



## *Karsten Dybvad*

CHAIRMAN

ELECTED BY THE GENERAL MEETING

Born	5 November 1956
Nationality	Danish
Gender	Male
Joined the Board	7 December 2018, independent
Most recently re-elected	2021
Term expiration	2022
Committees	Conduct & Compliance Committee (chairman) Remuneration Committee (chairman) Nomination Committee (member)

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### Competencies

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Broad experience with community and authority relationships, financial and regulatory competencies with extensive knowledge about the framework conditions of financial institutions

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Broad experience with board work both as member and chairman in various lines of business

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### Former employment

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2010-2018	Director General and CEO, Confederation of Danish Industry
2005-2010	Prime Minister's Office - Permanent Secretary
2001-2005	Danish Ministry of Finance - Permanent Secretary
2000-2001	Danish Ministry of Transport - Permanent Secretary
1998-2000	Agency for Financial Management and Administrative Affairs - Director
1997-1998	MP Pension - CEO
1995-1997	Prime Minister's Office - Permanent Under-Secretary of State
1994-1995	Prime Minister's Office - Head of Division
1993-1994	Danish Ministry of Finance, Budget Department - Head of Division
1992-1993	Bikuben Pension - Vice Manager
1990-1992	Bikuben Pension - Head of Division

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1987-1990      The Danish Confederation of Trade Unions - Economist

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1985-1986      The Danish Economic Council of the Labour Movement - Economist

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### **Formal training**

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1985    MSc in Economics, University of Copenhagen

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### **Directorships and other offices**

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None

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