Annexes

Annex I – Core business statistics

Key performance indicators (KPIs)

Priority: Finalising the Basel III implementation in the EU

KPI

	Indicator	Weight	Short description
A	Number of technical standards, guidelines, reports delivered	100%	Number of technical standards, guidelines and reports delivered on time stemming from implementation of the CRD6 / CRR3 / BRRD3

Source of information KPI A: EBA work programme monitoring tool and annual report.

In relation to KPI A the EBA delivered 29 technical standards, guidelines and reports compared to 41 indicated as planned in the 2023 work programme. While some items had to be postponed, delayed or cancelled for various, valid reasons – often outside of the EBA's control - the tables in section 1.4. show 24 additional deliverables for activities 1-6 and 11, which brings the achievement rate to 82%.

Priority: Running an enhanced EU-wide stress test

KPI

Indicator	Weight	Short description	Target	Achievements

A	Validation of ECB Net Fee and Commission Income (NFCI) and Net Interest Income (NII) models	25%	NFCI and NII to be validated by EBA and NCAs for possible use as top-down in 2023 stress test	100%	100%
B	Publication of Stress Test results	75%	Covers running actual stress test, methodological updates and publication of results	100%	100%

Source of information KPI A, KPI B: EBA work programme monitoring tool and publications

Regarding the KPIs, the following should be noted:

KPI A: Validation of ECB Net Fee and Commission Income (NFCI) and Net Interest Income (NII) projections for use as top-down models for possible use as top-down in the 2023 stress test took place in February 2023.

KPI B: The 2023 EU-wide stress test was run from January 2023, with results published in July 2023.

Priority: Putting data at the service of stakeholders

KPI

	Indicator	Weight	Short description	Target	Achievements
A	Launch of dissemination portal	40%	Project to develop infrastructure for dissemination of data and analysis also in light of preparing for the Pillar 3 data hub	100%	100%
B	Data Point Model ReFit	30%	Implementation of new improved Data Point Model	100%	100% Developed but implemented in 2024-2025

	Indicator	Weight	Short description	Target	Achievements
C	Digital Regulatory Reporting (DRR) tools	30%	Completion of first phase of new DRR tools to support efficient creation and maintenance of the data dictionary related with reporting requirements (data modelling, validations and transformations, the data exchange formats generation)	100%	100%.

Source of information KPI A: launch of the portal for use by EBA users and competent authorities; KPI B: Publication of DPM 2.0 standard in June and publication of implementation plan in October 2023; KPI C: Launch of DPM studio late 2023.

Regarding the KPIs, the following should be noted.

KPI A: EDAP was launched for internal users and competent authorities in 2023.

KPI B: DPM 2.0 standard was launched in H1 2023. Implementation started in 2023 by launching a DPM quality review. The EBA will issue technical packages with DPM 2.0 starting from H2 2024, with transitional use until the end of 2025.

KPI C: The first version of the DPM Studio tool was launched in 2023.

Priority: Delivering on digital finance and MiCAR/DORA mandates

KPIs

	Indicator	Weight	Short description	Targe
A	Percentage of mandates under MiCA to be submitted to the EC in 2024 and to be consulted on in 2023	35%	Under current assumption, EBA will be mandated to deliver to the EC approx 20. TS and GLs in 2024.	100%
B	Percentage of mandates under DORA published and submitted to the EC in 2023	35%	Under current assumption, DORA will confer 13 TS and GLs joint mandates on the ESAs, of which 5 are to be delivered in 2023	100%
C	Operational readiness to take up new tasks in relation to DORA and MiCA	10 %	The EBA may be given new tasks as part of the DORA and MiCA proposals and should be ready to take up tasks (supervision/oversight and etc.) effectively and efficiently	EBA is implen operat readin

	Indicator	Weight	Short description	Targe
D	Number of thematic publications, incl. opinions or reports provided to the EC and NCAs to build knowledge, promote convergence, and identify regulatory gaps or obstacles relating to financial innovation	10%	The EBA has a mandate to monitor Innovations and regularly issues recommendations to NCAs and/or the EC	Up to 2 thema publica (opinio report
E	Percentage of reviewed and quality verified training curriculum of the Digital Finance Academy's to ensure it is tailored to the competent authorities' needs	10%	The EBA, together with ESMA and EIOPA, will guide and steer development of the Academy's training curriculum to ensure it is tailored to the competent authorities' needs	100%

Source of information: KPI A, B: and D: EBA work programme monitoring tool and publications, KPI C: DORA /MiCAR milestones tracker, .KPI E: Internal ESA report to DG Reform.

Regarding the KPIs, the following should be noted.

KPI A: for the 20 mandates for technical standards and guidelines the EBA delivered consultation papers in accordance with the planning – as revised to reflect the later-than-expected finalisation of MiCAR – with only one mandate having been postponed to the extent that the initial timeline was indicative (as MiCAR had not yet been finalised) and had

to be reviewed and agreed between the ESAs. This amounts to an achievement rate of 95%.

KPI B: for the 13 mandates for technical standards and guidelines the EBA delivered in accordance with the planning 4 final draft RTS, 4 CPs for draft RTS, 1 final draft ITS, 1 CP for draft ITS and 2 CPs for draft guidelines. This amounts to an achievement rate of 100%.

KPI C: in respect of the operational readiness to take up tasks (supervision/oversight etc.) effectively and efficiently the implementation of the plan is fully on track.

KPI D: the EBA published in 2023 the report on the stocktake on BigTech direct financial services provision in the EU[1] and the joint ESAs report on innovation facilitators[2].

KPI E: review and quality verification of training curriculum of the SDFA has been completed in accordance with the SLA.

Priority: Enhancing capacity to fight money laundering and terrorist financing in the EU

KPIs

Indicator	Weight	Short description	Target	Achievements

C	Capacity to identify, analyse and disseminate information on ML/TF risks	25%	EBA will identify, assess and disseminate information about ML/TF risks based on, inter alia, information from the European reporting System for material CFT/AML weaknesses (EuReCA). EBA will also publish the 4th Opinion on ML/TF risk under Art 6(5) of the AMLD	Analysis and dissemination of information in EuReCA, ad hoc and upon reasoned request 1 opinion	Achieved 2 opinions

D	Contributing to the implementation of a holistic approach to tackling financial crime	25%	EBA will deliver mandates under the 2022 Fund Transfers Regulation. It will also continue its work on de-risking and access to the financial system	Up to 4 guidelines or amendments to existing guidelines	Achieved
E	Effective AML/CFT supervision – number of implementation and thematic reviews	30%	EBA will assess competent authorities' approaches to AML/CFT supervision, with bilateral feedback and action points. It will also monitor AML/CFT colleges	1 thematic review; up to 4 implementation reviews	Achieved

F	Preparing for the smooth transfer of powers to AMLA	20%	EBA will prepare to hand over those aspects of its work that relate exclusively to AML/CFT and that will fall within AMLA's remit	Transition plan	Execution of plan on track

Source of information: KPIs C, D and E: EBA work programme monitoring tool and publications; KPI F: internal project plan.

