

## Quantitative disclosure of remuneration to Material Risk Takers 2020<sup>1</sup>

Danske Bank Group has established a procedure for identifying staff with material impact on the Group's risk profile. Designation of Material Risk Takers (MRT) is based on relevant EU and local regulation. This disclosure<sup>2</sup> presents total remuneration earned by Material Risk Takers during 2020, as well as the status on deferred remuneration. To comply with the disclosure requirements the remuneration figures are disclosed at Group, consolidated, and parent company level.<sup>3</sup>

Danske Bank informs that it applies the provision that variable remuneration of less than DKK 100,000 may be exempted from the rules on split-up and postponement, cf. section 7(4) in the Executive order no 2169 of 22 December 2020.

Designation criteria of Material Risk Takers are reviewed on annual basis. As of ultimo 2020 the number of designated material risk takers across the Danske Bank Group decreased to 654 (2019: 714).

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<sup>1</sup> Regulation (EU) no. 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms, as amended by Regulation (EU) No 876/2019 of 20 May 2019

<sup>2</sup> This disclosure complies with the disclosure requirements of Article 450 of Regulation (EU) no. 575/2013 of 26 June 2013 (CRR), as amended by Regulation (EU) No 876/2019 of 20 May 2019 and the Executive order no 2169 of 22 December 2020. The disclosure further takes note of Guidelines on sound remuneration policies under Articles 74(3) and 75(2) of Directive 2013/36/EU as amended by Directive 2019/878/EU

<sup>3</sup> Article 13(1) of Regulation (EU) no. 575/2013 of 26 June 2013 (CRR), as amended by Regulation (EU) No 876/2019 of 20 May 2019

## Quantitative Information - Danske Bank Group - Material Risk Takers - 2020

(DKK millions)	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2020 financial year broken down by business areas</b>	276	355	140	262	296
(DKK millions)	Board of Directors	ELT	Control Function	Other MRT's	
<b>Total amounts for the 2020 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)		12	8	160	489
Number of material risk takers at 31 December 2020		13	8	152	481
Fixed remuneration		12	82	233	745
Variable remuneration		0	28	30	199
<b>Breakdown of variable remuneration earned in 2020</b>					
- Cash		0	16	19	115
- Shares		0	12	11	81
- Share-linked instruments & other instruments		0	0	0	3
Variable remuneration earned in 2020 broken down by disbursement form					
- Disbursed**		0	16	20	110
- Deferred		0	12	10	89
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	2
- Number of beneficiaries		0	0	38	58
<b>Sign-on fees and severance payments disbursed in the 2020 financial year</b>					
- Sign-on fees		0	11	0	2
- Number of beneficiaries		0	2	0	2
- Severance payments		0	0	1	8
- Number of beneficiaries		0	0	1	6
<b>Provisions made for severance payments in the 2020 financial year</b>					
- Total amounts		0	0	8	27
- Highest provision made for severance payment in 2020		0	0	0	2
- Number of beneficiaries		0	0	8	23
<b>Outstanding deferred remuneration****</b>					
Outstanding deferred remuneration related to previous years		0	33	17	495
- Corrections 2020		0	-3	0	0
- Payments in 2020 related to deferral in previous years		0	-4	-2	-153
- Forfeited deferred remuneration in 2020		0	-3	0	-3
- Reduced		0	-4	0	0
- Accrued deferred remuneration in 2020		0	12	10	89
Deferred remuneration at 31 December 2020		0	30	24	428
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	4	0	7
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	3	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	0	0	0
Total remuneration above EUR 2.5 million		0	1	0	0

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2020. The number of FTEs is a pro rata figure over the year.

\*\* Parts of disbursed variable remuneration are disbursed during 2021.

\*\*\* Variable pay up to DKK 100,000 in a year can be exempted from rules for split and deferral according to the Executive Order 2169 of 22 December 2020 section 7(4) and guidelines on interpretation of the Financial Business Act § 77a.

\*\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank Group.

