



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) Risk Committee (member) Nomination Committee (member)

Competencies

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

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

Former employment

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

1987-1990 The Danish Confederation of Trade Unions - Economist

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

Formal training

1985 MSc in Economics, University of Copenhagen

Directorships and other offices

None
