

**Glossary terms for Remuneration Volume 1 (Conventional Banks) and Volume 2 (Islamic Banks):**

**Clawback:** A clawback requires that an employee (or ex-employee) return to the bank the remuneration that was previously paid out to him/her.

**Malus:** A malus is a feature of a remuneration arrangement that reduces the amount of a deferred bonus, so that the amount of the payout is less than the amount of the bonus award.

**Material Risk-Takers:** The following table provides a non-exhaustive list of examples of key positions that should be considered as material risk-takers:

<b>High-level category</b>	<b>Suggested business lines</b>
Heads of significant business lines and any individuals within their control who have a material impact of the bank’s risk profile	Fixed income Foreign exchange Commodities Securitisation Sales areas Investment banking Commercial banking Equities Structured finance Lending Trading areas

Banks should consider how the examples in the above table apply in relation to their own organisational structure.

**Remuneration:** Means all types of compensation including but not limited to salary (fixed and variable bonus), fee and non-cash benefits such as health insurance, car, housing, education, grants of stock, stock options or pension benefits.