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# High earners Dashboard

DATA AS OF END 2024

APRIL 2026

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## Overview and main findings

Under Directive 2013/36/EU<sup>1</sup> (CRD) and Directive (EU) 2019/2034<sup>2</sup> (IFD), the European Banking Authority (EBA) is mandated to publish aggregated data on high earners<sup>3</sup> in institutions<sup>4</sup> and investment firms earning EUR 1 million or more per financial year. The competent authorities are responsible for collecting the relevant information from credit institutions and investment firms and for submitting it to the EBA.<sup>5</sup>

The main results of the data analysis are as follows:

- The total number of high earners in credit institutions and investment firms, increased by 9.0 % to 2 554 (2023: 2 343). In credit institutions the number of high earners increased by 6.8 % (2024: 2 266; 2023: 2 122), while in investment firms it increased by 30.3 % (2024: 288; 2023: 221). The growth in the number of high earners is mainly attributed to 1) the strong profitability driven by higher interest income, active trading, and a rebound in advisory and capital markets; 2) favourable economic conditions such as elevated interest rates and renewed M&A activity and 3) competitive pay adjustments in order to retain and attract top talents.
- In line with the findings of the “EBA Report on the benchmarking of diversity practices and the gender pay gap<sup>6</sup>”, data show that a persistent gender imbalance exists also regarding the staff receiving a high level of remuneration. A significant majority of high earners are male: 89.1% (2023: 89.8%, 2022: 90.9%) in credit institutions and 96.9% (2023: 95.0%, 2022: 96.6%) in investment firms. Achieving gender balance—particularly in senior and higher-paid positions—remains a priority across the financial sector.
- The weighted average ratio of variable to fixed remuneration for all high earners in credit institutions increased to 98.5 % (2023: 87.8%, 2022: 85.4%). In investment firms, for which as of 2021 the limitation of the ratio between the variable and the fixed remuneration of

<sup>1</sup> [Directive 2013/36/EU as amended by: Directive \(EU\) 2019/878 of the European Parliament and of the Council of 20 May 2019 amending Directive 2013/36/EU as regards exempted entities, financial holding companies, mixed financial holding companies, remuneration, supervisory measures and powers and capital conservation measures](#)

<sup>2</sup> [Directive \(EU\) 2019/2034 of the European Parliament and of the Council of 27 November 2019 on the prudential supervision of investment firms and amending Directives 2002/87/EC, 2009/65/EC, 2011/61/EU, 2013/36/EU, 2014/59/EU and 2014/65/EU](#)

<sup>3</sup> High earners are staff who were remunerated EUR 1 million or more for the previous financial year. Most high earners are staff that has a material impact on the institutions risk profile (called “identified staff”) and are therefore subject to specific remuneration provisions that apply to identified staff in line with Article 92(3) of Directive 2013/36/EU, Commission Delegated Regulation (EU) 2021/923<sup>3</sup> and Commission Delegated Regulation (EU) 2021/2154<sup>3</sup> (together referred to as RTS on identified staff)

<sup>4</sup> The term institutions includes credit institutions that are subject to Directive 2013/36/EU and investment firms that apply the remuneration requirements under this Directive in accordance with Article 1(2) of Regulation 2019/2033/EU.

<sup>5</sup> See also EBA [Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive \(EU\)2019/2034](#).

<sup>6</sup> [Report on the benchmarking of diversity practices and the gender pay gap, at the level of the management body at European Union level under Directive 2013/36/EU \(2021 data\)](#)

100% (200% with shareholders' approval) does not apply, the average ratio increased to 358.7% (2023: 304.8%, 459.1% in 2022).

- The ratio of deferred variable remuneration among investment firms remains low, at around 34%, with some investment firms in Member States showing significant low deferral levels.