## Quantitative Information - Danske Bank Consolidated Level - Material Risk Takers - 2020

(DKK millions)	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2020 financial year broken down by business areas</b>	276	351	97	258	294
(DKK millions)	Board of Directors	ELT	Control Function	Other MRT's	
<b>Total amounts for the 2020 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)		12	8	156	463
Number of material risk takers at 31 December 2020		13	8	148	456
Fixed remuneration		12	82	228	710
Variable remuneration		0	28	30	186
<b>Breakdown of variable remuneration earned in 2020</b>					
- Cash		0	16	19	108
- Shares		0	12	11	75
- Share-linked instruments & other instruments		0	0	0	3
Variable remuneration earned in 2020 broken down by disbursement form					
- Disbursed**		0	16	20	104
- Deferred		0	12	10	82
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	2
- Number of beneficiaries		0	0	38	58
<b>Sign-on fees and severance payments disbursed in the 2020 financial year</b>					
- Sign-on fees		0	11	0	2
- Number of beneficiaries		0	2	0	2
- Severance payments		0	0	1	8
- Number of beneficiaries		0	0	1	6
<b>Provisions made for severance payments in the 2020 financial year</b>					
- Total amounts		0	0	8	26
- Highest provision made for severance payment in 2020		0	0	0	2
- Number of beneficiaries		0	0	8	21
<b>Outstanding deferred remuneration****</b>					
Outstanding deferred remuneration related to previous years		0	33	16	469
- Corrections 2020		0	-3	0	0
- Payments in 2020 related to deferral in previous years		0	-4	-2	-148
- Forfeited deferred remuneration in 2020		0	-3	0	-3
- Reduced		0	-4	0	0
- Accrued deferred remuneration in 2020		0	12	10	82
Deferred remuneration at 31 December 2020		0	30	24	400
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	4	0	6
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	3	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	0	0	0
Total remuneration above EUR 2.5 million		0	1	0	0

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2020. The number of FTEs is a pro rata figure over the year.

\*\* Parts of disbursed variable remuneration are disbursed during 2021.

\*\*\* Variable pay up to DKK 100,000 in a year can be exempted from rules for split and deferral according to the Executive Order 2169 of 22 December 2020 section 7(4) and guidelines on interpretation of the Financial Business Act § 77a.

\*\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank Group.

## Quantitative Information - Danske Bank A/S - Material Risk Takers - 2020

(DKK millions)	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2020 financial year broken down by business areas</b>	191	347	47	229	246
(DKK millions)	Board of Directors	ELT	Control Function	Other MRT's	
<b>Total amounts for the 2020 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)		12	8	121	267
Number of material risk takers at 31 December 2020		13	8	112	260
Fixed remuneration		12	82	200	535
Variable remuneration		0	28	30	173
<b>Breakdown of variable remuneration earned in 2020</b>					
- Cash		0	16	19	101
- Shares		0	12	11	72
- Share-linked instruments & other instruments		0	0	0	0
Variable remuneration earned in 2020 broken down by disbursement form					
- Disbursed**		0	16	20	96
- Deferred		0	12	10	77
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	1
- Number of beneficiaries		0	0	30	38
<b>Sign-on fees and severance payments disbursed in the 2020 financial year</b>					
- Sign-on fees		0	11	0	2
- Number of beneficiaries		0	2	0	2
- Severance payments		0	0	1	8
- Number of beneficiaries		0	0	1	6
<b>Provisions made for severance payments in the 2020 financial year</b>					
- Total amounts		0	0	8	26
- Highest provision made for severance payment in 2020		0	0	0	2
- Number of beneficiaries		0	0	8	20
<b>Outstanding deferred remuneration****</b>					
Outstanding deferred remuneration related to previous years		0	33	15	398
- Corrections 2020		0	-3	0	0
- Payments in 2020 related to deferral in previous years		0	-4	-2	-136
- Forfeited deferred remuneration in 2020		0	-3	0	-2
- Reduced		0	-4	0	0
- Accrued deferred remuneration in 2020		0	12	10	77
Deferred remuneration at 31 December 2020		0	30	22	336
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	4	0	6
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	3	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	0	0	0
Total remuneration above EUR 2.5 million		0	1	0	0

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2020. The number of FTEs is a pro rata figure over the year.

\*\* Parts of disbursed variable remuneration are disbursed during 2021.

\*\*\* Variable pay up to DKK 100,000 in a year can be exempted from rules for split and deferral according to the Executive Order 2169 of 22 December 2020 section 7(4) and guidelines on interpretation of the Financial Business Act § 77a.

\*\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank Group.