Regarding the KPIs, the following should be noted.

KPI C: to support its capacity to identify, analyse and disseminate information on ML/TF risks the EBA published its fourth Opinion on money laundering and terrorist financing risks across the EU[3] and its third staff-led review of competent authorities' approaches to tackling money laundering and terrorist financing (ML/TF) risks in the banking sector[4].

KPI D: in terms of its contribution to the implementation of a holistic approach to tackling financial crime, the EBA delivered, in accordance with the planning mandates under the 2022 Fund Transfers Regulation, two final sets of guidelines and two CPs for draft guidelines, and as part of its work on de-risking one final set of guidelines and an amendment to existing guidelines. This amounts to an achievement rate of 100%.

KPI E: as part of efforts to achieve effective AML/CFT supervision the EBA published: a report on money laundering and terrorist financing (ML/TF) risks associated with EU payment institutions[5] and also its third report on the functioning of anti-money laundering and countering the financing of terrorism (AML/CFT) colleges[6] which covers the thematic review; as well as the third staff-led implementation report and implementation reviews of 11 CAs in 5 MS as part of the fourth and final round.

KPI F: the execution of the project plan to prepare for the smooth transfer of powers to AMLA is on track (see section 1.1.5 for further details).

Priority: Implementing the environmental, social and governance (ESG) roadmap

KPIs

	Indicator	Weight	Short description	Targ
A	Contribution to the Renewed Sustainable Finance Strategy	60%	Number of ESG related technical standards, GL, reports and responses to CfA stemming from the mandates in the CRD, CRR, IFD, IFR and from the renewed Sustainable Finance Strategy of the EC delivered on time	80%
B	Implementation of one-off fit-for-55 climate risk scenario analysis	40%	Preliminary work on the one-off fit-for-55 climate risk scenario analysis in accordance with the renewed Sustainable Finance Strategy of the EC	Devel of cli one-o 55 cli risk s analy

Source of information: KPI A and KPI B: EBA work programme monitoring tool and publications.

NB: KPI B was adopted after the finalisation of the 2023 Work programme.

Regarding the KPIs, the following should be noted.

- KPI A: the EBA delivered seven ESG-related mandates. Only one of the reports was indicated in the 2023 planning, the remaining deliverables were either based on the newly proposed draft mandates, or requested by the Commission later. The mandates delivered in 2023 included one final draft RTS developed jointly with ESMA and EIOPA ,

one draft set of guidelines, two reports and two responses to Calls for Advice from the Commission. Most of the products were delivered within the requested timelines; only one joint final draft RTS was delivered after the deadline, which was due to controversies related to the issues covered by the RTS.

- KPI B: the implementation of the one-off Fit-for-55 climate risk scenario analysis is on track, with the data collection launched in December 2023.

Annex II – Budgetary and financial management

Revenue

The EBA Founding Regulation stipulates that the revenues of the Authority shall consist, in particular, of:

- obligatory contributions from national public authorities competent for the supervision of financial institutions;
- a subsidy from the European Union;
- any fees paid to the Authority in the cases specified in the relevant instruments of the Union law.

Furthermore, Article 20 of the Financial Regulation enables the EBA to collect other external and internal assigned revenue used to finance specific items of expenditure.

Comparison of revenues received in 2023 vs 2022

Revenues	2023 *A*	2022 *B*	2023 vs 2
EUR	**%**		
C = A – B	*D = C / B*		
EU Contribution	**19 428 306**	**18 685 999**	**742 307**

Revenues	2023 *A*	2022 *B*	2023 vs 2
Contributions from NCAs	**32 453 924**	**31 054 015**	**1 399 909**
• from EU NCAs	31 479 332	30 121 462	1 357 870
• from EFTA NCAs	974 592	932 553	42 039
Contributions from host Member State	**575 000**	**575 000**	**-**
DG REFORM funding for EU SDFA	**214 772**	**44 682**	**170 090**
Miscellaneous revenues	**401 041**	**737 110**	**- 336 069**
TOTAL REVENUES	**53 073 043**	**51 096 806**	**1 976 237**

Expenditure

In 2023, the EBA reached a budget execution rate of 97.4% (or EUR 51 683 951) on all revenues received. The budget execution was impacted by having a lower-than-planned number of temporary and contract agents, a lower number of guidelines being sent for translation than had been planned for, and several IT projects that were either cancelled or postponed to 2024.

Comparison of total appropriations committed at the end of the year in 2023 vs 2022

Title	2023 *A*	2022 *B*	2023 vs 2

EUR	**%**		
C = A – B	*D = C / B*		
I: Staff expenditure	34 084 796	31 376 172	2 708 624
II: Administrative expenditure	11 790 977	11 057 016	733 961
III: Operational expenditure	5 808 178	7 720 921	- 1 912 743
TOTAL	**51 683 951**	**50 154 109**	**1 529 842**

Budget execution of 2023 funds by chapter

Title and chapter	Budget appropriations	Total Commitments	Total Payments	
	Voted	**Assigned**	**Total**	**EUR**
	A	*B*	*C=A+B*	*D*
I: Staff expenditure	**34 242 930**	**176 602**	**34 415 532**	**34 084**
11 Staff in active employment	32 156 886	165 969	32 322 855	32 148
12 Expenditure relating to staff management and recruitment	600 479		600 479	529 78

Title and chapter	Budget appropriations	Total Commitments	Total Payments	
13 Mission expenses, travel and incidental expenses	98 846	2 422	101 268	86 202
14 Socio-medical infrastructure	783 279	4 211	787 491	749 89
15 Training	455 940		455 940	426 34
17 Representation expenses, receptions and events	147 500		147 500	144 12
II: Administrative expenditure	**12 076 721**	**50 264**	**12 126 985**	**11 790**
20 Rental of building and associated costs	4 247 063		4 247 063	4 235 1
21 Information and communication technology	6 672 846		6 672 846	6 504 8
23 Current administrative expenditure	709 682	42 345	752 027	624 27
24 Postage and telecommunications	48 000	7 919	55 919	42 688
25 Information and publishing	399 130		399 130	384 06

Title and chapter	Budget appropriations	Total Commitments	Total Payments	
III: Operational expenditure	**6 352 351**	**178 175**	**6 530 526**	**5 808 1**
31 General operational expenditure	2 283 962	3 407	2 287 369	1 875 0
32 IT expenses for operational purposes	4 068 389	174 768	4 243 157	3 933 1
Total	**52 672 002**	**401 041**	**53 073 043**	**51 683**

Budget outturn

The budget outturn of EUR 1 080 883 was driven primarily by underspend of EUR 1 005 089 on the 2023 budget, with a further EUR 71 989 generated by cancellation of commitments carried over from 2022.

Cancellation of commitment and payment appropriations for the reporting year

The 2023 budget year was characterised initially by constraints on spending as a result of higher-than-expected salary indexation and general inflation. As the year went on, these constraints eased as the number of TA and CA hitting the budget was 5-10 % below target. At the end of the year, a number of planned guideline translations were delayed resulting in further appropriations going unused.