# High earners' remuneration practices

Figure 1: Development of the number of high earners in EU27/EEA Member States

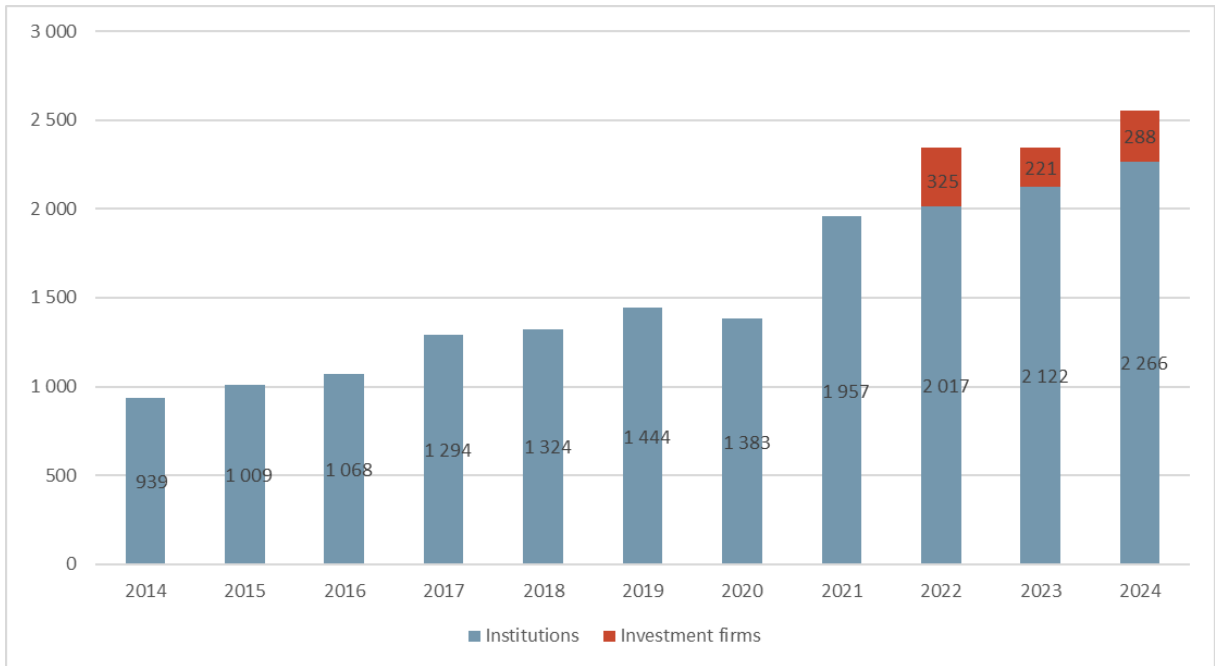


Figure 2: Number of high earners by Member State (values shown for 2024; logarithmic scale).

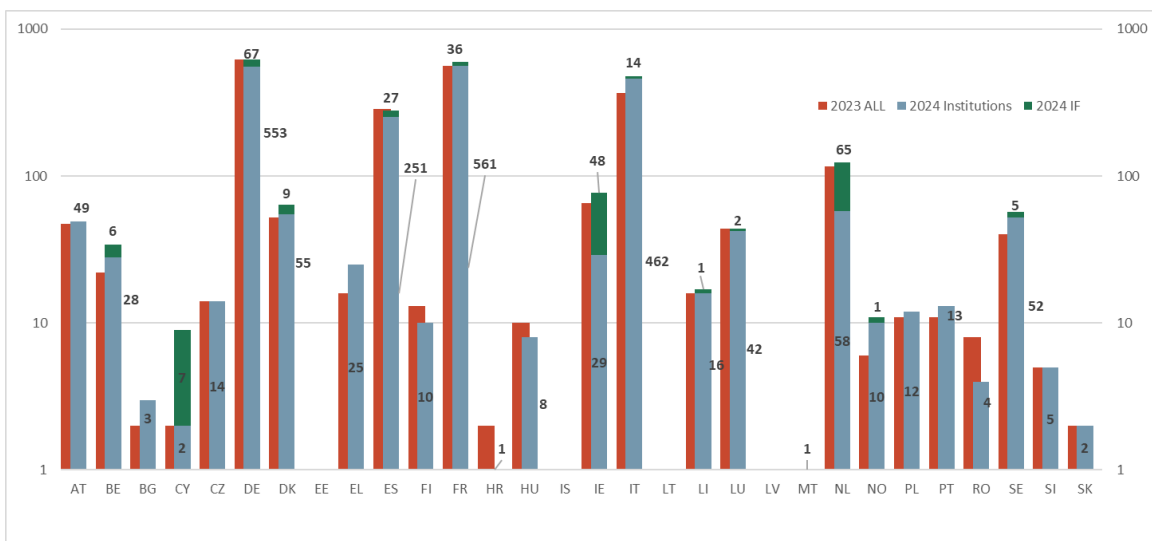


Figure 3: Number of high earners in the EU27/EEA and high earners who were identified staff