## Quantitative Information - Danske Bank Group - Material Risk Takers - 2019

(DKK millions)	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2019 financial year broken down by business areas</b>	316	354	226	273	228
(DKK millions)	Board of Directors	ELT	Control Function	Other MRT's	
<b>Total amounts for the 2019 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)		12	9	168	544
Number of material risk takers at 31 December 2019		12	7	169	526
Fixed remuneration		12	78	248	841
Variable remuneration		0	23	25	170
<b>Breakdown of variable remuneration earned in 2019</b>					
- Cash		0	14	13	89
- Shares		0	9	11	82
- Share-linked instruments & other instruments		0	0	0	0
Variable remuneration earned in 2019 broken down by disbursement form					
- Disbursed**		0	14	13	86
- Deferred		0	9	11	85
<b>Sign-on fees and severance payments disbursed in the 2019 financial year</b>					
- Sign-on fees		0	11	3	2
- Number of beneficiaries		0	2	4	6
- Severance payments		0	0	5	10
- Number of beneficiaries		0	0	6	11
<b>Provisions made for severance payments in the 2019 financial year</b>					
- Total amounts		0	0	5	17
- Highest provision made for severance payment in 2019		0	0	0	3
- Number of beneficiaries		0	0	6	13
<b>Outstanding deferred remuneration***</b>					
Outstanding deferred remuneration related to previous years		0	27	6	561
- Corrections 2019		0	-1	0	10
- Payments in 2019 related to deferral in previous years		0	-1	0	-153
- Forfeited deferred remuneration in 2019		0	-1	0	-8
- Reduced		0	0	0	0
- Accrued deferred remuneration in 2019		0	9	11	85
Deferred remuneration at 31 December 2019		0	33	17	495
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	3	0	2
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	2	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	0	0	0
Total remuneration above EUR 2.5 million		0	1	0	0

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2019. The number of FTEs is a pro rata figure over the year.

\*\* Parts of disbursed variable remuneration will be disbursed during 2020.

\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank Group.

## Quantitative Information - Danske Bank A/S - Material Risk Takers - 2019

[DKK millions]	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2019 financial year broken down by business areas</b>	168	346	97	227	214
[DKK millions]	Board of Directors	ELT	Control Function	Other MRT's	
<b>Total amounts for the 2019 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)		12	9	127	312
Number of material risk takers at 31 December 2019		12	7	128	298
Fixed remuneration		12	78	200	583
Variable remuneration		0	23	23	133
<b>Breakdown of variable remuneration earned in 2019</b>					
- Cash		0	14	12	69
- Shares		0	9	11	64
- Share-linked instruments & other instruments		0	0	0	0
Variable remuneration earned in 2019 broken down by disbursement form					
- Disbursed**		0	14	12	67
- Deferred		0	9	11	66
<b>Sign-on fees and severance payments disbursed in the 2019 financial year</b>					
- Sign-on fees		0	11	3	2
- Number of beneficiaries		0	2	4	5
- Severance payments		0	0	1	7
- Number of beneficiaries		0	0	1	7
<b>Provisions made for severance payments in the 2019 financial year</b>					
- Total amounts		0	0	1	14
- Highest provision made for severance payment in 2019		0	0	0	3
- Number of beneficiaries		0	0	1	10
<b>Outstanding deferred remuneration***</b>					
Outstanding deferred remuneration related to previous years		0	27	4	475
- Corrections 2019		0	-1	0	0
- Payments in 2019 related to deferral in previous years		0	-1	0	-135
- Forfeited deferred remuneration in 2019		0	-1	0	-8
- Reduced		0	0	0	0
- Accrued deferred remuneration in 2019		0	9	11	66
Deferred remuneration at 31 December 2019		0	33	15	398
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	3	0	0
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	2	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	0	0	0
Total remuneration above EUR 2.5 million		0	1	0	0

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2019. The number of FTEs is a pro rata figure over the year.

\*\* Parts of disbursed variable remuneration will be disbursed during 2020.

\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank A/S.

