



Management Plan 2021

DG FISMA
Financial Stability,
Financial Services and
Capital Markets Union

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INTRODUCTION

The mission of DG FISMA

The mission of the Directorate-General for Financial Stability, Financial Services and Capital Markets Union (DG FISMA) is *“to preserve financial stability, protect savers and investors, fight financial crime, as well as to ensure the flow and access to capital for businesses and consumers in the European Union”*.

The Management Plan 2021 and the link to the Strategic Plan 2020-2024

The DG FISMA Management Plan for 2021 should be seen in the context of the DG FISMA Strategic Plan for 2020-2024. The Management Plan describes the main outputs of DG FISMA in 2021 and how these contribute to the objectives in the Strategic Plan. The purpose of the Management Plan is to help ensure that the Commission achieves its objectives in an efficient and effective manner. The strategic and the annual management plans are therefore management, accountability and transparency tools.

Part 1 of the Management Plan focuses on delivering on the Commission’s priorities. It presents the expected deliverables of DG FISMA arising from new policy initiatives, regulatory simplification, evaluations, fitness checks, consultations, enforcement actions and communication activities. All actions are linked to DG FISMA’s objectives in the Strategic Plan. A detailed annex with performance tables presents the actions and expected delivery times.

Part 2 of this document describes how DG FISMA will contribute to another major objective of the von der Leyen Commission, the modernisation of the administration.

Challenges for DG FISMA in 2021

DG FISMA’s work for a stable and competitive EU financial system is crucial to support our economy and to contribute to sustainable growth for the benefit of EU citizens. The continued effects of the COVID-19 pandemic present the European economy and financial system with unprecedented challenges. In 2021, DG FISMA will present measures to improve the functioning of financial markets and to address longer-term structural challenges such as climate change, demographic change, geopolitical uncertainty and digital transformation. When elaborating the actions we have considered the social, economic and financial consequences of the pandemic. To achieve these objectives, ensuring proper implementation of EU financial services legislation by the Member States remains an important task for DG FISMA.

PART 1. Delivering on the Commission's priorities: main outputs for the year

In 2021, DG FISMA will concentrate its efforts on achieving the Commission's general objective *'an Economy that works for people'*, but will also contribute to other political priorities, notably *'a European Green Deal'*, *'a Europe fit for the digital age'* and *'a stronger Europe in the world'*. DG FISMA will also be actively involved in the EU recovery plan following the COVID-19 pandemic.

In order to achieve these general objectives, DG FISMA's strategy consists of six specific objectives. Below is a non-exhaustive summary of some of the key outputs expected during 2021 for these specific objectives. Detailed information on the initiatives can be found in the performance tables after Part I.

1. *EU financial markets are more integrated and liquid, opening new opportunities for cross-border investments and funding for citizens and businesses.*

DG FISMA will follow up on the measures announced in the Capital Markets Union (CMU) Action Plan with a number of legislative and non-legislative initiatives in 2021. To make finance more accessible to companies, DG FISMA will propose a European Single Access Point (ESAP) and review the rules for European Long-term Investment Funds (ELTIFs), the EU securitisation framework and the prudential rules that influence the equity investment of banks and insurance companies. DG FISMA will also review rules applicable to listed companies to promote and diversify small and innovative companies' access to funding. In order to strengthen market integration, it is intended inter alia to review the Central Securities Depositories Regulation (CSDR) to further develop cross-border settlement services, as well as to present a proposal to strengthen (1) the rules on investor protection in the securities markets rulebook (Markets in Financial Instruments Directive - MiFID) and to review (2) the rules that govern market infrastructure for securities trading in the European Union after the UK withdrawal (Markets in Financial Instruments Regulation - MiFIR). The MiFIR review will focus on creating an effective and comprehensive consolidated securities tape. As outlined in the new CMU Action Plan, DG FISMA will be putting forward a legislative proposal on an investment protection and facilitation framework in the EU in Q2 2021.

DG FISMA will furthermore assess the feasibility of further possible legislative and non-legislative actions to advance with CMU. These include a possibility to redirect SMEs with a declined bank credit towards alternative sources of funding or ways to enable retail investors to benefit more from investment opportunities offered by capital markets via improved financial education (development of a financial competence framework) or adequate advice (development of an EU label for financial advisors). DG FISMA will also take stock of progress on supervisory convergence and development of an enhanced rulebook and continue its work to further streamline and improve supervisory data

collection. Finally, DG FISMA will establish a set of indicators to better monitor progress on the CMU.

DG FISMA will finalise preparatory acts relating to Pan-European Personal Pensions (PEPP), thus offering new cross-border long-term investment opportunities to households. Furthermore, in the context of the Solvency II review, DG FISMA will put forward targeted changes to incentivise the insurance sector to play its role as a key long-term investor. The work following the fitness check of supervisory reporting will continue with further actions in the first half of 2021. In the fourth quarter, DG FISMA will present legislative amendments relating to the Alternative Investments Funds Managers Directive (AIFMD) and partly to the Undertakings for the Collective Investment in Transferable Securities Directive (UCITS). DG FISMA will also present Delegated and Implementing Acts relating to the European Market Infrastructure Regulation (EMIR), Markets in Financial Instruments Regulation (MiFIR) and Benchmarks. Work on the mapping of External Credit Assessment Institutions (ECAI) will continue. As part of its regular monitoring of financial markets, DG FISMA will present its annual European Financial Stability and Integration review.

2. Financial stability is preserved and improved by efficient supervision and crisis management mechanisms, by means to absorb shocks and diversify risks, and a comprehensive approach is in place to fight money laundering and the financing of terrorist activities.

In 2021, many measures (fiscal support, moratoria, regulatory relief) that have shielded banks from the impact of the COVID-19 pandemic will be phased out. It will be important to monitor closely the impact on banks and to ensure that macroprudential buffers are used as intended, so that banks' ability to support the recovery will not be impaired by rising Non Performing Loans (NPLs). To that end, we will also need to step up country surveillance given the heterogeneity of national financial systems, economic and financial impacts of the COVID-19 crisis, and crisis response measures in place. Priority will be given to the assessment of the national Recovery and Resilience Plans and, hence, the monitoring of the implementation of the agreed milestones and timeline for financial sector-related reforms and investments.

Banking Union proposals related to the Bank Recovery and Resolution Directive (BRRD), the Deposit Guarantee Schemes Directive (DGSD), and the Single Resolution Mechanism Regulation (SRMR) will be presented. DG FISMA will also put forward legislative proposals implementing the final elements of the Basel III reform.

Following the Action Plan for Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT) presented in 2020, DG FISMA will present a major legislative package in the spring of 2021. The package will cover: the creation of a single rulebook for EU AML/CFT rules, the establishment of an EU AML/CFT Authority and the setting-up of a central support, a coordination mechanism for Financial Intelligence units in the EU and a further strengthening of the approach towards third countries. Another element of the

Action Plan, a Communication on the rules applicable to the use of public-private partnerships in the fight against money laundering and terrorism financing, will be adopted later in the year, along with the biennial Supranational Risk Assessment, a key document providing guidance to national AML/CFT supervisors on the areas for focus in their work. Another important task during 2021 in the AML/CFT field will be the transfer of FIU.net, an important communication network for national AML bodies, from Europol to the Commission, as required by a decision of the European Data Protection Supervisor.

DG FISMA will propose amendments to the Solvency II Directive with a view to ensure the robustness of the insurance regulatory framework, including the adequacy of prudential requirements and the effectiveness of tools and powers to address insurers' failures (recovery and resolution).

<p><i>3. The confidence and protection of consumers and investors on European financial markets, as well as market integrity, are enhanced.</i></p>

An important focus of DG FISMA's work will be on improving investor and consumer confidence in retail financial services. The Commission will in particular put significant efforts into preparatory work for a retail investment strategy to be adopted in the first half of 2022.

DG FISMA will also conduct a review of the Mortgage Credit Directive (MCD) with a view to possible legislative amendments to ensure that the Directive fully achieves its aims and addresses the challenges of digitalisation and sustainability. It will also prepare a review of the Payment Accounts Directive (PAD). In addition, DG FISMA will increase its efforts to empower consumers and step up its work on financial literacy: the Commission will conduct a feasibility assessment for the development of a dedicated EU financial competence framework by Q2 2021.

The Commission will also continue its work on safeguarding the interests of consumers in financial services in particular through its financial services user expert group, the support of Finance Watch and Better Finance and managing the network of alternative dispute resolution bodies in the area of financial services, FIN-NET.