Cancellation of commitment and payment appropriations carried over

One hundred and eight commitments were carried over from 2022. The EBA decommitted 1.1 % of the value of commitments carried over i.e., EUR 71 989 from a total of EUR 6 322 359

Budget outturn for 2021-2023

	2021	2022
Reserve from the previous years' surplus (+)	339 610	467 881
Revenues actually received (+)	49 681 484	50 628 924
Payments made (-)	-41 873 122	- 43 982 57
Carry-over of appropriations (-)	-7 298 331	- 7 059 468
Cancellation of appropriations carried over (+)	86 867	124 390
Adjustment for carry-over of assigned revenue appropriations from previous year (+)	63 153	166 169
Exchange rate differences (+/-)	-3 200	- 2 982
Adjustment for negative balance from previous year (-)	-	-
Total (draft) surplus	**996 461**	**342 343**

Budget transfers

In 2023, the EBA processed 27 budget transfers, of which 6 included transfers between titles. All of the transfers between titles were below the 10% threshold that would have required MB approval.

Budget transfer statistics

Year	No of transfers	Comments

	Within the same title	Between titles	Total	
2023	21	6	27	All transfers between titles were below the 10% threshold
2022	16	7	23	All transfers between titles were below the 10% threshold
2021	13	14	27	All but two transfers between titles were below 10% threshold

A summary per budget chapters of the budget amendments and transfers made in 2023 is available in the table below.

Budget amendments and transfers per chapter

Title and chapter	Voted budget *A*	Amendments *B*	Transfe *C*
Title 1 Staff expenditure	**33 515 237**	**23 080**	**704 613**
11 Staff in active employment	29 575 823	-103 423	275 265
11.33 Employer's pension contributions	2 280 771	128 450	-
12 Expenditure relating to staff management and recruitment	387 948	-1 009	213 540
13 Mission expenses, travel and incidental expenses	34 518	-	64 328

Title and chapter	Voted budget	Amendments	Transfe
	A	***B***	***C***
14 Socio-medical infrastructure	819 737	-938	-35 520
15 Training	406 940	-	49 000
17 Representation expenses, receptions and events	9 500	-	138 000
Title 2 Administrative expenditure	**12 319 866**	**-18 318**	**-224 827**
20 Rental of building and associated costs	4 148 361	-14 197	112 899
21 Information and communication technology	7 112 580	-4 121	-435 613
23 Current administrative expenditure	654 295	-	55 387
24 Postage and telecommunications	48 000	-	-
25 Information and publishing	356 630	-	42 500
Title 3 Operational expenditure	**6 842 451**	**-10 314**	**-479 786**
31 General operational expenditure	2 914 712	-10 314	-620 436
32 IT expenses for operational purposes	3 927 739	-	140 650
Total	**52 677 553**	**-5 552**	**-**

Chairperson and Executive Director expenses

Mission, representation and other expenses in accordance with Articles 11 to 15 of Annex VII to the Staff Regulations amounted to EUR 9 581 for the Chairperson and EUR 6 166 for the Executive Director.

Transaction processing

The tables below show the volume and value of commitments and payments processed in 2023 compared to 2022, irrespective of the source of funding. This includes any commitments (decommitments) and payments related to the budget appropriations carried over from the previous year (C5 and C8).

Commitments (including all fund sources, top-ups and decommitments)

Commitments	2023	2022	Movem
Volume	841	659	182
EUR	52 436 316	50 223 023	2 213 29
Average value	62 350	76 211	-13 861

Payments (on all fund sources, including carry forward)

Payment orders	2023	2022	Movem
Volume	1 320	1 201	119
EUR	54 370 627	50 824 175	3 456 45
Average value	41 190	42 318	-1 128

The figures above include batch payments (referred to as mass payment load (MPL). The EBA uses MPL for payments to:

- staff: for salaries and allowances, for missions reimbursements, and for contributions including the home office contribution and public transport contribution;
- SNE and trainees: of monthly allowances and travel allowances.

The table below provides more data on these batch payments. They have contributed to a significant workload increase, as the supporting documentation for each of the individual payments contained within an MPL is subject to ex-ante control.

Payments by mass payment load (MPL) excluding staff salaries and SNE/trainee allowances

	2023	2022	Movem
Number of MPL	51	32	19
Total number of individual payments	609	315	294
Total value	194 443	86 167	108 276

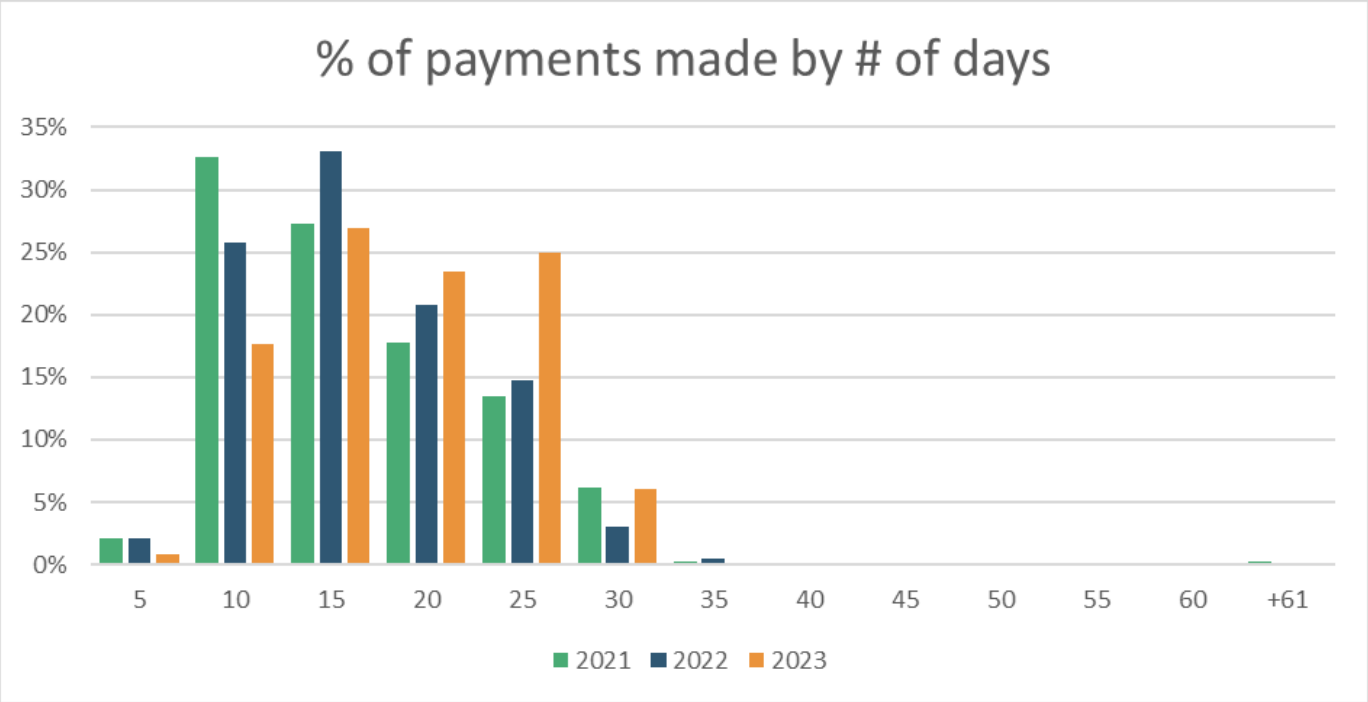
Recovery orders

Recovery orders	2023	2022	Movem
Volume	123	108	15
EUR	54 754 731	53 199 170	1 525 70
Average value	445 136	492 585	-47 698

Supplier invoices – payment timing

The figure below compares payment timing in 2023 with previous years, by block of five days. In 2023, 19 % of payment requests were paid within 10 days and 27% of payment requests paid in the period 10-15 days after reception. These payment times are slower than was seen in 2022, due to two main factors: the EBA was dealing with an overall increase in transaction volumes, while Finance operated for the full year short one and a half FTE.

