sup> EEA-EFTA State competent authorities are not currently required to confirm compliance with EBA guidelines and recommendations. This table is based on information provided on a voluntary basis.

---

NO	Norway	Finanstilsynet	Yes
----	--------	----------------	-----

### Notes

Article 16(3) of the EBA Regulation requires national competent authorities to inform us whether they comply or intend to comply with each guideline or recommendation we issue. If a competent authority does not comply or does not intend to comply it must inform us of the reasons. We decide on a case by case basis whether to publish reasons.

The EBA endeavours to ensure the accuracy of this document, however, the information is provided by the competent authorities and, as such, the EBA cannot accept responsibility for its contents or any reliance placed on it.

For further information on the current position of any competent authority, please contact that competent authority. Contact details can be obtained from our website ([www.eba.europa.eu](http://www.eba.europa.eu)).