Year	Total number of high earners	Of which male	Of which female	Of which other genders <sup>7</sup>	Of which identified staff	Percentage of high earners who were identified staff
2019	1 444	-	-	-	1 164	80.6%
2020	1 383	-	-	-	1 173	84.8%
2021	1 957	-	-	-	1 600	81.8%
2022 Institutions	2 017	1 833	183	1	1 783	88.4%
2022 Investment firms	325	314	11	0	169	53.5%
2023 Institutions	2 122	1 905	216	1	1 881	88.6%
2023 Investment firms	221	210	11	0	193	87.3%
2024 Institutions	2 266	2 020	246	0	2 032	89.7%
2024 Investment firms	288	279	9	0	229	79.5%

Figure 4.: Number of high earners in the EU27/EEA and high earners who were identified staff by business area or function as of end 2024, and the percentage of high earners who were identified staff by business area or function in 2024 and 2023 for institutions

Business area	Total number of high earners	Of which male	Of which female	Of which identified staff	Percentage of high earners who were identified staff	2024	2023
MB <sup>8</sup> supervisory function	13	12	1	13	100.0%	100.0%	100.0%
MB management function	586	524	62	563	96.1%	91.4%	

<sup>7</sup> No staff of other genders were reported in 2024<sup>8</sup> MB, management body

Investment banking	<b>904</b>	827	77	801	88.6%	91.8%
Retail banking	<b>262</b>	230	32	235	89.7%	84.1%
Asset management	<b>107</b>	94	13	64	59.8%	65.9%
Corporate functions	<b>219</b>	175	44	196	89.5%	87.9%
Independent control functions	<b>53</b>	43	10	49	92.5%	87.8%
All other	<b>122</b>	115	7	111	91.0%	84.0%

Figure 5: Number of high earners in the EU27/EEA and high earners who were identified staff by business area or function as of end 2024, and the percentage of high earners who were identified staff by business area or function in 2024 for investment firms

Business area	Total number of high earners	Of which male	Of which female	Of which identified staff	Percentage of high earners who were identified staff	
					2024	2023
MB Supervisory function	<b>0</b>	0	0	0	.	.
MB Management function	<b>61</b>	60	1	53	86.9%	91.7%
Dealing on own account, underwriting and placing of instruments	<b>97</b>	96	1	84	86.6%	97.3%
Investment advice, order execution	<b>47</b>	46	1	34	72.3%	78.7%
Portfolio management	<b>33</b>	32	1	25	75.8%	92.9%
Operation of MTF/OTF	<b>0</b>	0	0	0	.	.
Independent control functions	<b>0</b>	0	0	0	.	100.0%
All other staff	<b>50</b>	45	5	33	66.0%	75.5%

Figure 6: Percentage of high earners who were identified staff by Member State (values shown in the graph refer to 2024) for institutions.