DG FISMA will continue its work on the endorsement of International Financial Reporting Standards during 2021. DG FISMA will also present a report relating to the Market Abuse Regulation during the year.

DG FISMA will furthermore present a proposal for a Directive on the minimum harmonisation of rules for national insurance guarantee schemes (IGSD) and play an important role in supporting the finalisation of negotiations of amendments to the Motor Insurance Directive.

In 2021, DG FISMA will receive the final report of a study launched to monitor the impact of the audit directive and regulation. The results of this report together with other monitoring

tools will provide the Commission with the information needed to decide on a potential review of the audit directive and regulation.

<p><i>4. More financing is made available for sustainable investments.</i></p>
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As part of the European Green Deal, a Renewed Sustainable Finance Strategy will be presented in 2021. A proposal for an EU Green Bond Standard Regulation will be presented mid-2021.

Following the adoption of the Climate change and adaptation taxonomy Regulation¹, another Delegated Regulation on taxonomy-alignment of undertakings reporting non-financial information will be presented mid-2021. The Platform on Sustainable Finance will advise the Commission on the Delegated Regulation covering the four broader environmental objectives set out in the Taxonomy Regulation and on future taxonomy developments. The Platform on Sustainable Finance will also advise the Commission on extending the scope of the Taxonomy to feed into a Commission report due by 31 December 2021.

The Commission is also seeking to scale up sustainable finance globally. In this regard, the International Platform on Sustainable Finance (IPSF) published its first Annual Report in October 2020. The second Annual Report is foreseen to be published in the last quarter of 2021. The IPSF also plans to publish a report on 'Common ground Taxonomy' in the third quarter of 2021 and a report on sustainability-related disclosures in the fourth quarter of the year.

A Delegated Regulation on sustainability-related disclosures will be presented during the year. DG FISMA is also contributing significantly to a Commission Decision establishing the EU Ecolabel criteria for financial retail products.

In the spring of 2021, DG FISMA will present a legislative proposal for the revision of the Non-Financial Reporting Directive (NFRD) as regards disclosure by certain undertakings and groups. DG FISMA will furthermore continue to look at the Environmental, Social and Governance (ESG) assessment tool providers to determine if strengthening of the legislative framework is needed. There will be research into the ESG benchmark labels and the inclusion of a green bond standard in the prospectus rules.

¹ Adoption postponed from 2020 to 2021

5. Opportunities from digital technology are widely employed to implement a safe, competitive and inclusive digitalisation of financial services.

In 2021, DG FISMA will implement a number of initiatives set out in the Digital Finance Strategy to support the scaling-up of digital finance across the EU. To remove barriers in the Digital Single Market for financial services, the Commission will start to set up an interoperable cross-border framework for digital identities by proposing to harmonise rules on customer onboarding in the context of the Anti-Money Laundering (AML) review and by building on the eIDAS (electronic IDentification, Authentification and trust Services). In addition, DG FISMA will, together with the European Supervisory Authorities (ESAs), further support the scaling-up of innovative firms in the EU, including by enhancing the role of the European Forum of Innovation Facilitators and launching a cross-border testing framework in the EU. DG FISMA will also ensure that the financial services legislative framework is fit for digital technologies, and consider complementing the new horizontal rules on AI (artificial intelligence) with guidance at EU level. Finally, DG FISMA will actively support data-driven innovation in several priority areas, starting with public disclosure through work on the European Single Access Point (ESAP) and the strategy on supervisory data.

DG FISMA will continue its work on facilitating digital payments by implementing the policy actions in the Retail Payments Strategy for the EU adopted in 2020. This will include work to support the full roll-out of instant payments, in particular, as announced in the Retail Payments Strategy, the assessment of the main issues conditioning the full success of instant payments' take up (e.g. consumer protection, pricing, AML/sanctions etc.). In addition, DG FISMA will continue its efforts to monitor and support the wide adoption of strong customer authentication as required by PSD2 (Payment Services Directive) and its regulatory technical standards, and the development of open banking. It will also start preparations for launching the PSD2 review, addressing the uneven level playing field related to the access of payment institutions and E-money institutions to payment systems, and contributing to reducing the costs of cross-border payments between the EU and other jurisdictions.


6. The EU financial system's sovereignty and competitiveness in a challenging international environment are strengthened.

DG FISMA will present a Communication on "the European economic and financial system: fostering openness, strength and resilience", scheduled for the beginning of 2021. In order to strengthen the role of the EU as a credible actor on the international stage, DG FISMA will work on the implementation of this communication in order to: (i) promote a stronger international role for the euro; (ii) increase the resilience of EU financial infrastructures; and (iii) ensure that Europe is more resilient to extraterritorial sanctions imposed by third countries and that EU sanctions are properly enforced.





DG FISMA will continue interacting with international partners, both in international fora and standard setting bodies, and through bilateral negotiations and dialogues with a

number of partners. A number of equivalence decisions will be adopted and monitored. The overall objectives are to promote sound international standards, manage risks deriving from cross-border activity and promote the international role of the euro and the competitiveness of the EU financial system. From 2021, substantial activity will be related to cooperation with the United Kingdom and managing risks deriving from the level of financial integration with the EU.

Delivering on the Commission's priorities: performance tables

The following performance tables illustrate how in practice DG FISMA plans to contribute to deliver on the Commission's priorities. Under each specific objective and within each category the items that are part of the 2021 Commission Work Programme are listed in the first place and marked with the distinctive icon . All the remaining items are arranged chronologically by expected delivery date.

DG FISMA shall report on delivery of the items listed below in the 2021 Annual Activity Report.

General objective 1: An economy that works for people		
Specific objective 1.1: EU financial markets are more integrated and liquid, opening new opportunities for cross-border investments and funding for citizens and businesses		<i>Related to spending programme(s)</i> NO
Main outputs in 2021:		
New policy initiatives		
Output	Indicator	Target
PLAN/2020/6892  Investment protection and facilitation framework (legislative proposal)	Adoption by the Commission	Q2 2021
PLAN/2019/6172  Revision of the Markets in Financial Instruments Directive with a view to further streamlining and strengthening the rules on the protection of retail investors and the operation of SME growth markets	Adoption by the Commission	Q4 2021
PLAN/2019/6173  Revision of the Markets in Financial Instruments Regulation with a view to introduce a consolidated securities trading tape in the Union	Adoption by the Commission	Q4 2021
Initiatives linked to regulatory simplification and burden reduction		
Output	Indicator	Target
PLAN/2020/8721  Commission proposal for a Regulation amending Regulation (EU) No 909/2014 of the European	Adoption by the Commission	Q4 2021

Parliament and of the Council of 23 July 2014 on improving securities settlement in the European Union and on central securities depositories and amending Directives 98/26/EC and 2014/65/EU and Regulation (EU) No 236/2012 (CSDR)		
PLAN/2020/8887 Strategy on supervisory data as a follow-up to the fitness check of supervisory reporting requirement	Adoption by the Commission	Q2 2021
PLAN/2020/8416 Proposal for a Regulation amending Regulation (EU) 2015/760 of the European Parliament and of the Council of 29 April 2015 on European long-term investment funds (ELTIFs)	Adoption by the Commission	Q3 2021
PLAN/2019/6271 Possible legislative amendments relating to Directive 2011/61/EU on Alternative Fund Managers Directive (AIFMD) and partly to 2009/65/EU on UCITS (UCITS IV), and to a lesser extent to Regulation 345/2013 on EuVECA and Regulation 346/2013 on EuSEF	Adoption by the Commission	Q4 2021

Enforcement actions

Output	Indicator	Target
Ensure timely and complete transposition of Directives.	Closing or referring to the Court of Justice at least 65% of the non-communication cases which were open at the beginning of 2021.	Throughout the year
Providing timely replies to the questions requiring interpretation of the financial services legislation to ensure uniform reading of legal obligations set out in the financial services legislation across the EU and supervisory convergence.	70% of the questions needing interpretation will be dealt within 6 months.	Throughout the year
Finalisation of the conformity checks of the following Directives: <ul style="list-style-type: none"> • MiFID (2014/65, 2016/1034, 2017/593) 	By end of 2021, confirming correct transposition or referring the case to the Court of Justice for non-conformity.	Throughout the year