Payment timing statistics 2021-2023



In 2023, the EBA paid only two invoices after the due date. This is an improvement on 2022, particularly given the increase in the number of invoices paid. However, on one of these invoices (from the European Commission) the EBA was required to pay late payment interest of EUR 607. This is the first late payment interest paid by the EBA since 2013.

Invoice processing statistics

	2023	2022	2021
Total number of invoices paid	869	802	751
Late registration (> 7 days)	16	3	9

	2023	2022	2021
Invoices paid after the deadline (nr.)	2	5	5
Invoices paid after the deadline (%)	0.0	0.6	0.7
Average time to pay (days)	13	15	15
Number of suspended invoices	99	87	79
Average payment suspension (days)	26	42	32

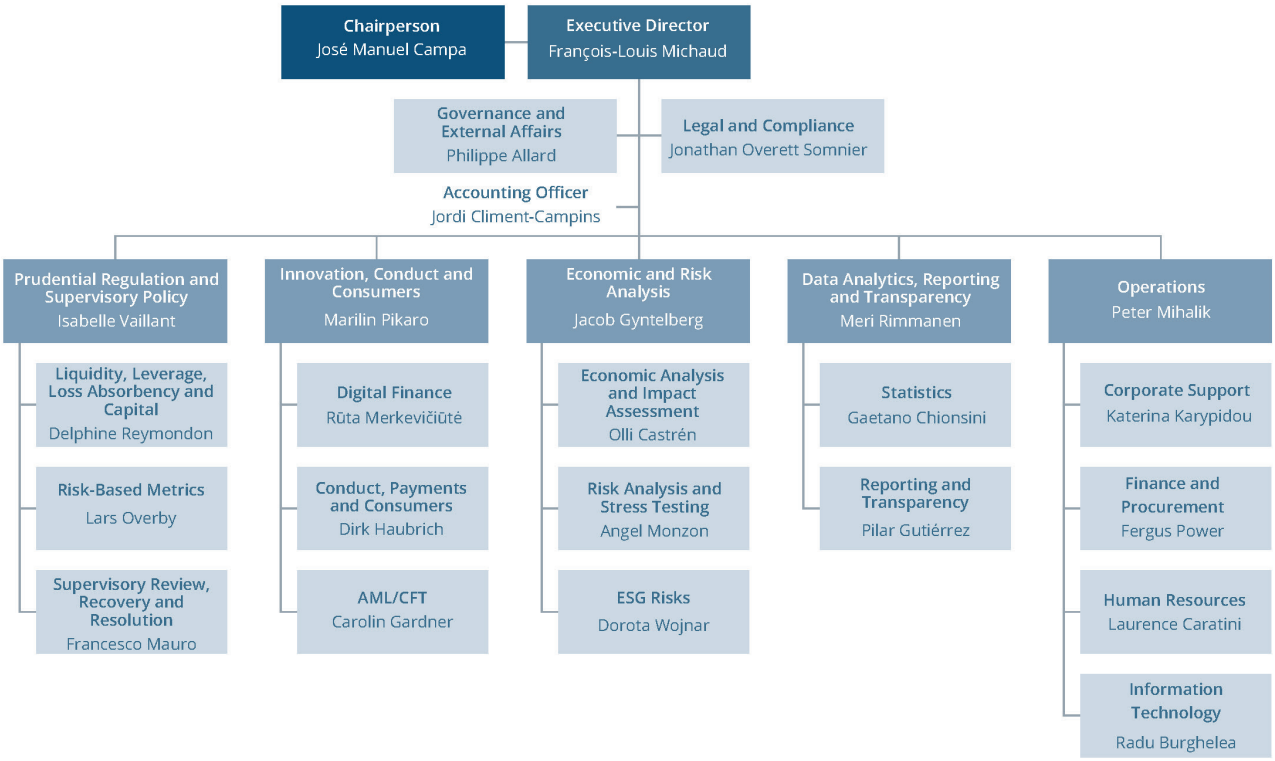
When the EBA receives an invoice that is incorrect, not in accordance with the underlying contract, or where clarification is required, the EBA has the option of 'suspending' it in the accounting system (ABAC). This pauses the payment time clock, so that the suspended invoice does not go past its due date while the issue is being resolved. Finance keeps a measure of this because such invoices drive an increase in workload for staff that have to spend time trying to resolve the issue.

Legality and regularity indicators (linked to paragraph 2.3.3 of the report)

Indicator	2023	202
Stage 1: Procurement		
Number of planned procedures cancelled	1	1
Number of procedures > EUR 15,000 where only one or no offers were received	3	3
Average number of requests for clarification regarding tender specifications	8	20

Indicator	2023	202
Number of ‘valid’ complaints or of litigation cases filed	Zero	Zero
Number of companies excluded from participation in public procurement/awarding	Zero	Zero
Stage 2: Financial transactions		
Number/amount of liquidated damages due to delays in the implementation of the work	Zero	Zero
Number of transactions ‘refused for correction’ (all transactions, not only procurement) - Commitments - Payments - Recovery orders	 115 (14%) 175 (13%) 11 (9%)	 72 (1 74 (6 11 (1
Step 3: Supervisory measures		
Ex post control: % of transactions controlled by: - volume - value	 2.5 % 2.0 %	 1.2 % 3.0 %

Annex III - Organisation chart (31 December 2023)



Annex IV – Establishment plan and additional information on human resources management

Establishment plan

	2023	
	Year N-1	
Function group and grade	Authorised budget	Actually filled as of 31.12.2023

Permanent posts	Temporary posts	Permanent posts	Temporary posts	
AD 16		1		0
AD 15		1		1
AD 14		5		3
AD 13		2		0
AD 12		8		9
AD 11		12		6
AD 10		13		17
AD 9		24		23
AD 8		27		26
AD 7		30		30
AD 6		19*		18
AD 5		30		17
AD TOTAL	**-**	**172**		**150**

Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 11			
AST 10			
AST 9			
AST 8			
AST 7			
AST 6		3	1
AST 5		4	2
AST 4		2	2
AST 3		1	3
AST 2		2	3
AST 1		0	0
AST TOTAL	**-**	**12**	**11**
AST/SC*TOTAL	**-**	**-**	**-**

Permanent posts	Temporary posts	Permanent posts	Temporary posts	
TOTAL	**-**	**184**		**161**

*The EBA will take the opportunity to convert one TA/AST into AST/SC when becoming free.