## Quantitative Information - Danske Bank Group - Material Risk Takers - 2018

[DKK millions]	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2018 financial year broken down by business areas</b>	289	452	203	204	211
[DKK millions]	Board of Directors	Executive Board	Control Function	Other MRT's	
<b>Total amounts for the 2018 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)	12	9	123	527	
Number of material risk takers at 31 December 2018	12	10	124	524	
Fixed remuneration	11	71	185	845	
Variable remuneration	0	16	19	212	
<b>Breakdown of variable remuneration earned in 2018</b>					
- Cash	0	11	16	132	
- Shares	0	5	3	80	
- Share-linked instruments & other instruments	0	0	0	0	
Variable remuneration earned in 2018 broken down by disbursement form					
- Disbursed**	0	11	16	127	
- Deferred	0	5	3	85	
<b>Sign-on fees and severance payments disbursed in the 2018 financial year</b>					
- Sign-on fees	0	11	0	1	
- Number of beneficiaries	0	2	0	1	
- Severance payments	0	0	12	46	
- Number of beneficiaries	0	0	3	23	
<b>Provisions made for severance payments in the 2018 financial year</b>					
- Total amounts	0	0	21	67	
- Highest provision made for severance payment in 2018	0	0	0	17	
- Number of beneficiaries	0	0	6	27	
<b>Outstanding deferred remuneration***</b>					
Outstanding deferred remuneration related to previous years	0	39	3	553	
- Corrections 2018	0	0	0	3	
- Payments in 2018 related to deferral in previous years	0	-6	0	-70	
- Forfeited deferred remuneration in 2018	0	-11	0	-10	
- Reduced	0	0	0	0	
- Accrued deferred remuneration in 2018	0	5	3	85	
Deferred remuneration at 31 December 2018	0	27	6	561	
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million	0	7	1	2	
Total remuneration: EUR 1.5 million - EUR 2.0 million	0	1	0	0	
Total remuneration: EUR 2.0 million - EUR 2.5 million	0	0	0	0	
Total remuneration above EUR 2.5 million	0	0	0	1	

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2018. The number of FTEs is a pro rata figure over the year.

\*\* Disbursed variable remuneration will be disbursed during 2019.

\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank Group.

## Quantitative Information - Danske Bank A/S - Material Risk Takers - 2018

[DKK millions]	Retail Activities	Capital Markets	Asset Management	Control Function	Other Activities
<b>Total remuneration for the 2018 financial year broken down by business areas</b>	126	443	90	177	207
[DKK millions]	Board of Directors	Executive Board	Control Function	Other MRT's	
<b>Total amounts for the 2018 financial year broken down by fixed and variable remuneration*</b>					
Number of full-time-equivalent material risk takers (FTE)		12	9	101	280
Number of material risk takers at 31 December 2018		12	10	101	278
Fixed remuneration		11	71	158	585
Variable remuneration		0	16	19	183
<b>Breakdown of variable remuneration earned in 2018</b>					
- Cash		0	11	16	113
- Shares		0	5	3	70
- Share-linked instruments & other instruments		0	0	0	0
Variable remuneration earned in 2018 broken down by disbursement form					
- Disbursed**		0	11	16	109
- Deferred		0	5	3	74
<b>Sign-on fees and severance payments disbursed in the 2018 financial year</b>					
- Sign-on fees		0	11	0	1
- Number of beneficiaries		0	2	0	1
- Severance payments		0	0	12	39
- Number of beneficiaries		0	0	3	16
<b>Provisions made for severance payments in the 2018 financial year</b>					
- Total amounts		0	0	21	60
- Highest provision made for severance payment in 2018		0	0	0	17
- Number of beneficiaries		0	0	6	19
<b>Outstanding deferred remuneration***</b>					
Outstanding deferred remuneration related to previous years		0	39	1	462
- Corrections 2018		0	0	0	7
- Payments in 2018 related to deferral in previous years		0	-6	0	-59
- Forfeited deferred remuneration in 2018		0	-11	0	-9
- Reduced		0	0	0	0
- Accrued deferred remuneration in 2018		0	5	3	74
Deferred remuneration at 31 December 2018		0	27	4	475
<b>Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000</b>					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	7	1	1
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	1	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	0	0	0
Total remuneration above EUR 2.5 million		0	0	0	1

The figures are pro rata figures based on the period of time for which the employees have been designated as material risk takers.

\* The number of employees includes all material risk takers at 31 December 2018. The number of FTEs is a pro rata figure over the year.

\*\* Disbursed variable remuneration will be disbursed during 2019.

\*\*\* The amount of outstanding deferred remuneration is based on the number of designated material risk takers in the year of provision and the share price at the time of granting, thus reflecting the costs for Danske Bank Group.