Other important outputs

Output	Indicator	Target
PLAN/2017/1673	Adoption by the Commission	Q1 2021

Commission Delegated Regulation amending Commission Delegated Regulation (EU) No 151/2013 of 19 December 2012 supplementing Regulation (EU) No 648/2012 of the European Parliament and of the Council on OTC derivatives, central counterparties and trade repositories, with regard to regulatory technical standards specifying the data to be published and made available by trade repositories and operational standards for aggregating, comparing and accessing the data.		
PLAN/2016/191-193-194-195-196-197-198-199 PLAN/2020/9440 Implementing acts of CCP equivalence under EMIR – Art. 13	Adoption by the Commission	Q1 2021
PLAN/2019/5622 Delegated act specifying when commercial terms of central clearing are fair, reasonable, non-discriminatory and transparent – FRANDT	Adoption by the Commission	Q1 2021
PLAN/2020/9779 Delegated act on the extension of the exemption from the clearing obligation for pension scheme arrangements	Adoption by the Commission	Q1 2021
PLAN/2021/10073 Draft RTS on details of the reports to be reported to TRs under EMIR	Adoption by the Commission	Q1 2021
PLAN/2021/10075 Draft ITS on standards, formats, frequency and methods and arrangements for reporting to TRs under EMIR	Adoption by the Commission	Q1 2021
PLAN/2021/10072 Amendment to Delegated Regulation (EU) No 150/2013 on registration and extension of registration of TRs under EMIR	Adoption by the Commission	Q1 2021
PLAN/2021/10071 ITS on registration and extension of registration of TRs under EMIR	Adoption by the Commission	Q1 2021
PLAN/2021/10070	Adoption by the Commission	Q1 2021

RTS on procedures for ensuring data quality		
PLAN/2021/10074 RTS on operational standards for aggregation and comparison of data and on terms and conditions for granting access to data	Adoption by the Commission	Q1 2021
PLAN/2020/8722 General Report on CSDR	Adoption by the Commission	Q1 2021
Feasibility assessment of a reporting framework to assess the effectiveness of national loan enforcement (with EBA)	Report or Staff Working Document	Q1 2021
2015/FISMA/135 2016/FISMA/090-092-093-095 PLAN/2021/10090-10091 Implementing acts of CCP equivalence under EMIR – Art. 25(6)	Adoption by the Commission	Q1 2021 Q2 2021
PLAN/2020/9116 PLAN/2020/9117 PLAN/2020/9118 PLAN/2020/9119 Commission Implementing Regulation (EU) .../... of XXX laying down technical information for the calculation of technical provisions and basic own funds for reporting in accordance with Directive 2009/138/EC of the European Parliament and of the Council on the taking-up and pursuit of the business of Insurance and Reinsurance	Adoption by the Commission	Q1 2021 Q2 2021 Q3 2021 Q4 2021
2016/FISMA/027 Report on the systemic risk and cost compliance of interoperability arrangements	Adoption by the Commission	Q2 2021
PLAN/2020/9727 Financial Collateral Directive/ Settlement Finality Directive Review Report(s)	Adoption by the Commission	Q2 2021
PLAN/2021/10092 Report on pension funds central clearing	Adoption by the Commission	Q2 2021
PLAN/2020/6311 Commission Delegated Regulation (EU) .../... of XXX supplementing	Adoption by the Commission	Q2 2021

Regulation (EU) 2019/1238 of the European Parliament and of the Council with regard to regulatory technical standards specifying the requirements on information documents, on the costs and fees included in the cost cap and on risk-mitigation techniques for the pan-European Personal Pension Product (PEPP)		
PLAN/2020/6313 Commission Delegated Regulation (EU) .../... of XXX supplementing Regulation (EU) No 2019/1238 of the European Parliament and of the Council (PEPP Regulation) with regard to additional information for the purposes of the convergence of supervisory reporting	Adoption by the Commission	Q2 2021
PLAN/2020/6313 Commission Delegated Regulation (EU) No .../... of XXX supplementing Regulation (EU) No 2019/1238 of the European Parliament and of the Council (PEPP Regulation) with regard to product intervention	Adoption by the Commission	Q2 2021
PLAN/2020/6312 Commission Implementing Regulation (EU) .../... of XXX with regard to implementing technical standards specifying under Regulation (EU) No 2019/1238 of the European Parliament and of the Council (PEPP Regulation) the format of supervisory reporting and the details of cooperation and exchange of information for the purpose of the cooperation between national competent authorities (NCAs) and between NCAs and EIOPA	Adoption by the Commission	Q2 2021
European financial stability and integration review (EFSIR) – annual report on market developments analysis relevant to financial market integration and stability, to be launched in a joint conference with the ECB	Staff working document	Q2 2021
Communication on the CMU monitoring: comprehensive indicator dashboard	Communication or Staff Working Document	Q2 2021

PLAN/2019/5318 Commission Delegated Regulation amending Commission Delegated Regulation (EU) 2018/65 of 29 September 2017 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council specifying technical elements of the definitions laid down in paragraph 1 of Article 3 of the Regulation	Adoption by the Commission	Q3 2021
PLAN/2018/4511 Implementing Act establishing a list of public authorities in the Union falling within the definition under Article 3(3) of Regulation (EU) 2016/1011 (Benchmark Regulation)	Adoption by the Commission	Q3 2021
Report on the functioning of the securitisation framework under Article 46 of Regulation (EU) 2017/2402 and Article 519a of Regulation (EU) 2017/2401. If found appropriate, the report would be accompanied by a legislative proposal.	Adoption by the Commission	Q4 2021
Report on the functioning of the European Supervisory Authorities under Article 81 of Regulations (EU) 1093/2010, 1094/2010, 1095/2010 and following Action 16 of the CMU Action Plan.	Adoption by the Commission	Q4 2021
Feasibility assessment of referral scheme to require banks redirect rejected SMEs to alternative providers of finance	Report or Staff Working Document	Q4 2021
PLAN/2021/10077 ECAI mapping – ITS amending Implementing Regulation (EU) 2016/1799 Implementing Regulation (EU) 2016/1799 should be amended in order to provide mapping under CRR for newly registered ECAIs and those that have been identified as needing amendments to their mapping reports.	Adoption by the Commission	Q4 2021
PLAN/2021/10078 ECAI mapping – ITS amending Implementing Regulation (EU)	Adoption by the Commission	Q4 2021

2016/1800 Implementing Regulation (EU) 2016/1800 should be amended in order to provide mapping under Solvency II for newly registered ECAIs and those that have been identified as needing amendments to their mapping reports.		
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General objective 1: An economy that works for people





Specific objective 1.2 Financial stability is preserved and improved by efficient supervision and crisis management mechanisms, by means to absorb shocks and diversify risks, and a comprehensive approach is in place to fight money laundering and the financing of terrorist activities

Related to spending programme(s)
NO

Main outputs in 2021:

New policy initiatives

Output	Indicator	Target
PLAN/2020/7886  Proposal for a Directive of the European Parliament and the Council on the prevention of the use of the financial system for the purposes of money laundering and terrorist financing (recast of Directive (EU) No 2015/849)	Adoption by the Commission	Q2 2021
PLAN/2020/7907  Proposal for a Regulation of the European Parliament and the Council on the prevention of the use of the financial system for the purposes of money laundering and terrorist financing, amending Directive (EU) No 2015/849	Adoption by the Commission	Q2 2021
PLAN/2020/7908  Proposal for a Regulation of the European Parliament and the Council on the establishment of a Union anti-money laundering supervisor PLAN/2020/7909  Proposal for a Regulation of the European Parliament and of the Council on establishing a coordination and support mechanism	Adoption by the Commission (these two AP items will be in the same legislative proposal)	Q2 2021

for Financial Intelligence Units		
PLAN/2019/5384  Revision of prudential rules for insurance and reinsurance companies (Solvency II) including the effectiveness of tools and powers to address insurers' failures (recovery and resolution)	Adoption by the Commission	Q3 2021
PLAN/2020/7910 Commission Communication on the rules applicable to the use of public private partnerships in the framework of preventing and fighting money laundering and terrorist financing	Adoption by the Commission	Q4 2021
Initiatives linked to regulatory simplification and burden reduction		
PLAN/2020/8120  Proposal for a Directive of the European Parliament and of the Council amending Directive 2014/59/EU (BRRD)	Adoption by the Commission	Q4 2021
PLAN/2020/8121  Proposal for a Directive of the European Parliament and of the Council amending Directive 2014/49/EU (DGSD)	Adoption by the Commission	Q4 2021
PLAN/2020/8122  Proposal for a Regulation of the European Parliament and of the Council amending Regulation (EU) 806/2014 (SRMR)	Adoption by the Commission	Q4 2021
PLAN/2019/5320 ² Regulation of the European Parliament and of the Council amending Regulation (EU) No 575/2013 (Capital Requirements Regulation - CRR) as regards risk-based own funds requirements	Adoption by the Commission	Q2 2021
PLAN/2019/5321 ² Directive of the European Parliament and of the Council amending Directive 2013/36/EU (Capital	Adoption by the Commission	Q2 2021