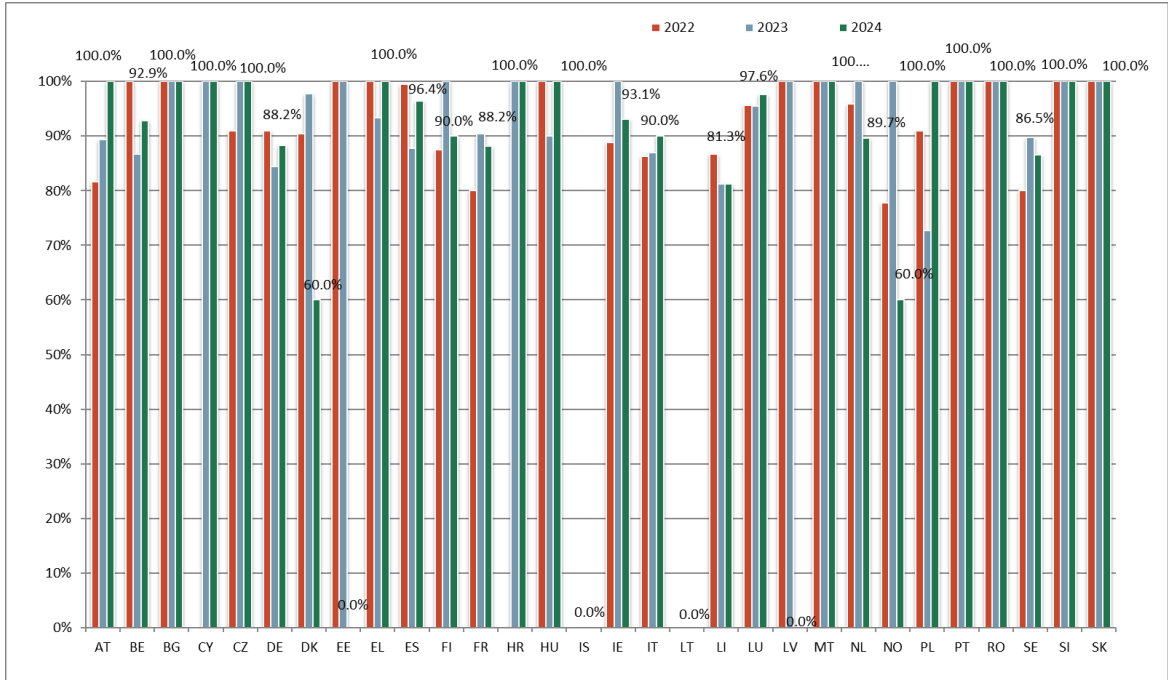


Figure 7: Percentage of high earners who were identified staff by Member State (values shown in the graph refer to 2024) for investment firms.

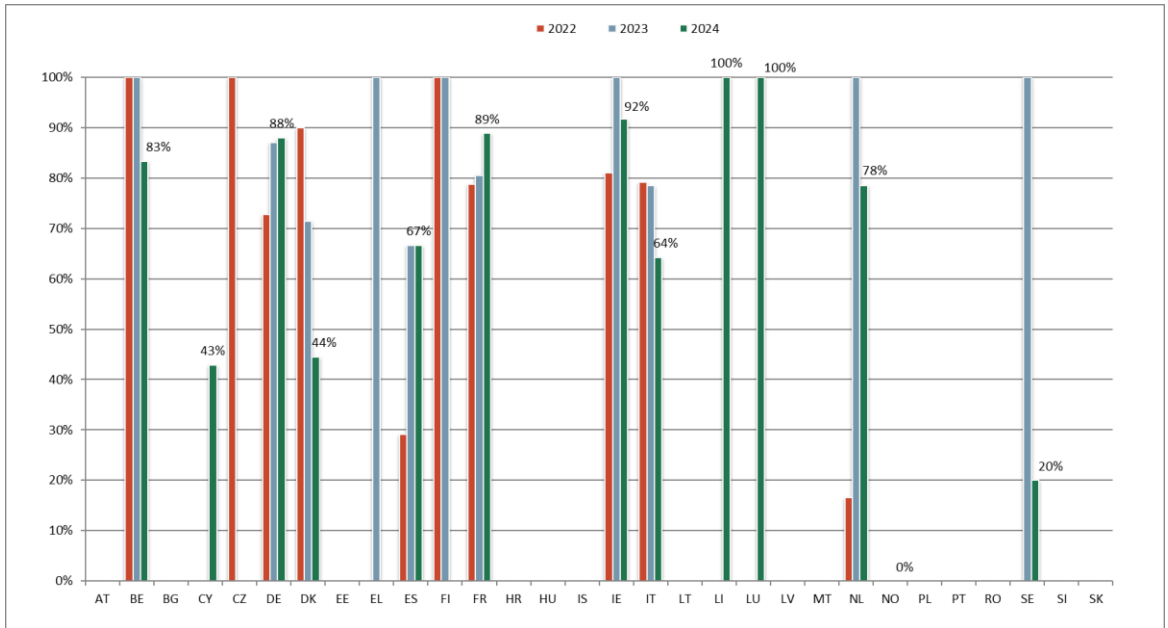




Figure 8: Ratio of variable to fixed remuneration for high earners by Member State (values shown in the graph refer to 2024) for institutions.<sup>9,10</sup>

