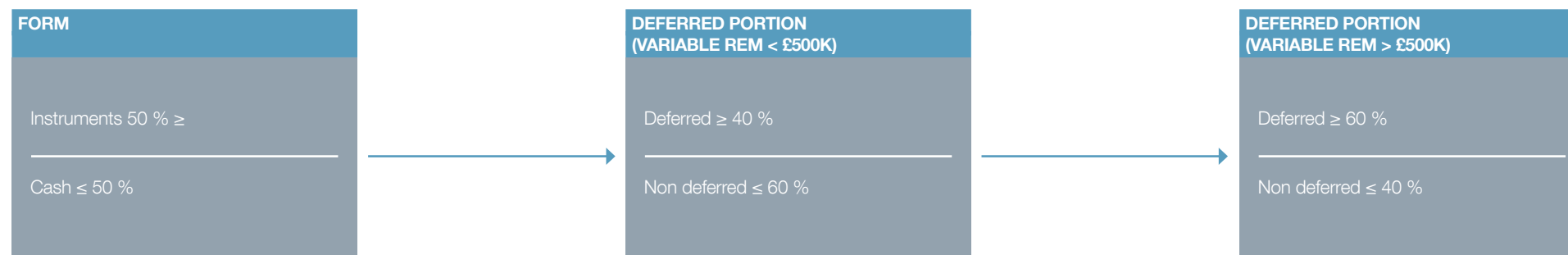


ALLEN & OVERY

At a glance: Remuneration structure and clawback for material risk takers (MRTs)



- Buy-out options
1. Ban buy-outs
 2. Leavers keep but clawback within normal timescales
 3. PRA/FCA discretionary power to apply malus
 4. Rely on new clawback rules