² 2020 Commission work programme Annex I initiative

Requirements Directive - CRD) as regards risk management and supervisory review processes		
Enforcement actions		
Output	Indicator	Target
<p>Finalisation of the completeness checks of the following Directives:</p> <ul style="list-style-type: none"> • 2015/849, on the prevention of the use of the financial system for the purposes of money laundering or terrorist financing (AML 4); • 2017/2399, amending Directive 2014/59/EU as regards the ranking of unsecured debt instruments in insolvency hierarchy. 	By end of 2021, confirming complete transposition in NIF database or referring the case to the Court of Justice for non-communication.	Throughout the year
<p>Finalisation of the conformity checks of the following Directives:</p> <ul style="list-style-type: none"> • 2015/849, on the prevention of the use of the financial system for the purposes of money laundering or terrorist financing (AML 4); • 2017/2399, amending Directive 2014/59/EU as regards the ranking of unsecured debt instruments in insolvency hierarchy. 	By end of 2021, confirming correct transposition or referring the case to the Court of Justice for non-conformity.	Throughout the year
Other important outputs		
Output	Indicator	Target
<p>PLAN/2020/7926</p> <p>Commission Delegated Regulation (EU) .../...of XXX amending Delegated Regulation (EU) 2015/61 to supplement Regulation (EU) No 575/2013 of the European Parliament and the Council with regard to liquidity coverage requirement for credit institutions</p>	Adoption by the Commission	Q1 2021
<p>PLAN/2020/9353</p> <p>Commission Implementing Regulation (EU) .../... of XXX amending Commission Implementing Regulation (EU) No 926/2014 laying down implementing technical standards with regard to standard forms, templates and procedures for notifications relating to the exercise</p>	Adoption by the Commission	Q1 2021

of the right of establishment and the freedom to provide services according to Directive 2013/36/EU of the European Parliament and of the Council		
<p>PLAN/2020/9352</p> <p>Commission Delegated Regulation (EU) .../... of XXX amending Commission Delegated Regulation (EU) No 1151/2014 supplementing Directive 2013/36/EU of the European Parliament and of the Council with regard to regulatory technical standards on the information to be notified when exercising the right of establishment and the freedom to provide services</p>	Adoption by the Commission	Q1 2021
<p>PLAN/2016/515</p> <p>Regulatory Technical Standards (RTS) on the specification of the assessment methodology for market risk internal models and the assessment of significant share</p> <p>The RTS will specify the assessment methodology that competent authorities must follow in assessing the compliance of an institution with the requirements to use the Internal Model Approach (IMA) for the own fund requirements for market risk and specify what means a significant share of positions covered by the IMA to grant IMA approval for a given risk category.</p>	Adoption by the Commission	Q1 2021
<p>PLAN/2017/1688</p> <p>Regulatory Technical Standards (RTS) amending the RTS on determining the proxy spread and on limited smaller portfolios for CVA risk</p> <p>Amendment to the existing RTS to reflect some changes to the advanced approach for the calculation of the own fund requirement for CVA risks, as recommended in the EBA report published in 2015.</p>	Adoption by the Commission	Q1 2021
<p>PLAN/2017/2061</p> <p>Regulatory Technical Standards (RTS) on the calculation of KIRB in accordance with the top-down</p>	Adoption by the Commission	Q1 2021

approach and the use of proxy data (new Article 255(9) of the CRR)		
PLAN/2020/6371 Regulatory Technical Standards (RTS) on the Standardised Approach for Counterparty Credit Risk (SA-CCR)	Adoption by the Commission	Q1 2021
PLAN/2020/7871 Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards on back testing and profit and loss attribution requirements under Article 325bf and Article 325bg of Regulation (EU) No 575/2013	Adoption by the Commission	Q1 2021
PLAN/2020/7872 Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards on liquidity horizons for the Alternative Internal Model Approach under points (a) to (d) of Article 325bd(7) of the Regulation (EU) No 575/2013	Adoption by the Commission	Q1 2021
PLAN/2020/7873 Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards to further specify the criteria for assessing the modellability of risk factors under the internal model approach (IMA) under Article 325be(3)	Adoption by the Commission	Q1 2021
PLAN/2020/8243 Commission Implementing Regulation (EU) No .../... of xxx amending Implementing Regulation (EU) 2016/2070 as regards supervisory benchmark portfolios, reporting templates and reporting instructions to be applied in the Union for the reporting referred to in Article 78(2) of Directive 2013/36/EU of the European Parliament and of	Adoption by the Commission	Q1 2021

the Council.		
PLAN/2018/3348 Commission Implementing Regulation (EU) No .../... of xxx amending Implementing Regulation (EU) 2016/2070 as regards benchmarking portfolios and reporting instructions	Adoption by the Commission	Q1 2021
PLAN/2020/8993 Commission Implementing Regulation (EU) No .../... of xxx amending Implementing Regulation (EU) 2015/2197 with regard to closely correlated currencies in accordance with Regulation (EU) No 575/2013 of the European Parliament and of the Council	Adoption by the Commission	Q1 2021
PLAN/2020/9358 Commission Implementing Regulation (EU) No .../... of xxx amending Implementing Regulation (EU) 2016/1646 as regards the main indices and recognised exchanges in accordance with Regulation (EU) No 575/2013 of the European Parliament and of the Council	Adoption by the Commission	Q1 2021
PLAN/2020/8377 Commission Implementing Regulation (EU) No .../... of xxx laying down implementing technical standards with regard to public disclosures by institutions of the information referred to in Titles II and III of Part Eight of Regulation (EU) No 575/2013 of the European Parliament and of the Council	Adoption by the Commission	Q1 2021
PLAN/2017/1713 Commission Implementing Regulation (EU) No.../...of XXX supplementing Directive 2013/36/EU of the European Parliament and of the Council of 26 June 2013 with regard to implementing technical standards in respect of the information to be provided for the authorisation of credit institutions	Adoption by the Commission	Q1 2021
PLAN/2017/1714 Commission Delegated Regulation (EU) No .../...of XXX supplementing	Adoption by the Commission	Q1 2021

Directive 2013/26/EU of the European Parliament and of the Council of 26 June 2013 with regard to regulatory technical standards in respect of the information to be provided in the application for the authorisation of credit institutions, the requirements applicable to shareholders and members with qualifying holdings and obstacles which may prevent the effective exercise of supervisory powers		
PLAN/2018/4099 Draft implementing technical standards on the reporting of intra-group transactions under Article 8 (2) of Regulation (EU) n° 2002/87	Adoption by the Commission	Q1 2021
Report to the EP and Council on market developments potentially requiring the use of Article 459 CRR	Adoption by the Commission	Q1 2021
Report to the EP and Council on effects of CRR/CRD on the economic cycle (art 502 CRR)	Adoption by the Commission	Q1 2021
PLAN/2020/9526 Report on whether to introduce a leverage ratio surcharge for O-SIIs (Art 511(1)(a) of Regulation 2019/876)	Adoption by the Commission	Q1 2021
PLAN/2020/9527 Regulatory Technical Standards (RTS) specifying the methodology for the identification of global systemically important institutions (G-SIIs)	Adoption by the Commission	Q1 2021
PLAN/2021/10174 ITS on reporting of the minimum requirement for own funds and eligible liabilities to entities to EBA – Article 45j(2) BRRD II	Adoption by the Commission	Q1 2021
PLAN/2021/10094 RTS on the methodology for estimating certain prudential capital requirements by resolution authorities – Article 45c(4) BRRD II	Adoption by the Commission	Q1 2021
PLAN/2021/10155 Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory	Adoption by the Commission	Q2 2021

