



EBA/GL/2014/08 Appendix 1

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16 July 2014- Updated on 9 April 2021

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GL/2014/08 + Appendix 1

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## Compliance Table - Guidelines

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Based on information supplied by them, the following competent authorities comply or intend to comply with: EBA Guidelines – EBA/GL/2014/08 on Guidelines on remuneration benchmarking exercise – published on 16<sup>th</sup> July 2014.

Member State		Competent authority	Complies or intends to comply	Comments
BE	Belgium	National Bank of Belgium	Yes	
BG	Bulgaria	Българска народна банка (Bulgarian National Bank)	Yes	
CZ	Czech Republic	Česká Národní Banka (Czech National Bank)	Yes	
DK	Denmark	Finanstilsynet (Danish Financial Supervisory Authority)	Yes	
DE	Germany	Bundesanstalt für Finanzdienstleistungsaufsicht (Federal Financial Supervisory Authority)	Yes	
EE	Estonia	Finantsinspektsioon (Financial Supervision Authority)	Yes	Please also note that Estonian FSA intends to comply with the above mentioned guidelines as soon as the official translations of the guidelines are publicly available in the EBA website. We have also a concern regarding the publication of the EBA guidelines and recommendations – we suggest that the approach on publication should be similar among ESAs, i.e. the two months comply-explain period will start only after the official translations of the guidelines/recommendations are available in the EBA website.
IE	Ireland	Central Bank of Ireland	Yes	
EL	Greece	Τράπεζα της Ελλάδος	Yes	

Member State		Competent authority	Complies or intends to comply	Comments
		(Bank of Greece)		
HR	Croatia	National Bank of Croatia	Yes	
ES	Spain	Banco de España (Bank of Spain)	Yes	
FR	France	Autorité de Contrôle Prudentiel et de Résolution (Prudential Supervisory & Resolution Authority)	Yes	
IT	Italy	Banca d'Italia (Bank of Italy)	Yes	
CY	Cyprus	Κεντρική Τράπεζα της Κύπρου (Central Bank of Cyprus)	Yes	
LV	Latvia	Finanšu un Kapitāla tirgus Komisija (Financial and Capital Market Commission)	Yes	
LT	Lithuania	Lietuvos Bankas (Bank of Lithuania)	Yes	
LU	Luxembourg	Commission de Surveillance du Secteur Financier (Commission for the Supervision of	Yes	

Member State		Competent authority	Complies or intends to comply	Comments
		Financial Sector)		
HU	Hungary	Magyar Nemzeti Bank (National Bank of Hungary)	Yes	
MT	Malta	Malta Financial Services Authority	Yes	
NL	Netherlands	De Nederlandsche Bank (National Bank of Netherlands)	Yes	
AT	Austria	Finanzmarktaufsicht (Financial Market Authority)	Yes	
PL	Poland	Komisja Nadzoru Finansowego (Polish Financial Supervision Authority)	Yes	Within the current legal framework in relation to investment firms
PT	Portugal	Banco de Portugal (Bank of Portugal)	Yes	
RO	Romania	Banca Națională a României (National Bank of Romania)	Yes	
SI	Slovenia	Banka Slovenije (Bank	Yes	

Member State		Competent authority	Complies or intends to comply	Comments
		of Slovenia)		
SK	Slovakia	Národná Banka Slovenska (National Bank of Slovakia)	Yes	
FI	Finland	Finanssivalvonta (Finnish Financial Supervisory Authority)	Yes	As at 08 April 2021, i.e. notification date. Pls see the FIN-FSA supervision release 7 July 2015; 27/2015 (Only in Finnish and in Swedish)
SE	Sweden	Finansinspektionen (Swedish Financial Supervisory Authority)	Yes	
UK	United Kingdom	Prudential Regulation Authority (Bank of England)	Yes	
		Financial Conduct Authority (FCA)	Yes	
		Financial Services Commission (Gibraltar)	Yes	
<b>EEA-EFTA State</b>				
IS	Iceland	Fjármálaeftirlitið (Icelandic Financial Supervisory Authority - FME)	Partial	A national regulation on variable remuneration is place in Iceland. However, this regulation does not cover the subject matter as in the EBA Guidelines on the data collection exercise regarding high earners. A bill was proposed to the Icelandic Parliament, Alþingi, in spring 2014 which is intended to implement certain provisions in CRD IV regarding variable remuneration. The bill has not been passed into law. Regulation (EU) No 1093/2010 is yet to be incorporated into the EEA Agreement, due to a constitutional interpretation according to which, all three

Member State		Competent authority	Complies or intends to comply	Comments
				ESA's regulations cannot be implemented into Icelandic law. According to this interpretation the powers granted to EBA, as well as EOPA and ESMA, are in breach with provisions in the Icelandic constitution, and the EEA Agreement does not allow for such interference with the Icelandic state's sovereignty. Until the EBA regulation has been implemented into Icelandic law, the Financial Supervisory Authority, Iceland is under no legal obligation to publish EBA's guidelines or comply with them. Until this situation has been resolved, the Financial Supervisory Authority, Iceland will consider, with regard to each separate guideline, whether it will comply on a voluntary basis.
LI	Liechtenstein	Finanzmarktaufsicht - FMA (Financial Market Authority)	<b>Yes</b>	<p>Liechtenstein will implement Directive 2013/36/EU and Regulation 575/2013 as per 01.02.2015</p> <p>2015 Liechtenstein will submit, according, Guideline EBA/GL/2014/08, the data relating the performance year 2014</p> <p>Our understanding is, that Liechtenstein has the possibility to amend the confirmations of Compliance concerning the Guidelines EBA/GL/2014/07 and EBA/GL/2014/08</p>
NO	Norway	Finanstilsynet (Norwegian Financial Supervisory Authority)	<b>Yes</b>	

**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)).

