

Copenhagen Central
Bernstorffsgade 40
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Comment on statement on review of remuneration policy and remuneration practice

“We take note of the statement issued by the Danish Financial Supervisory Authority (the Danish FSA). We have already prepared internal guidelines to prevent conflicts of interest in relation to the use of variable remuneration, and we will, from now on, describe the specific measures in more detail in our remuneration policy. In connection with our most recent annual general meeting, we also adjusted our practice and report on the remuneration of the Board of Directors and the Executive Leadership Team, and we will make further adjustments in future to comply with the directions of the Danish FSA’s reprimand,” says Karsten Breum, Chief People Officer at Danske Bank,

The Danish FSA’s statement is available at danskebank.com/investor-relations/regulation/the-danish-fsa.

Danske Bank

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