technical standards to further specify own funds requirements for market risk for non-trading book positions that are subject to foreign exchange risk or commodity risk		
PLAN/2021/10156 Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards to further specify the calculation of the stress scenario risk measure	Adoption by the Commission	Q2 2021
Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards to further specify the requirements that have to be fulfilled by an institution's internal methodology or external sources for estimating default probabilities and loss given default	Adoption by the Commission	Q2 2021
PLAN/2020/8852 ITS on Contractual recognition of bail-in – Article 55(8)BRRD II	Adoption by the Commission	Q2 2021
PLAN/2020/8850 RTS on contractual recognition of bail-in power- Article 55(6) (a), (b), (c) BRRDII	Adoption by the Commission	Q2 2021
RTS on contractual recognition of resolution stay powers – Article 71a(5) BRRD II	Adoption by the Commission	Q2 2021
European Semester, including Macroeconomic Imbalances Procedure (based on art 121 of the Treaty)	Adoption by the Commission and the Council of Country-Specific Recommendations	Q2/Q3 2021
EU Semester – Recovery and Resilience Facility Contribution to monitoring the implementation of National Recovery and Resilience Plans on financial sector issues according to the agreed timeline and milestones	Adoption by the Commission	Q2/Q3/Q4 2021
PLAN/2021/100125-100126-100127 Commission Delegated Regulation	Adoption by the Commission	Q2/Q3/Q4 2021 (three Delegated Acts in the course of 2021)

supplementing Directive (EU) 2015/849 of the European Parliament and of the Council regarding third countries with strategic deficiencies in their regimes for countering money laundering and terrorism financing.		
PLAN/2020/9694 Report from the Commission to the European Parliament and the Council on the assessment of the risk of money laundering and terrorist financing affecting the internal market and relating to cross-border activities (Supranational Risk Assessment report, SNRA)	Adoption by the Commission	Q3 2021
Contribution to financial sector analysis in Country Reports	DG FISMA contribution to Commission Country Reports	Q3/Q4 2021
PLAN/2017/2047 Report from the Commission to the European Parliament and the Council on the functioning of the benchmarking of international models	Adoption by the Commission	Q4 2021
Commission Implementing Regulation (EU) No .../... of xxx amending Implementing Regulation (EU) 2016/2070 as regards supervisory benchmark portfolios, reporting templates and reporting instructions to be applied in the Union for the reporting referred to in Article 78(2) of Directive 2013/36/EU of the European Parliament and of the Council (2022 benchmarking exercise).	Adoption by the Commission	Q4 2021
Report from the Commission to the European Parliament and the Council on the Single Supervisory Mechanism established pursuant to Regulation (EU) No1024/2013	Adoption by the Commission	Q4 2021
Commission Implementing Regulation (EU) .../... of xxx amending Commission Implementing regulation (EU) .../... of yyy laying down implementing technical standards for the application of Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to supervisory	Adoption by the Commission	Q4 2021

reporting of institutions		
PLAN/2021/10137 Commission Implementing Regulation (EU) No .../... of xxx amending Commission implementing Regulation (EU) No .../... of yyy laying down implementing technical standards with regard to public disclosures by institutions	Adoption by the Commission	Q4 2021
Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards to further specify what constitutes emerging market and advanced economies	Adoption by the Commission	Q4 2021
Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards to further specify the calculation of jump-to-default amounts	Adoption by the Commission	Q4 2021
Commission Delegated Regulation (EU) No .../... of xxx supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards to further specify what is an exotic underlying and which instruments are exposed to other residual risks	Adoption by the Commission	Q4 2021
Report on use of equity in resolution (CCP RR/Art 27(6))	Adoption by the Commission	Q4 2021
Euro area recommendation on financial sector policy	Adoption by the Commission and the Council	Q4 2021
Contribution on financial sector policy to the Staff Working Document accompanying Council euro area recommendations, published jointly with the Annual Sustainable Growth Strategy	Completion of the contributions	Q4 2021
Post-Programme Surveillance for, Portugal, Ireland, Spain, Cyprus, Enhanced Surveillance for Greece (based on Commission Implementing Decision C(2018)4495 of 11 July	Adoption by the Commission of the Review Reports	Twice per year More frequent for Greece

2018). Contribution about financial sector to Review Reports.		
Development of country knowledge Monitoring of national financial and economic developments with a view to avoid financial distress and track policy implementation and initiatives to assess their contribution to growth and investment	Regular reporting	Ongoing
EU Semester – Recovery and Resilience Facility Contribution to Assessment of National Recovery and Resilience Plans on financial sector issues	Adoption by the Commission and approval by the Council	Throughout the year
Exercise the Commission's function as Resolution Authority	<ul style="list-style-type: none"> - Attending and preparing Executive and Plenary SRB Board Meetings and preparatory bodies; - Monitoring banks in difficulty; - Endorsing resolution schemes; - Intervention in judicial and nonjudicial proceedings; - Participating in Resolution colleges. 	Throughout the year
Enhance preparedness for resolution cases	Preparation of and/or participation in: <ul style="list-style-type: none"> - Trilateral resolution exercise; - SRB dry runs; - Follow-up to Nordic-Baltic dry run; - FSB CBCM and Resolution Steering groups; - EBA resolution committees and groups. 	Throughout the year

General objective 1: An economy that works for people

Specific objective 1.3: The confidence and protection of consumers and investors on European financial markets, as well as market integrity, are enhanced

Related to spending programme(s)
NO

Main outputs in 2021:

New policy initiatives

Output	Indicator	Target
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PLAN/2019/5384 Directive on the minimum harmonisation of rules for national insurance guarantee schemes (IGSD).	Adoption by the Commission	Q3 2021
Initiatives linked to regulatory simplification and burden reduction		
Output	Indicator	Target
PLAN/2020/6368 Commission Regulation (EC) No .../.... of adopting certain international accounting standards in accordance with Regulation (EC) No 1606/2002 of the European Parliament and of the Council (Repeal and Replacement of the IFRS Regulation)	Adoption by the Commission	Q4 2021
Evaluations and fitness checks		
Output	Indicator	Target
PLAN/2020/8624 Review of the Mortgage Credit Directive (2014/17/EU) and possible follow up work on a legislative proposal. The evaluation should include an assessment of the main provisions of the Directive notably on creditworthiness assessment, pre-contractual information and forbearance measures and evaluate if the Directive is fit for purpose for the challenges posed by the digitalisation of the economy and sustainable finance objectives.	Adoption by the Commission	Q4 2021
Enforcement actions		
Output	Indicator	Target
Timely assessment of complaints reporting possible breaches of EU law.	70% Closure or sending of a letter of formal notice within 12 months from a receipt of a complaint.	Throughout the year
Finalisation of the completeness checks of the following Directives: <ul style="list-style-type: none"> • 2015/2366, on payment services in the internal market (PSD2), • 2016/97, on insurance distribution (IDD), • 2016/2341, on the activities and supervision of institutions for occupational retirement provision (IORP). 	By end of 2021, confirming complete transposition in NIF database or referring the case to the Court of Justice for non-communication.	Throughout the year

<p>Finalisation of the conformity checks of the following Directives:</p> <ul style="list-style-type: none"> • 2015/2366, on payment services in the internal market (PSD2), • 2016/97, on insurance distribution (IDD), • 2014/17, on credit agreements for consumers relating to residential immovable property (MCD). 	<p>By end of 2021, confirming correct transposition or referring the case to the Court of Justice for non-conformity.</p>	<p>Throughout the year</p>
Other important outputs		
Output	Indicator	Target
<p>Report on the Payment Accounts Directive (2014/92/EU) in compliance with Article 27 of the Directive.</p> <p>Based on data provided by Member States, the report should present an overview of important parameters, including the number of credit institutions offering payment accounts with basic features, the number of such accounts that have been opened and the number of accounts that have been switched.</p>	Adoption by the Commission	Q2 2021
<p>Report on the review of the Payment Accounts Directive (2014/92/EU) in compliance with Article 28 of the Directive and possible follow up work on a legislative proposal.</p> <p>The report should include an assessment of the main provisions of the Directive notably on switching of payment accounts and access to payment accounts with basic features and a feasibility analysis of new tools for cross-border account opening and switching, including IBAN portability.</p>	Adoption by the Commission	Q2 2021
<p>PLAN/2020/8271</p> <p>Commission Regulation (EU) amending Regulation (EC) No 1126/2008 adopting certain international accounting standards in accordance with Regulation (EC) No 1606/2002 of the European Parliament and of the Council as regards amendments to IAS 16, IAS 37, IFRS 3 and Annual Improvements to IFRS Standards 2018–2020</p>	Adoption by the Commission	Q2 2021