Information on recruitment grade / function group for type of post

Key functions	Type of contract	Function group, grade of recruitment
Chair Management Board	TA2(a)	AD 15
Executive Director	TA2(a)	AD14
Director of Department	TA2(f)	AD12
Head of Unit	TA2(f)	AD 9
Head of Sector	n/a	n/a
Senior Officer, Senior Specialist, etc.	TA2(f)	AD 8
Officer, Specialist	TA2(f)/CA	AD 6-7 – CA FG IV
Junior Officer	TA2(f)	AD 5

Key functions	Type of contract	Function group,grade of recruitment
Senior Assistant	TA2(f)/CA	AST4- CA FG III
Junior Assistant	n/a	
Secretary to Chair, ED, Director	CA	FG IV
Secretary	CA	FG III
Mail Clerk	n/a	
Data Protection Officer	TA	AD 6
Accounting Officer	TA	AD 6
Internal Auditor	n/a	

Job screening/benchmarking:

Job type (sub)category	2022	2023
Administrative support and Coordination	12.3%	11.6%
Administrative support	9.0%	8.7%
Coordination	3.3%	2.9%
Operational	**82.5%**	**84.6%**

Job type (sub)category	2022	2023
Top level Operational Coordination	4.4%	4.8%
Programme Management and Implementation	32.4%	34.5%
Evaluation& Impact assessment	12.9%	12.4%
General operational	32.8%	33.0%
Neutral	**5.2%**	**3.8%**
Finance/Control	5.2%	3.8%
Linguistics	0%	0%

Implementing rules in compliance with Article 110 of the Staff Regulations

Working time and hybrid working	Commission Decision C(2022)1788
Engagement of CAs	Model Decision C(2019)3016
Engagement of TAs	Model Decision C(2015)1509
Middle Management	Model Decision C(2018)2542
Type of posts	Model Decision C(2018)8800

Schooling

The EBA considers schooling to be an essential part of its staff policy. For this purpose, the 'European School la Défense' has been granted accreditation for all levels from 'Maternelle' to the European Baccalaureate. A full nursery, primary and secondary education cycle is available for the English section while, besides a full nursery and primary cycle, a secondary cycle is opening gradually for the French section. Hence, the EBA is maintaining exceptionally its education contribution policy for certain staff members under certain conditions (e.g. if the child is in the final two years of the secondary cycle or the child attends a significant part of their school activities (equal to or more than 70%) in a language other than those offered by the European School in Paris.

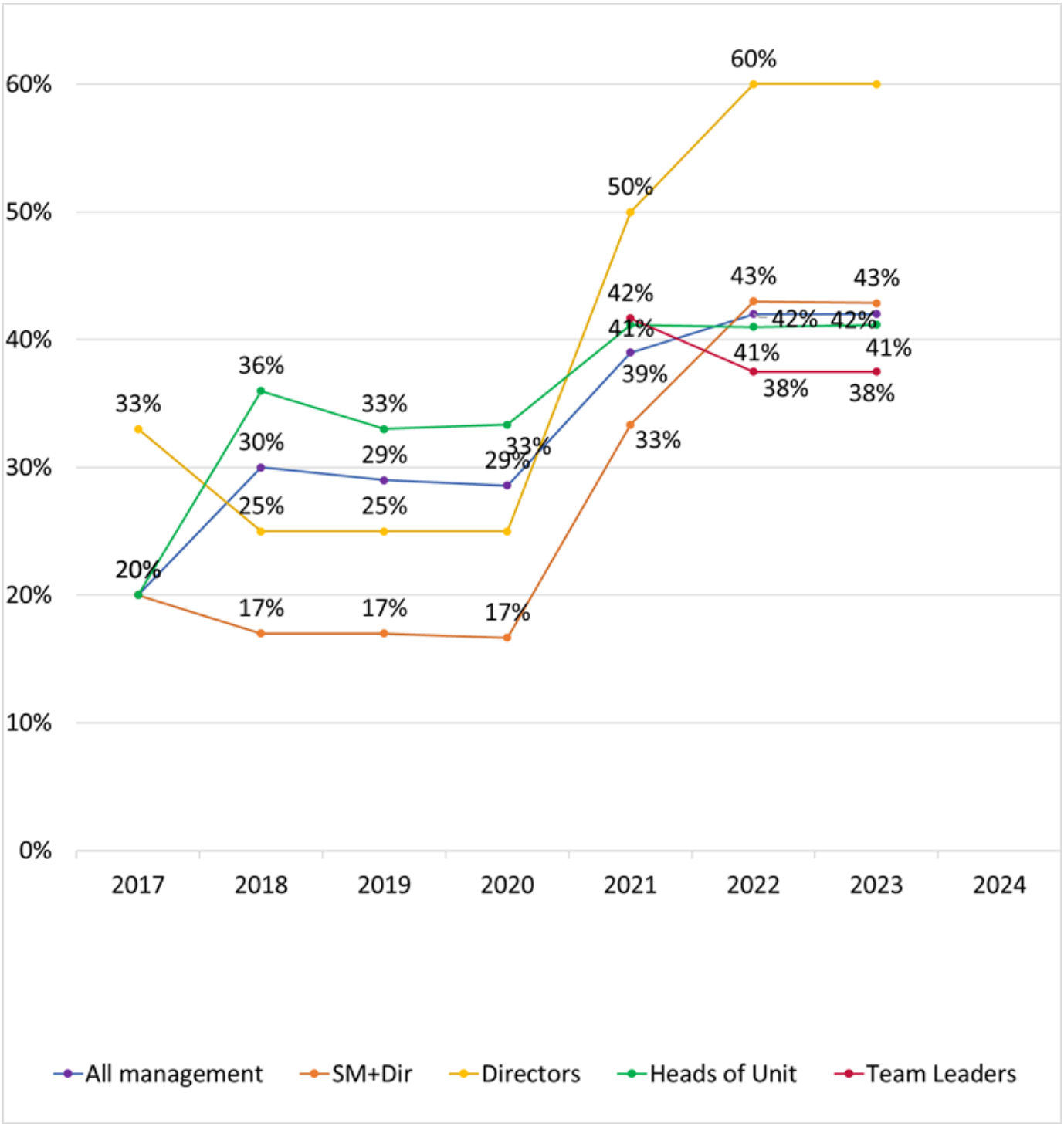
The EBA continues to work on direct agreements with schools and nurseries in Paris. On the basis of these agreements, the EBA pays tuition fees up to the threshold directly to the nurseries/schools. The amounts exceeding the threshold will be borne by staff members.

