



Compliance instructions for the European Banking Authority's (EBA) Guidelines on sound remuneration policies (EBA/GL/2015/22)

1. Introduction

The present document (Instructions on “Remuneration”) is intended to ensure compliance with the [Guidelines of the European Banking Authority of 21 December 2015 on sound remuneration policies](#) about which ACPR states its compliance.

These guidelines complement, with regard to remuneration policies, the provisions of the Directive known as “CRD 4”¹ notably transposed into articles L.511-71 to L.511-88 of the French Monetary and Financial Code, as well as into chapter 8 - title 4 of the Ministerial Order of 3 November 2014.

As a reminder, pursuant to ACPR’s² transparency policy, instructions are designed to provide explanations to supervised entities about the implementation of a regulation. Their content could not however exhaust all questions raised by the implementation of such regulation. Furthermore, they do not presume of individual decisions that could be made by ACPR, based on specific situations it may have to consider.

2. Scope

The present instructions are applicable to credit institutions, finance companies and investment firms, other than asset management companies.

They specify the EBA’s guidelines regarding remuneration to which ACPR (i) intends to comply and (ii) **expects compliance from the aforementioned institutions, namely paragraphs 1 to 6; 8 to 13; 17; 20; 22 to 45; 47 to 58; 60 to 64; 67; 69 to 78; 80 to 101; 103; 105 to 107; 109 to 239; 241 to 250; 252 to 266, and 268 to 326 of the Guidelines.**

The EBA’s Guidelines come into force on 01/01/2017, for the performance years of 2017 et seq.

¹ Directive 2013/36/UE of the European Parliament and the Council of 26 June 2013

² https://acpr.banque-france.fr/fileadmin/user_upload/acp/publications/registre-officiel/2011-Politique-de-transparence-de-l-ACP.pdf