Feasibility assessment of a dedicated EU financial competence framework	Report or Staff Working Document	Q2 2021
PLAN/2018/4555 Report from the Commission to the European Parliament and the Council pursuant to Article 38 of Regulation No 596/2014 on market abuse (market abuse regulation)	Adoption by the Commission	Q3 2021
PLAN/2018/3036 Commission Regulation (EU) amending Regulation (EC) No 1126/2008 adopting certain international accounting standards in accordance with Regulation (EC) No 1606/2002 of the European Parliament and of the Council as regards IFRS 17	Adoption by the Commission	Q4 2021
PLAN/2021/10153 Commission Regulation (EU) amending Regulation (EC) No 1126/2008 adopting certain international accounting standards in accordance with Regulation (EC) No 1606/2002 of the European Parliament and of the Council as regards amendments to IAS 1 and IAS 8	Adoption by the Commission	Q4 2021
<p>Safeguarding consumers' interests in financial services:</p> <ul style="list-style-type: none"> • To provide financial support to two EU-wide non-industry organisations, which enable civil society to have a stronger say in EU policy making on financial services. • To manage the network of alternative dispute resolution bodies in the area of financial services, FINNET, to facilitate the resolution of cross-border complaints about financial services and to obtain information on consumer issues in the Member States. • To ensure that consumer interests are fully taken into account in financial services policymaking and that any consumer issues are closely 	5 meetings of the Financial Services User Group (FSUG); 2 plenary meetings of FIN-NET; Successful implementation of the annual work programmes of the two grant beneficiaries.	All year

monitored to identify needs for adapting or developing the regulatory framework.		
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General objective 1: An economy that works for people

Specific objective 1.4: More financing is made available for sustainable investments

Related to spending programme(s)
NO

Main outputs in 2021:

New policy initiatives

Output	Indicator	Target
PLAN/2020/7030  Proposal for a Regulation of the European Parliament and of the Council on the Establishment of an EU Green Bond Standard	Adoption by the Commission	Q2 2021
PLAN/2020/6361 Renewed Sustainable Finance Strategy Building on the 2018 Action Plan on financing sustainable growth, the renewed sustainable finance strategy will provide a roadmap with new actions to increase investment in sustainable projects and activities to support the different actions set out in the European Green Deal and to manage and integrate climate and environmental risks into our financial system.	Adoption by the Commission	H1 2021

Initiatives linked to regulatory simplification and burden reduction

Output	Indicator	Target
PLAN/2019/6123 Directive amending Directive 2014/95/EU (the Non-Financial Reporting Directive) as regards disclosure of non-financial information by certain undertakings and groups	Adoption by the Commission	H1 2021

Other important outputs

Output/ Result	Indicator	Target
PLAN/2020/8119	Adoption by the Commission	Q2 2021

<p>Delegated Act under the Taxonomy Regulation</p> <p>Commission Delegated Regulation 2021/XXX of XXX 2021 on taxonomy-alignment of undertakings reporting non-financial information, supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088</p>		
<p>PLAN/2020/8849</p> <p>Commission Delegated Regulation supplementing Regulation (EU) 2019/2088 of the European Parliament and of the Council on sustainability-related disclosures in the financial services sector with regard to the content, methodologies and presentation of information in relation to no significant harm principle, adverse impact indicators and the promotion of environmental or social characteristics and sustainable investment objectives in pre-contractual documents, websites and periodic reports</p>	Adoption by the Commission	Q2 2021
<p>Delegated Act under the Taxonomy Regulation</p> <p>Commission Delegated Regulation 2021/XXX of XXX 2021 on 4 environmental objectives supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088.</p>	Adoption by the Commission	Q4 2021
<p>Commission report on a possible extension of the scope of the Taxonomy Regulation</p> <p>The Commission shall publish a report describing the provisions that would be required to extend its scope to cover economic activities that do not have a significant impact on environmental sustainability and economic activities that significantly</p>	Publication by the Commission	Q4 2021

harm environmental sustainability, a review of the appropriateness of specific disclosure requirements related to transitional and enabling activities, and other sustainability objectives, such as social objectives.		
Research study on ESG benchmark labels	Completion of external study	Q4 2021
PLAN/2020/9815 Commission Decision (EU) 2021/XX of XX XX 2021 establishing the EU Ecolabel criteria for retail financial products	Adoption by the Commission	Q4 2021

General objective 1: An economy that works for people

Specific objective 1.5: Opportunities from digital technology are widely employed to implement a safe, competitive and inclusive

Related to spending programme(s)
NO

Main outputs in 2021:

New policy initiatives

Output	Indicator	Target
PLAN/2020/9145 Proposal for a Directive/Regulation of the European Parliament and of the Council for a European single access point (ESAP) for financial and non-financial information publicly disclosed by companies (Text with EEA relevance)	Adoption by the Commission	Q3 2021

Other important outputs

Output/ Result	Indicator	Target
PLAN/2021/10089 Commission Delegated Regulation amending Delegated Regulation (EU) 2019/815 as regards the 2021 update of the taxonomy laid down in the regulatory technical standards for the single electronic reporting format (2021 Amendment to the ESEF Regulation)	Adoption by the Commission	Q4 2021

General objective 1: An economy that works for people***Specific objective 1.6: The EU financial system's sovereignty and competitiveness in a challenging international environment are strengthened****Related to spending programme(s)*
NO**Main outputs in 2021:****New policy initiatives**

Output	Indicator	Target
PLAN/2020/9266 Communication on the European economic and financial system: fostering openness, strength and resilience	Adoption by the Commission	Q1 2021

Initiatives linked to regulatory simplification and burden reduction

Output	Indicator	Target
Streamline procedures relating to Regulation (EC) No 2271/96	Publication of revised template for authorisation requests Publication of Guidance Note	Q2 2021

Evaluations and fitness checks

Output	Indicator	Target
Report to EP and Council, pursuant to Article 7(a) of Regulation (EC) No 2271/96	Publication of Report	Q3 2021
Evaluation of the effectiveness of sanctions, including novel threats in sanctions evasion and national penalties for the violation of EU sanctions	Assessment report Publication of Guidance Note	Q4 2021

Enforcement actions

Output	Indicator	Target
Support provision of humanitarian aid in compliance with sanctions	Consultation with stakeholders Publication of Guidance Notes (COVID-19 specific and horizontal) Set up online system for single contact point	Throughout the year
Ensure timely and complete reporting of information required by sanctions regulations	100% reporting on national authorities, assets frozen and penalties	Q2 2021
Establish an anonymous reporting tool on EU sanctions violations	Tool launch	Q4 2021
Commission Opinions on sanctions	75% of the opinions adopted	Throughout the year

interpretation	within 2.5 months of the request	
Other important outputs		
Output	Indicator	Target
PLAN/2020/8885 Establish an expert group on EU Restrictive Measures and Extra-territoriality.	Adoption by the Commission	Q1 2021
Ensure sanctions compliance in EU fund spending	Signature of framework partnership agreements including sanctions clauses	Throughout the year
The Commission would support Member States in the set-up of national asset management companies (AMCs) – if they wish to do so – and would explore the merits of establishing a network of national AMCs at EU level, jointly with the national AMCs, the ECB and the EBA.	Work with Member States	Throughout the year

PART 2. Modernising the administration: main outputs for the year

DG FISMA aims at modernising its ways of working and at constantly improving the efficiency of its operations. In 2021, DG FISMA will focus on the **revision of its local HR strategy** and on the 'new normal' following the COVID-19 pandemic. It will start implementing its new anti-fraud strategy and continue to improve its processes for **financial transactions and budgetary management** to ensure that taxpayers' money is timely and well spent.

The DG will continue its efforts to facilitate **collaboration and information retrieval** by developing and using advanced IT solutions. It will build on the steps taken in 2020 to further reduce **DG FISMA's environmental footprint**.

The **internal control framework**³ supports sound management and decision-making. It notably ensures that risks to the achievement of objectives are taken into account and reduced to acceptable levels through cost-effective controls. DG FISMA has established an internal control system **tailored to its particular characteristics and circumstances**. The effective functioning of the DG's internal control system will be assessed on an ongoing basis throughout the year and be subject to a specific annual assessment covering all internal control principles.

Human resource management

DG FISMA will continue to deploy its resources as effectively as possible in support of the priorities set out by the von der Leyen Commission. The highly committed staff demonstrated its ability to adapt during COVID times whilst maintaining the same levels of efficiency. Although DG FISMA's staff engagement index in the last Staff survey was high, some indicators gathered via other channels (including the Leadership Circle for HoU, the highly successful co-development group for Deputy Heads of Unit, DG FISMA's own online surveys for staff since the start of the COVID-pandemic, focus groups on various topics, and feedback from the AMC and DG HR ..), highlighted some areas for vigilance.

