



EBA Public Hearing 13 January 2021

*Draft revised guidelines on sound remuneration policies under CRD*

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# Overview



## Public hearing structure

### **Introduction:**

- Next step
- Overview of the main amendments

### **Q&A session**

## Suggestions for an efficient session

**Should you need assistance or would like to intervene:**

- **write on WebEx chat to any of the hosts or publicly;**
- **raise your hand on WebEx.**

**To avoid background noise, please stay muted unless you take the floor.**

**To increase audio quality please turn off video streaming.**

**Please identify yourself (if you don't use full name on WebEx).**

# Draft guidelines on sound remuneration policies



- CP published 30 October 2020
- Consultation period ends **29 January 2021**
- Objective is to publish the guidelines before end of June 2021

# EBA Guidelines on sound remuneration policies

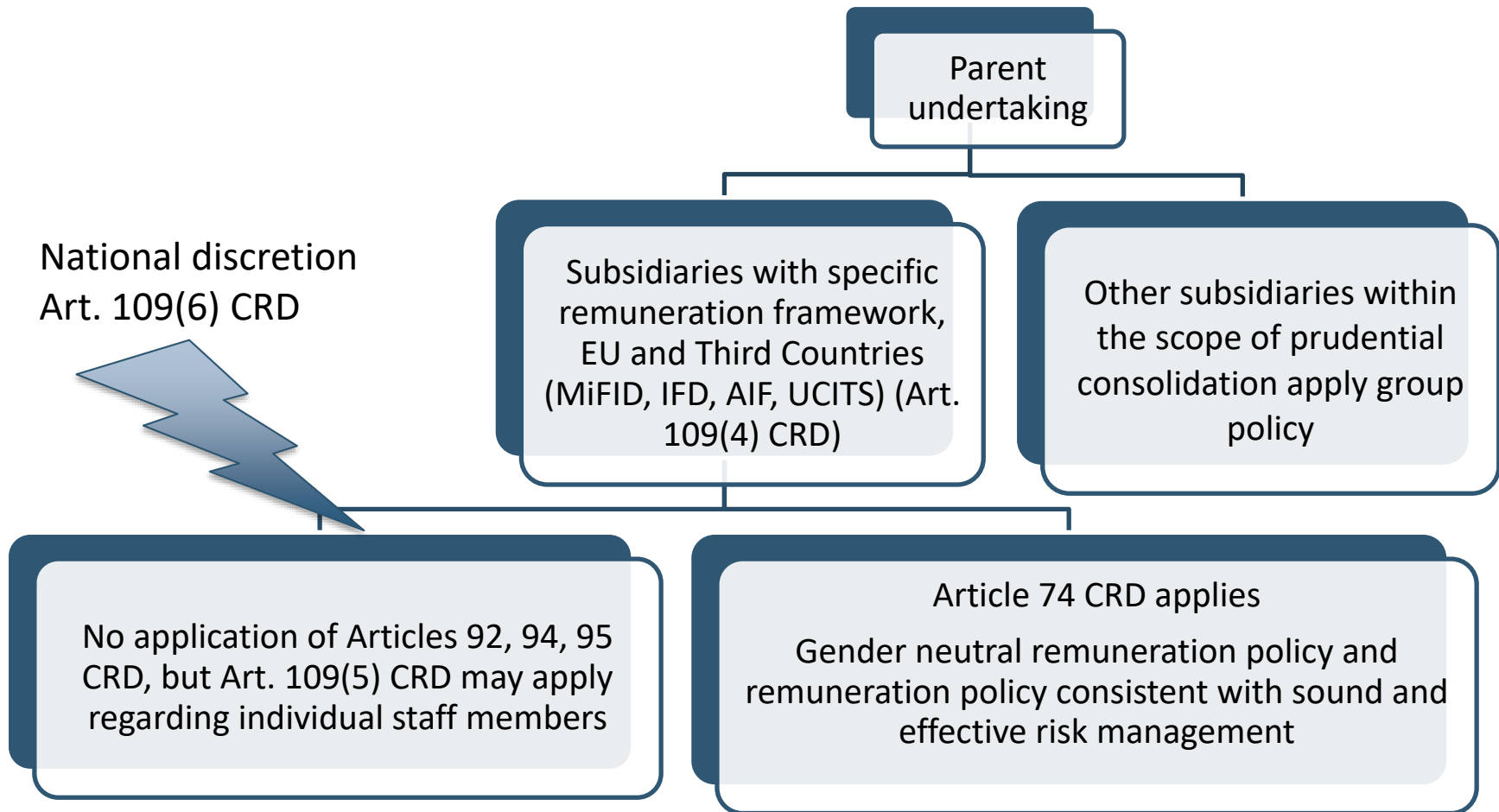
## **Changes to CRD that lead to changes in GL**

- New scope of application – credit institutions
- Gender neutral remuneration policy / Article 157 TFEU
- Article 94(3) – waivers introduced for some institutions and staff with low amount of variable remuneration regarding deferral and pay out in instruments
- Deferral period increased, at least 4-5 years
- Share linked instruments can be used also by listed institutions
- Article 109 – consolidated application/ exclusion of some firms from the consolidated application of Articles 92, 94, 95 CRD

## **Other clarifications to ensure the correct application of CRD**

- Retention Boni (must also be linked to performance)
- Severance payments (clarifications to avoid circumvention of Bonus Cap rules in the context of golden handshakes/pension benefits)

# Consolidated application





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