

Guidelines compliance table

Guidelines on remuneration policies and practices (MiFID)

The following competent authorities have informed us that they comply or intend to comply with ESMA's guidelines on remuneration policies and practices (MiFID) (ESMA/2013/606):

Member State		Competent authority	Complies	Comments
BE	Belgium	Financial Services and Markets Authority	Yes	
BG	Bulgaria	Financial Supervision Commission	Yes	
CZ	Czech Republic	Czech National Bank	Yes	
DK	Denmark	Finanstilsynet	Yes	
DE	Germany	Bundesanstalt für Finanzdienstleistungsaufsicht (BaFin)	No	BaFin does not entirely comply with the Guidelines insofar as it excludes from their scope of application any remuneration agreed within the scope of application of collective agreements
EE	Estonia	Estonian Financial Supervision Authority	Yes	
IE	Ireland	Central Bank of Ireland	Yes	
EL	Greece	Hellenic Capital Market Commission	Yes	
ES	Spain	Comisión Nacional del Mercado de Valores	Yes	
FR	France	Autorité des Marchés Financiers	Yes	
HR	Croatia	Hrvatska agencija za nadzor financijskih usluga (HANFA)	Yes	
IT	Italy	Commissione Nazionale per le Società e la Borsa	Yes	

CY	Cyprus	Cyprus Securities and Exchange Commission	Yes	
		Central Bank of Cyprus	Yes	
LV	Latvia	Financial and Capital Market Commission	Yes	
LT	Lithuania	Bank of Lithuania	Yes	
LU	Luxembourg	Commission de Surveillance du Secteur Financier	Yes	
HU	Hungary	Magyar Nemzeti Bank	Yes	
MT	Malta	Malta Financial Services Authority	Yes	
NL	Netherlands	Netherlands Authority for the Financial Markets	Yes	
AT	Austria	Financial Market Authority	Yes	
PL	Poland	Komisja Nadzoru Finansowego	Yes	
PT	Portugal	Comissão do Mercado de Valores Mobiliários	Yes	
RO	Romania	Romanian Financial Supervisory Authority	Yes	
SI	Slovenia	Securities Market Agency	Yes	
SK	Slovakia	National Bank of Slovakia	Yes	
FI	Finland	Finanssivalvonta	Yes	
SE	Sweden	Finansinspektionen	Yes	
UK	United Kingdom	Financial Conduct Authority	Yes	

European territories	Competent authority	Complies
Gibraltar ¹	Gibraltar Financial Services Commission (FSC)	Yes

EEA EFTA State ²		Competent authority	Complies
LI	Liechtenstein	Financial Market Authority	Yes
NO	Norway	Finanstilsynet	Yes

Notes

Article 16(3) of the ESMA Regulation requires national competent authorities to inform us whether they comply or intend to comply with each guideline or recommendation we issue that applies to them within two months of the guideline or recommendation being issued. 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 these reasons. 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.esma.europa.eu).

¹ Gibraltar is a European territory for whose external relations the UK is responsible.

² The EEA States other than the Member States of the European Union are not currently required to notify their compliance with ESMA's Guidelines. This table is based on information provided from the authorities listed in those EEA States on a voluntary basis.