We will use all the above indicators and feedback from various groups to feed the local HR Strategy due for adoption during the first quarter of 2021. The DG's efforts in 2021 will aim at further improving **collaborative work** based on trust at all levels of our organisation where staff can deploy its full potential. To this effect, it favours better knowledge-sharing and building **networks across the DG** by

³ [Communication C\(2017\)2373 - Revision of the Internal Control Framework](#)

- integrating new staff by offering regular **newcomers' trainings** informing at least twice a year and relaunching the **mentoring scheme**;
- making (senior) management accessible (e.g. mini-coachings for staff members by Directors);
- developing **networks among peers** (esp. AST professionalization, development programmes and group coaching for specific audiences such as Deputy Heads of Unit, female talents, Heads of Unit, AD7+...);
- giving trainings *for* and *by* staff in the form of DG FISMA **Knowledge Hours**;
- focusing on **talent management** to prepare staff for new job opportunities.

Close partnership between HR BC and FISMA's communication unit and an effective **internal communication within the DG** are all the more important during the COVID-19 crisis and probably for an important part of 2021, as remote working remains the norm for most staff. DG FISMA will continue to hold very regular **all staff meetings** during this period (every 6 weeks) to keep staff informed about both policy and organisation developments and to give them an opportunity to engage. Following two all-staff surveys, DG FISMA identified tips and recommendations for all staff in order to maximise the quality of work output as well as general staff wellbeing while teleworking. **All staff are actively encouraged to contribute ideas** on an on-going basis.

The DG's matrix structure with work in **project teams** complementing unit work aims to improve the allocation of resources and workload and offers a collaborative cross-team/cross-DG platform to increase and share know-how. This also allows staff to progress and develop newly acquired skills and roles (e.g. as project team leaders).

Fairness and transparency will not only be at the centre of the distribution of workload and resources, but also in taking specific measures (Female Talent Development programme, first female appointments to management positions) to meet **gender balance** targets (achieve 50% and beyond of female middle and senior managers by 2024).

In order to nurture and retain expertise within the DG, a specific focus on **succession management**, in particular, by:

- Relaunching the mentoring and coaching scheme;
- Systemising high quality hand-over notes;
- Conducting exit interviews for FISMA officials leaving the DG.

FISMA's **local HR strategy** will be developed in the course of Q1 in line with the corporate HR strategy.

Objective: DG FISMA employs a competent and engaged workforce and contributes to gender equality at all levels of management to effectively deliver on the Commission's priorities and core business.

Main outputs in 2021:

Output	Indicator	Target
Increase number of female managers	Number and percentage of first female appointments to middle management positions (baseline: 01.12.2019: 38% 8 out of 21)	2 first female appointments to middle management positions by 2022 ⁴
Maintain high staff engagement	DG FISMA staff engagement index (75% in 2018)	75%
Knowledge hours in which units present their activities to whole DG	Number of such events and participation	8 Knowledge Hours minimum 15 participants
Support to AST professionalisation by FISMA's AST network	Dedicated events on exchanging of best practise and / or improving working methods	5
Mini-coaching by Directors to interested non-management staff	Numbers of participants	minimum 20 participants
Continuation and extension of programme for Deputy Heads of Unit	Number of participants	4-10 participants
Adoption of DG FISMA local HR strategy	Y	Y
Supporting on-boarding of newcomers	Percentage a new colleagues	minimum 60% of newcomers
All staff meetings on policy and HR related issues	Frequency/ Number of participants	Three times a year Minimum 100 participants if physical meeting 80% of all staff when virtual
Informal virtual meetings in view of new 'normal working' methods	Number of such events participation	5 online coffees with senior managers / 20 randomised coffee meetups

B. Sound financial management

DG FISMA will continue to ensure that its internal controls effectively tackle risks to the financial interests of the Union. To that end, it will apply the **ex-ante controls** established in its financial circuits and ensure that budgetary needs are assessed carefully and resources allocated effectively during the year. These control activities will cover all operations related to DG FISMA expenditure:

- Management of **procurement procedures** and monitoring contractual compliance (studies, databases, IT contracts, conformity assessments verifying the transposition

⁴ The target will be reviewed for the period 2023-2024 by January 2023.

of EU law, pilot projects requested by the European Parliament, communication actions, expert groups, conferences, etc.), thereby contributing to the functioning of the DG and to the achievement of its policy objectives;

- Award and monitoring of the effective **implementation of grants** with a special focus on the verification of the eligibility of costs declared and compliance with grant agreements;
- Compliance with **reporting obligations** to the European Parliament and the Council on the activities of three organisations active in the field of financial and non-financial reporting and auditing, including the assessment of their governance, in particular in terms of transparency and the prevention of conflicts of interests to ensure public accountability;
- Payment of Union **contributions to the three European Supervisory Authorities (ESAs)** including the assessment of their budgetary needs and monitoring budgetary implementation;
- Management of the expenditure for **meetings, committees, conferences** or other measures to ensure effective consultation with Member States and social and economic stakeholders, as well as for **missions** and other administrative expenditure.

The DG will carry out an **on-the-spot check** of one grant agreement on the basis of a risk assessment and desk reviews of a sample of transactions. The **monitoring of contracts with reporting requirements** such as studies will be done via a dedicated SharePoint platform. DG FISMA will refine procedures for monitoring the timely preparation of procurement documentation and for disseminating and following up lessons learnt from the management of contract implementation.

The **‘Centre of expertise for statistics’** of the DG led by the economic analysis and evaluation unit will continue to be involved in the assessment of needs for statistics and data to detect potential overlapping and synergies before procurement processes are launched.

DG FISMA will closely collaborate during the year with other DGs involved in the **Single Market Programme** with a special focus on the preparation of the draft budget 2022, the timely adoption of the Work Programme 2022 and the monitoring of performance indicators.

Objective: The authorising officer by delegation has reasonable assurance that resources have been used in accordance with the principles of sound financial management and that cost-effective controls are in place which give the necessary guarantees concerning the legality and regularity of underlying transactions

Main outputs in 2021:

Output	Indicator	Target
Effective controls: ensuring	Risk at payment	remains < 2 % of relevant

legal and regular transactions		expenditure
	Estimated risk at closure	remains < 2 % of relevant expenditure
	Formal complaints in procurement procedures	remains 0
	On the spot check on grant agreement taking place	1
Efficient controls: ensuring timely transactions and qualitative outputs	Time-to-pay	remains > 90% of payments (in value) on time
	> 50% of procurement procedures for studies launched	Q2
	% of contracts covered by a SharePoint platform to monitor execution of contracts with (interim, final) reports	100%
	Number of reports to directors meeting on the quality of studies outsourced	1
	Interim briefing on how to assess contribution of DG FISMA's expenditure to horizontal cross-cutting priorities (e.g. climate, gender)	Q2 2020 depending on the adoption of corporate guidelines
Economy of controls	Overall estimated cost of controls	remains ≤ 5% of funds managed

C. Fraud risk management

DG FISMA will implement the **new local antifraud strategy** adopted in 2020. The major risks identified by DG FISMA in its fraud risk assessment are linked to leaks of sensitive information, aggressive lobbying, insider dealing and undeclared conflicts of interest. Overall, the fraud risks related to DG FISMA's financial operations are limited in terms of magnitude and mainly reputational considering both the volume of transactions, the small number of beneficiaries and contractors involved and the ex-ante controls already in place.

In relation to professional ethics, DG FISMA will organise a Knowledge Hour to **raise awareness of staff** on their ethics obligations, distribute a new series of 'ethics bulletins' focused on issues linked to conflicts of interests and continue to follow up the **ad hoc ethics declarations** signed by staff involved in bank resolution, sanctions, anti-money laundering and countering terrorist financing and EU-UK relations. DG FISMA will continue to monitor **relations with stakeholders** by assessing the data extracted from the Event Management Tool and the **protection of sensitive information** by ensuring that adequate 'markings' are correctly applied to sensitive documents.

DG FISMA will meet the **European Supervisory Authorities (ESAs)** to further develop the exchange of best practices and information on antifraud and ethics.