School year 2022–2023:

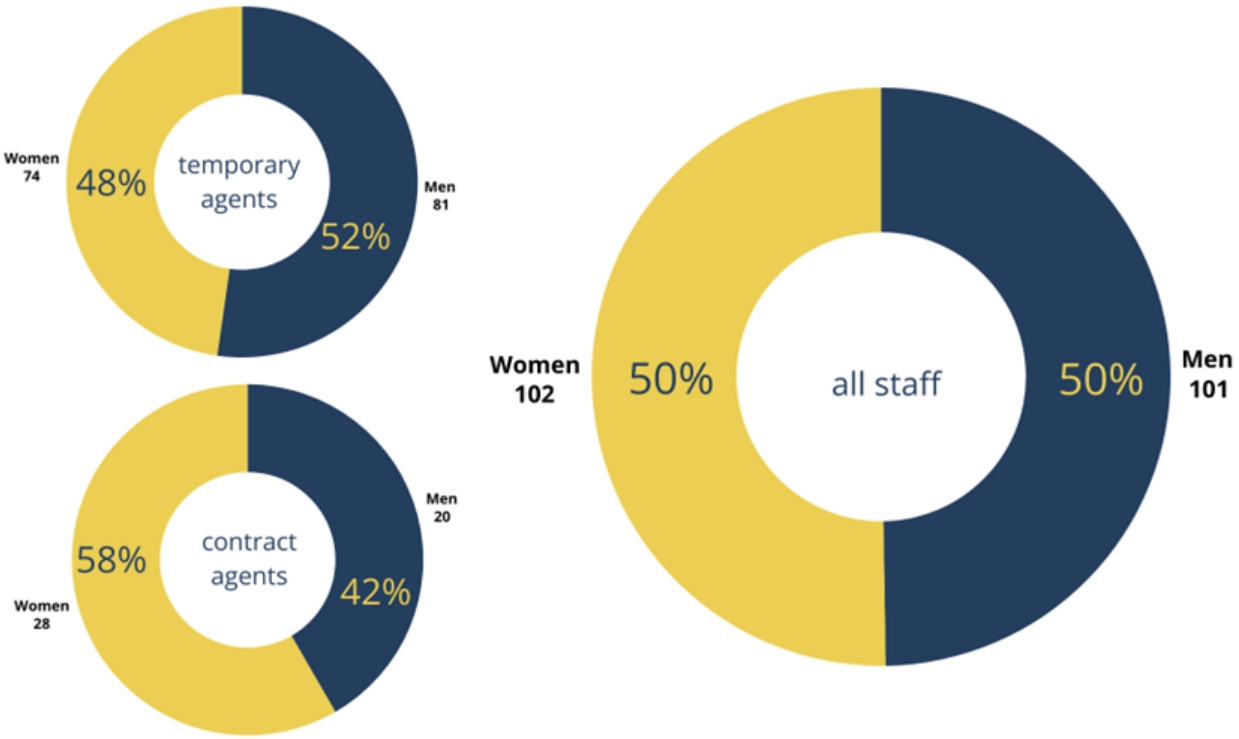
Nursery: up to 4 years old	**38**
Maternelle: more than 4 years old and up to 6 years old	23
Primary: more than 6 years old and less than 11 years old	40
Secondary: more than 11 years old and less than 19 years old	62
Total	163

Increase of female leadership over five years for senior management (Chairperson, Executive Director, Directors), middle management (Heads of Unit) and Team Leaders:

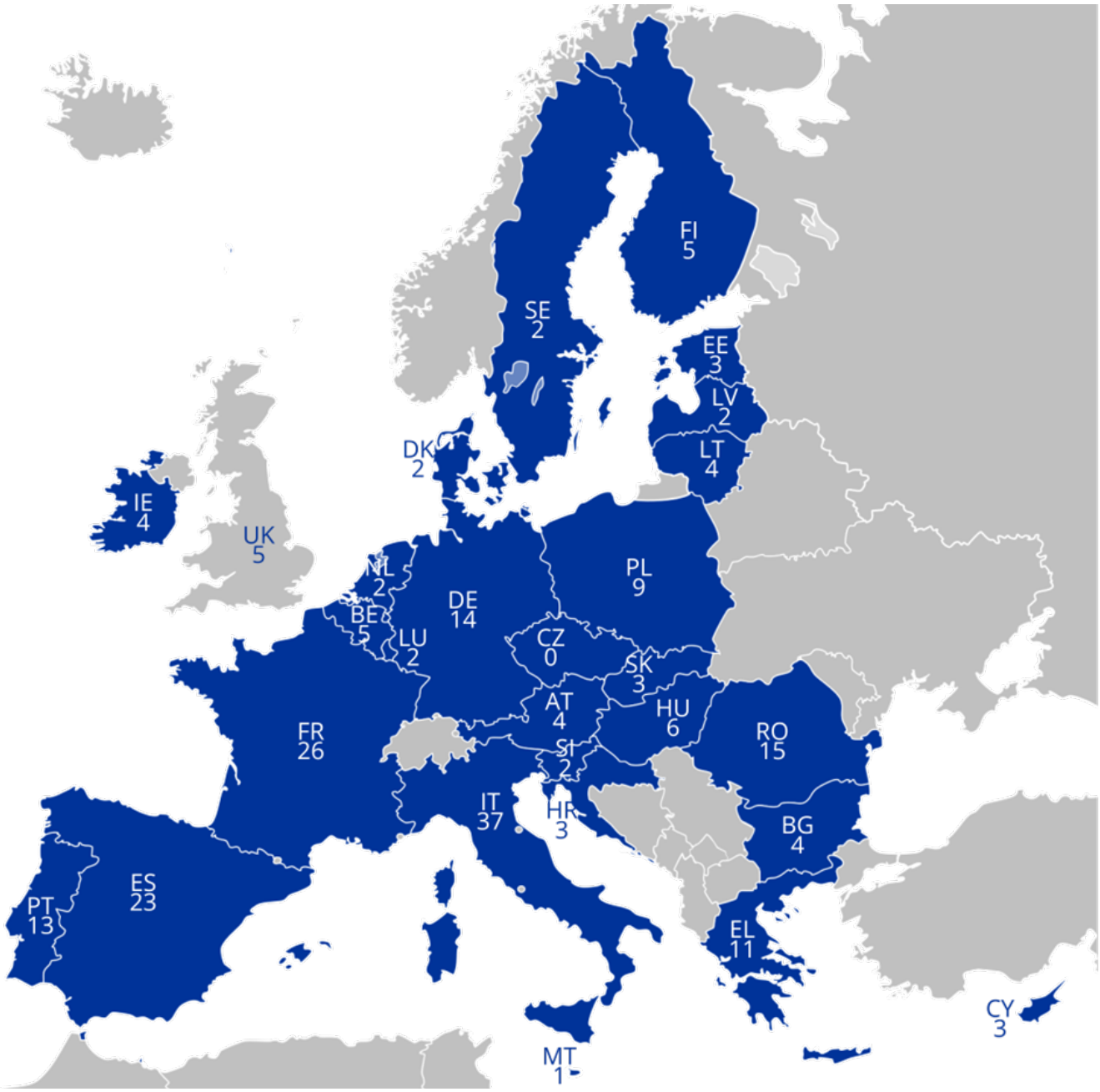
Figure 14: Female management and team leaders from 2017 to 31 December 2024