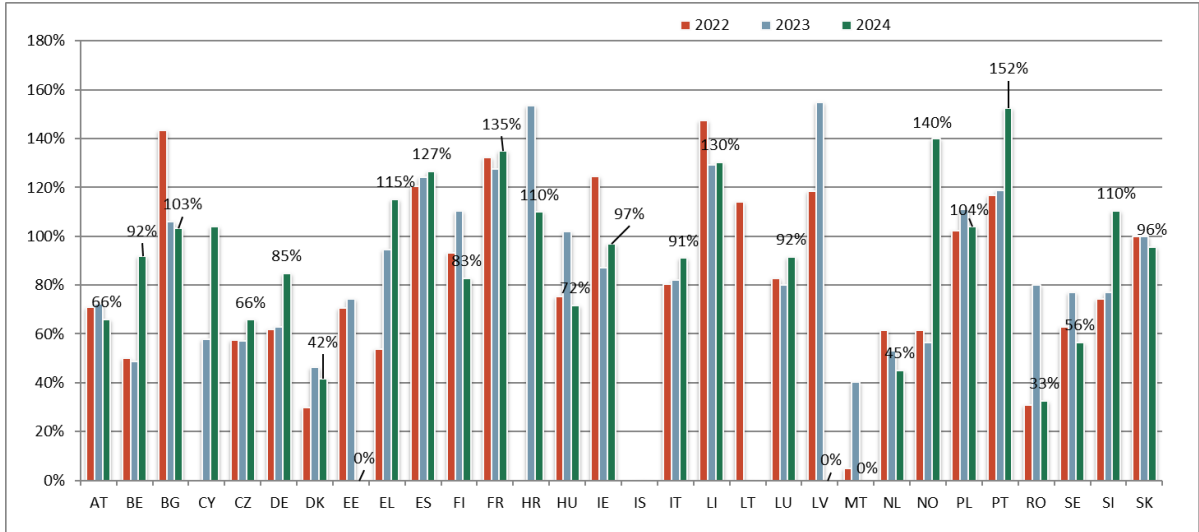
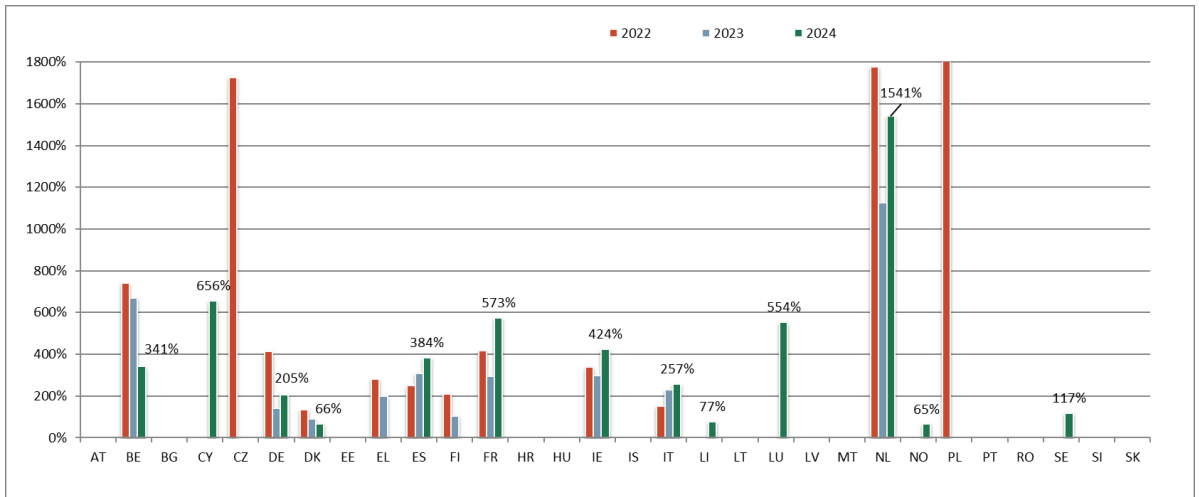


Figure 9: Ratio of variable to fixed remuneration for high earners by Member State (values shown in the graph refer to 2024) for investment firms.<sup>9,11</sup>



<sup>9</sup> All variable remuneration elements, including severance payments, have been incorporated into the variable remuneration amount when calculating the ratio.

<sup>10</sup> Institutions are subject to a limitation of the ratio between the variable and the fixed remuneration of 100% (200% with shareholder approval), still numerous reported average ratios between the variable and the fixed remuneration are higher than 200% as some high earners have not been subject to the requirement of the bonus cap or due to sign on bonuses or severance payments that are not taken into account under the respective limitation.

<sup>11</sup> Different to institutions, investment firms are not subject to a limitation of the ratio between the variable and the fixed remuneration but are required to set an appropriate ratio in their remuneration policies.



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Tour Europlaza, 20 avenue André Prothin CS 30154  
92927 Paris La Défense CEDEX, FRANCE

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Tel. +33 1 86 52 70 00

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E-mail: [info@eba.europa.eu](mailto:info@eba.europa.eu)

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<https://eba.europa.eu>