Annex II Part 3

Variable elements of remuneration (Article 94 of Directive 2013/36 EU)

	Directive 2013/36/EU	Adressee	Provisions	Information to disclose	Exercised (Y/N/NA)	References	Available in EN (Y/N)	Details / Comments
010	*Date of the last update of information in this template*					30 June 2024		
020	Article 94(1), point (g)(i)	Member States or Competent Authorities	Member States may set a lower maximum ratio between the variable and fixed components of remuneration (% set in national law calculated as variable component divided by fixed component of remuneration)	100%	N	Credit Institutions Act, Article 100 a paragraph 1	Y	–
030	Article 94(1), point (g)(ii)	Member States or Competent Authorities	Member States may set a lower maximum level of the ratio between the variable and fixed components of remuneration which may be approved by shareholders or owners or members of the institution (% set in national law calculated as variable component divided by fixed component of remuneration)	200%	N	Credit Institutions Act, Article 100 a paragraphs 2, 3, 4, and 5	Y	–
040	Article 94(1), point (g)(iii)	Member States or Competent Authorities	Member States may set a lower maximum part of the total variable remuneration to which the discount rate may be applied (% of the total variable remuneration)	–	N	–	–	–
050	Article 94(1), point (l)	Member States or Competent Authorities	Description of any restriction on the types and designs or prohibitions of instruments that can be used for the purposes of awarding variable remuneration	To award variable remuneration, credit institutions may use the types of instruments in the form of ordinary shares of a credit institution which is their direct or indirect parent or in the form of instruments linked to ordinary shares of the credit institution which is their direct or indirect parent only if the management of capital at the level of the group of credit institutions of which the credit institution is a member prevents or significantly hinders the use of instruments issued by the credit institution itself.	Y	Credit Institutions Act, Article 100 b	Y	–

060	Article 94(4)	Member States	By way of derogation from point (a) of paragraph 3, a Member State may lower or increase the threshold referred to therein, provided that: (a) the institution in relation to which the Member State makes use of this provision is not a large institution as defined in point (146) of Article 4(1) of Regulation (EU) No 575/2013 and, where the threshold is increased: (i) the institution meets the criteria set out in points (145)(c), (d) and (e) of Article 4(1) of Regulation (EU) No 575/2013; and (ii) the threshold does not exceed EUR 15 billion; (b) it is appropriate to modify the threshold in accordance with this paragraph taking into account the institution’s nature, scope and complexity of its activities, its internal organisation or, if applicable, the characteristics of the group to which it belongs.	Cedit institution which is not a large credit institution' means a credit institution which does not meet the conditions laid down in Article 4, paragraph (1), item (146) of Regulation (EU) No 575/2013 and whose four-year average assets reported in audited financial statements as at the last day of the preceding four business years on an individual basis do not exceed an amount equivalent to EUR 1 billion;	Y	Credit Institutions Act, Article 3 paragraph 1 point 28 a	Y	–
070	Article 94(5)	Member States	Member States may decide that staff members entitled to annual variable remuneration below the threshold and share referred to in that point shall not be subject to the exemption set out therein because of national market specificities in terms of remuneration practices or because of the nature of the responsibilities and job profile of those staff members.	–	N	–	–	–
080	Article 109 (6)	Member States	Member States may apply Articles 92, 94 and 95 on a consolidated basis to a broader scope of subsidiary undertakings and their staff.	–	N	–	–	–