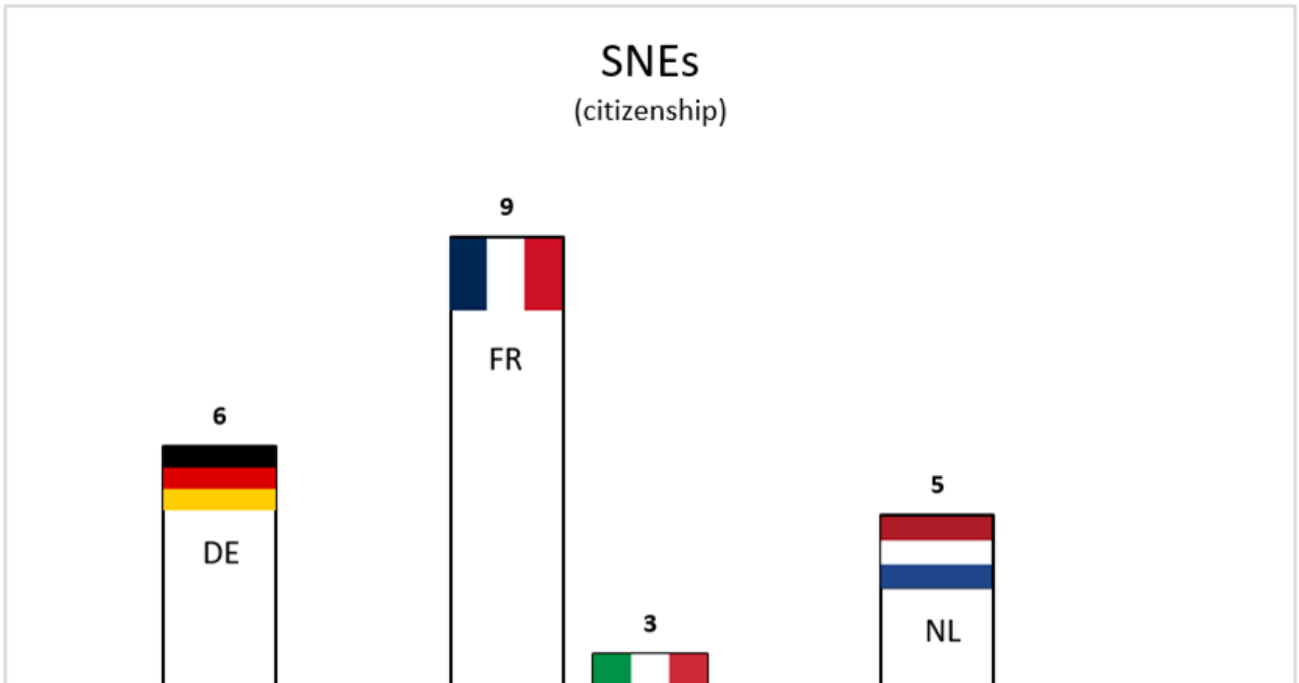


Statutory staff (TAs/CAs): gender balance



Statutory staff (TAs/CAs) and SNEs: geographical balance


FI
5
SE
2
EE
3
LV
2
LT
4
DK
2
IE
4
UK
5
NL
2
DE
14
PL
9
BE
5
LU
2
CZ
0
SK
3
AT
4
HU
6
RO
15
FR
26
SI
2
IT
37
HR
3
BG
4
ES
23
PT
13
EL
11
CY
3
MT
1


SNEs
(citizenship)
6
DE
9
FR
3
5
NL

Annex V – Human and financial resources by activity

The table below summarises the resource allocation per activity and details the type of resource: TAs, CAs or SNEs. Management staff and their assistants are distributed over the activities within their respective remits, hence the staffing numbers per activity not being whole numbers. (Minor differences in totals are due to rounding.)

	Activity (preceded by priority they contribute to)	TAs	CAs	SN
	Policy and convergence work	**70.1**	**12.1**	**9.1**
VP1	Activity 1 - Capital, loss absorbency, and accounting	7.5	0.2	-
VP1	Activity 2 - Liquidity, leverage, and interest rate risk	3.5	0.1	-
VP1	Activity 3 - Credit risk (incl. large exposures, loan origination, NPL, securitisation)	7.9	1.8	2.0
VP1	Activity 4 - Market, investment firms and services, and operational risk	7.6	0.6	1.0
VP1	Activity 5 - Market access, governance, supervisory review and convergence	9.6	0.2	1.0
VP1	Activity 6 - Recovery and resolution	3.8	0.1	-
HP1	Activity 7 - ESG in supervision and regulation	6.4	0.7	1.0
VP4	Activity 8 - Innovation and FinTech[8]	10.8	3.7	1.0

	Activity (preceded by priority they contribute to)	TAs	CAs	SN
VP5	Activity 9 - Payment services, consumer and depositor protection	5.7	1.3	3.0
VP5	Activity 10 - Anti-money laundering and countering the financing of terrorism	7.4	3.4	-
	Risk assessment and data	**35.6**	**14.7**	**5.1**
VP3	Activity 11 - Reporting and transparency framework	10.0	1.0	1.0
VP2	Activity 12 - Risk analysis	5.0	0.2	-
VP2	Activity 13 - Stress testing	3.9	0.2	3.0
All	Activity 14 - Regulatory impact assessments	9.5	1.7	1.0
VP3	Activity 15 - Data infrastructure and services, statistical tools	7.3	11.6	-
	Governance, Coordination and support	**51.5**	**16.7**	**5.1**
ALL	Activity 16 - EBA governance, international affairs, communication	5.1	7.4	2.0
ALL	Activity 17 - Legal and compliance	12.8	0.4	3.0
ALL	Activity 18 - Resources (HR and finance)	13.3	3.8	-
ALL	Activity 19 - Infrastructures (Information technology and corporate support)	20.3	5.1	-

Activity (preceded by priority they contribute to)	TAs	CAs	SN
Total	**157.2**	**43.6**	**19.**

A shared accounting services arrangement with ESMA was introduced in 2021 to exploit synergies resulting from both authorities being now based in Paris. According to this arrangement, updated in 2023, the EBA is providing 50% of the time of its accounting officer to ESMA.

Annex VI – Contribution, grant and service level agreements; Financial Framework Partnership Agreements

In 2022, the EBA signed an SLA with DG REFORM whereby the EBA provides services to the EU Supervisory Digital Finance Academy (https://eusdfa.eui.eu) over a period of four years. Under the terms of this SLA, DG REFORM is funding one TA and one CA for three years, as well as other costs arising from the EBA's support to the EU SDFA.

	General information				
	Date of signature	Total amount	Duration	Counterpart	Short description
Service-level agreements					
1. SLA with DG REFORM	14/09/2022	€ 1 079 515	4 years	DG REFORM	Supporting the EU Supervisory Digital Finance Academy (EU-SDFA)

Number of TAs	-	0.49
Number of CAs	-	0.34
Total service-level agreements		
TOTAL		

Annex VII – Environmental management

In 2023, the EBA maintained its EMAS registration. The 2023 environmental statement (with data from 2021 and 2022) was positively verified and validated by independent external auditors. The EBA environmental policy and annual environmental statement are now published on the EBA's website: https://www.eba.europa.eu/about-us/sustainable-eba.