Despite the limited risks related to its financial operations, DG FISMA will continue to raise the **awareness of staff involved in financial transactions** to the need to stay vigilant to the risks of fraud. Special focus will be placed on the use of the Commission's Early Detection and Exclusion System (EDES), as well as the obligation to report fraud and irregularities or request confirmation of instructions as per the Financial Regulation. This will be done through newcomers' trainings and dedicated internal trainings for DG FISMA staff on the DG's financial circuits. To guard against plagiarism, DG FISMA will check all final reports of studies with a specialised IT tool.

Objective: The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission Anti-Fraud Strategy (CASF)⁵ aimed at the prevention, detection and correction⁶ of fraud

Main outputs in 2021:

Output	Indicator	Target
Actions of the anti-fraud strategy implemented	Proportion of actions implemented on time	100%
Financial circuits trainings	Number of events	2
Reinforce reporting and follow up at senior management level	Number of reporting to senior managers	1 on the implementation of the DG FISMA antifraud strategy 1 on DG FISMA relations with stakeholders ⁷ 1 on follow up of files marked as sensitive ⁸
IT tool to detect plagiarism	Proportion of final studies checked using IT tool	100%

⁵ Communication from the Commission "Commission Anti-Fraud Strategy: enhanced action to protect the EU budget", COM(2019) 176 of 29 April 2019 – 'the CAFS Communication' – and the accompanying action plan, SWD(2019) 170 – 'the CAFS Action Plan'.

⁶ Correction of fraud is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

⁷ DG FISMA's Director-General, Deputy Director-General and directors receive an assessment of DG FISMA's relations with stakeholders at least once a year. All meetings with stakeholders are transparently recorded by DG FISMA in the Event Management Tool.

⁸ To ensure that sensitive files are protected DG FISMA monitors on a monthly basis the number of files marked as sensitive by each unit and reports at least once per year to the Director-General, Deputy Director-General and directors.

D. Digital transformation and information management

DG FISMA will continue to support the Commission's Digital Strategy and data governance framework building on the progress made and further develop its own IT applications. It will complete the roll-out of **SharePoint as the standard collaboration platform** for units and project teams. SharePoint sites tailored to specific business needs will have been set up in each unit by the end of the year, including related training and support. This will lay the ground for a general roll-out of **Microsoft Teams** as soon as remaining issues are solved at corporate level. These advances will facilitate cooperation across units and project teams and offer a more unified and efficient IT collaboration environment. Progress will also be made in technically improving **information retrieval** across different repositories through the indexation of data sources into EU Search. Work on the **automatic tagging of documents** by machine learning to reduce the need for manual tagging will be pursued. These developments will underpin the DG's broader strategy for knowledge management.

DG FISMA has developed and is continuously improving its own IT applications some of which are also used by other DGs. These include the corporate briefing system **BASIS**, the legislation repository **KOEL**, the meetings management system **EMT** and the HR planning instrument **MICE**. For all of them, the migration to the new technological stack following the phase-out of ColdFusion will be completed. This will allow refocusing resources on **user-driven further development** of the systems, as well as regular maintenance. Examples include the integration of the country wikis in KOEL, the conferences management and new indicators in EMT, and the integration with SharePoint for all systems.

A major deliverable will be the **transfer of FIU.net** from Europol to the Commission, i.e. the system allowing Financial Intelligence Units to exchange and match information in their fight against money laundering. In a first step, FIU.net will be refactored to stabilise the system and improve performance. The **Financial Sanctions suite** will be maintained with some user-driven developments like, for example, the workflow simplification.

DG FISMA will continue to apply high standards of **document management**, in line with the eDomec rules (Electronic Archiving and Document Management in the European Commission). It will put particular emphasis on the correct use of markings and document security settings.

DG FISMA's Document Management Officer (DMO) will promote the use of ARES among all categories of staff, including AD officials. This will include general **awareness-raising actions as well as short training sessions and coaching sessions** especially targeted at AD officials and newcomers. Specific training sessions will be organised by the DMO for the Document Management Correspondents (DMC) network so that the latter train the colleagues in their respective units. The DMO will also monitor the state of play of

document management and protection of sensitive information and will issue **regular statistics on the use of markings** in ARES and the quality of electronic documents.

In relation to **data protection**, in 2021 the campaign of **awareness-raising** about the IDPR (Institutions Data Protection Regulation) rules and the Commission's Data Protection Action Plan will continue. Data protection is included in the training/information sessions for newcomers. A knowledge hour for all DG FISMA staff will be organised during the year, and **guidance notes** regarding data protection including what to do in case of data breach will be updated as necessary.

DG FISMA will ensure that **data governance** rules are applied by each unit and raise awareness about them among staff.

Objective: DG FISMA is using innovative, trusted digital solutions for better policy-shaping, information management and administrative processes to forge a truly digitally transformed, user-focused and data-driven Commission

Main outputs in 2021:

Output	Indicator	Target
Units enabled to co-authoring	Number of Units having their own SharePoint site	100%
EU Search able to search in all DG FISMA data sources in one shot	Number data sources indexed into EU Search	85%
Improve the experience of users in EU Search by using automatic tagging	Development of a beta system for the automatic tagging and related libraries for DG FISMA's information systems and tools	40%
BASIS, EMT, KOEL, MICE ready for the Cloud	BASIS, EMT, KOEL, MICE migrated in the new technological stack	100%
Increase in ARES use by all categories of staff	Percentage of registered documents that are not treated/filed (ratio) <i>Source of data: Hermes-Ares-Nomcom (HAN) statistics</i>	less than 0.5%
	Percentage of HAN files readable/accessible by all units in DG FISMA <i>Source of data: HAN statistics</i>	90%
Increased awareness among staff on data protection issues	Percentage of staff attending awareness raising activities on data protection compliance	60% for 2021
Transfer of FIU.net from EUROPOL to the Commission	Yes	Q3 2021

E. Sound environmental management

In 2021, DG FISMA will contribute to the collective efforts of the Commission for achieving climate neutrality by 2030 by aligning its efforts to the priorities of the future action plan of the Commission. DG FISMA will focus on the promotion of **more sustainable, virtual and hybrid events**, including missions, building on the experience gained during the COVID 19 crisis.

DG FISMA will also promote and encourage **alternative commuting to work** and **sustainable food choices** in line with the new catering contract of the Commission. In addition, DG FISMA will develop a more systematic approach to reducing **digital waste**. These efforts support the actions taken at corporate level.

Within **DG FISMA's Green Team**, different task forces help and support the EMAS correspondents in the implementation of major actions. The team will meet three times a year to discuss the implementation of the actions planned and the need to put in place new initiatives. A SharePoint platform is used to exchange views and ideas.

Objective: DG FISMA takes full account of its environmental impact in all its actions and actively promotes measures to reduce the related day-to-day impact of the administration and its work

Main outputs in 2021:

Output	Indicator	Target
Raise staff awareness on sustainability including DG FISMA's performance on energy, water, waste, paper and missions	Number of events (videos, news in MyFISMA intranet, trainings, posters)	At least 6 events
Enforce ban of flights for short distance missions	Number of non-justified flights for missions of less than 500 km	0
Encourage virtual/hybrid conferences and other events including by increasing VC rooms	% of virtual/hybrid events compared to total events	At least 50% of total events
Monitor digital waste linked to data storage and integrated document management	Creation of a project team to define objectives and actions to control digital waste	Q4

F. Example(s) of initiatives to improve economy and efficiency of financial and non-financial activities

SharePoint for monitoring contracts with reporting requirements

DG FISMA will use a SharePoint platform to monitor the implementation of studies. Using automatic and individual notifications will increase the accountability of staff and allow a responsive follow up of reporting, payment and publication requirements. It will also allow to detect procedural weaknesses and take corrective measures on time.

Automatic tagging to support EU Search

To simplify the search of documents, DG FISMA will continue to index into 'EU Search' all data sources relevant for the DG (such as KOEL, FSD and unit drives). In addition, the indexed documents will be automatically tagged with the FISMA taxonomy which will allow the staff to find relevant information more quickly when using EU Search.

Creating a regulatory concept dictionary

DG FISMA is running a regulatory concept dictionary project aimed at enhancing the functionality of KOEL by including a dictionary of concepts defined in EU financial services legislation and the reporting obligations set out in the legislation. The project uses a combination of natural language processing techniques and machine learning with human feedback to construct and maintain the dictionary. When developed, the dictionary will allow users to browse and search the glossary of concepts and quickly find their legal definitions and navigate to the corresponding piece of legislative in the relevant legal texts.