The EBA response to the climate and energy crises and its reporting on its climate and energy performance were positively evaluated in the European Court of Auditors' annual report on EU agencies for the financial year 2022. The ECA checked whether the agencies a) undertook or planned measures to improve their energy efficiency and to reduce their carbon footprint; b) implemented sustainability reporting or issued environmental statements, and c) introduced the EU Eco-Management and Audit Scheme.

Communication and promotion of EMAS

Within the framework of the inter-agency EMAS Twinning Programme, the EBA supported eight European agencies in their process of establishing and implementing EMAS: Cedefop, Cepol, the European Union Agency for Asylum, the European University Institute, Frontex, Fusion for Energy, the Translation Centre and Berec.

The EBA actively promoted EMAS sustainability and environmental management through, among other things, an EMAS social media campaign, an inter-agency spin-off session on communicating EMAS, and Interinstitutional EMAS Days.

The EBA participated in the pan-European EMAS campaign, posting environment and sustainable finance-related content on social media between 30 May and 9 June 2023. Under hashtags #EMAShero and #WeForEMAS, the EBA released tweets, posts and videos on Twitter and LinkedIn.

Colleagues from the Communications and Corporate Support teams presented the EBA's successful EMAS communication strategy and visual identity during a common spin-off session of HCIN and the Greening Network of European Agencies on 29 June 2023.

The EBA, together with ESMA and EIOPA, participated for the first time in the Interinstitutional EMAS Days in November 2023, the annual event of EMAS-registered organisations. The ESA's experts presented *Introduction to sustainable finance: greenwashing, financing the transition to a sustainable economy, and financial education*.

The EMAS e-learning programme was developed in-house. Throughout 2023, more than 230 people completed this obligatory EMAS training (TAs, CAs, SNEs, trainees and

consultants). They learnt a) what EMAS is, how it works, why it was implemented and how it can be beneficial; b) the place of EMAS in the global and European context (UN SDP, Paris Agreement, European Green Deal, EMAS and ISO); c) how EMAS was implemented at the EBA.

In addition to the dedicated webpage Sustainable EBA | European Banking Authority , the EMAS logo is now also visible on the main EBA website.

Environmental objectives and targets

In 2023, the EBA implemented, among others, the following measures to achieve its environmental objectives and targets, as planned in the Single Programming Document for that year.

Aspects	2023 objectives	Main actions implemented by the EBA in 2 improve its environmental performance a carbon footprint

Travel	EBA visitors and staff are informed about sustainable ways of travel. Chargers for electric and/or hybrid vehicles are available for staff on the premises.	In its Environmental Policy, the EBA committ its impact on greenhouse gas emissions, wit on travel. The EBA maintained its reduced levels of bus the number of meetings. The EBA continues to offer public transport its employees. Moreover, thanks to the EBA' the building – Tour Europlaza – installed a bi station. The installation of chargers for electric and h by the EBA was postponed, because as from the obligation of the landlord. In 2023, the EBA continued to raise awarene sustainable ways of travel. In particular, the mission and meetings organisation to includ considerations throughout the workflow. Firstly, the handbook for visitorsnow contain sustainability at the EBA where guests are sh which they could contribute to a greener EB Secondly, all registered meeting participants staff on business travel are now invited to co sustainable means of travel when making th and accommodation plans. Thirdly, relevant information is shared on th during induction training for newcomers. Fourthly, the EBA also actively promoted sus meetings and missions externally. We excha practices with, among others, the Reflection greening and missions of the European Com

Waste	Circular economy policy is adopted to reduce waste generation.	In its Environmental Policy, the EBA committ things, to improving its waste production, se recycling as expected by the EBA's staff. To contribute to this objective, in 2023 the E circular economy policy, in which it commits minimising purchases of physical items so as material impact, b) buying to keep, c) maxim cycle of products, d) minimising the generati disposing of items in an environmentally frie and f) introducing and promoting environme practices. The EBA has initiated the first exercise in dec its IT equipment in a sustainable manner (do disposal).

Energy	Energy consumption in the building is reduced by 5% (baseline 2022).	In its Environmental Policy, the EBA committ things, to building a strong relationship with improve energy consumption performance. In June 2023, the EBA signed a new contract of 100% of electricity from renewable energy confirmed by certificates of origin. The EBA continued to adopt energy-saving m already implemented in 2022, such as adjust schedules and temperatures, decreasing ligh switching off hot water boilers and shutting end infrastructure overnight. On top of these things, the EBA commissione report on energy efficiency. In 2023, the EBA managed to achieve its ene targets. It also committed to further reductio subsequent years as well.

IT	The migration to efficient public cloud data centres is finalised.	In 2023, the EBA successfully transitioned its including the data centres, from a traditiona future-proof cloud infrastructure. This strate yielded substantial environmental benefits. I pay-as-you-consume model, we have achieve workload flexibility and improved server utili a result, we have significantly reduced unnec consumption and our carbon emissions foot Additionally, we have optimised our applicat services by leveraging cloud-native capabiliti further minimising their environmental impa performance benchmarks, we anticipate a su reduction in carbon emissions due to our clo To track our progress, we regularly monitor footprint through the dashboard.
Procurement	Contract managers are trained on green public criteria.	All contract managers attended at least one on green public procurement and green pro criteria in the last two years (2022-2023). In t sessions were organised (two per year), each attended by the majority of the EBA contract training sessions included but were not limit questions and case studies on green require criteria, as well as ways to verify that contrac with their environmental contractual obligat
Core business	At least 80% of the EBA's ESG-related mandates, including contributions to the Commission's renewed Sustainable Finance Strategy, are delivered on time.	86% of the EBA's ESG-related mandates were time. See Annex I for further details.

Annex VIII – Annual Accounts



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[1]https://www.eba.europa.eu/sites/default/files/2024-02/b0c38062-0055-4631-b99e-b728f19e3868/Report%20on%202023%20stocktaking%20of%20BigTech%20direct%20financial%20se

[2]https://www.eiopa.europa.eu/publications/joint-esas-report-innovation-facilitators-innovation-hubs-and-regulatory-sandboxes_en

[3] https://www.eba.europa.eu/publications-and-media/press-releases/eba-publishes-fourth-opinion-money-laundering-and-terrorist

[4]https://www.eba.europa.eu/publications-and-media/press-releases/supervisors-banks-are-making-progress-fight-against-financial

[5] https://www.eba.europa.eu/sites/default/files/document_library/Publications/Reports/2023/1056453/

[6] https://www.eba.europa.eu/sites/default/files/document_library/Publications/Reports/2023/1061535/

[7] Moderate risk: possible comment by auditors but unlikely to lead to an observation; insignificant risk: very low risk associated but requires follow-up; process improvement: no issue found but improvement opportunity identified.

[8]Includes MiCA and DORA preparations (mostly through internal resource redeployments as no specific resources were available in 2023), as well as Supervisory Digital Finance Academy