Quantitative disclosure of remuneration to Material Risk Takers 20221

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 disclosure² presents total remuneration earned by Material Risk Takers during 2022, 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.³

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, in accordance with the Executive order no 1242 of 10 June 2021, article 12. In the UK, variable pay less than one third of total annual remuneration and no more than £44,000 can be exempted from rules for split and deferral in accordance with SYSC 19.D.3.34 Remuneration Handbook.

Designation criteria of Material Risk Takers are reviewed on an annual basis. As of ultimo 2022 the number of designated material risk takers across the Danske Bank Group decreased to 448 (2021:500).

May 2019

 $^{^{}m I}$ 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 with amendments

² 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) 2019/876 of the European Parliament and of the Council of 20 May 2019 and the Danish Executive order no 1242 of 10 June 2021. The disclosure further takes note of EBA Guidelines on sound remuneration policies $_{3}$ [EBA/GL/2021/04]. Article 13(1) of Regulation (EU) no. 575/2013 of 26 June 2013 (CRR), as amended by Regulation (EU) No 876/2019 of 20

(DKK millions)	Retail Activities	Capital Markets As	set Management	: Control Function	Other Activitie
Total remuneration for the 2022 financial year broken down by business areas	169	394	111	177	348
(DKK millions)		Board of Directors	ELT	Control Function	Other MRT
Totalamounts for the 2022 financialyear broken down byfixed and variable remuneration*					
Number of full-time-equivalent material risk takers (FTE)		13	8	91	358
Number of material risk takers at 31 December 2022		13	8	89	338
Fixed remuneration		16	84	145	700
Variable remuneration		0	11	23	220
Breakdown of variable remuneration earned in 2022					
- Cash		0	3	16	128
- Shares		0	8	7	75
- Share-linked instruments & other instruments		0	0	0	17
Variable remuneration earned in 2022 broken down by disbursement form					
- Disbursed**		0	3	16	139
- Deferred		0	8	7	81
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	6
-Number of beneficiaries		0	0	15	55
Sign-onfees and severance payments disbursed in the 2022 financial year					
- Sign-on fees		0	0	0	7
- Number of beneficiaries		0	0	0	6
- Severance payments		0	0	6	31
- Number of beneficiaries		0	0	2	7
Provisions made for severance payments in the 2022 financial year					
- Total amounts		0	0	8	45
- Highest provision made for severance payment in 2022		0	0	5	8
-Number of beneficiaries		0	0	5	18
Outstanding deferred remuneration****					
Outstanding deferred remuneration related to previous years		0	30	26	402
-Corrections 2022		0	0	0	0
- Payments in 2022 related to deferral in previous years		0	-2	-4	-91
Forfeited deferred remuneration in 2022		0	-11	0	-6
Reduced		0	-1	0	-1
-Accrued deferred remuneration in 2022		0	8	7	81
Deferred remuneration at 31 December 2022		0	24	29	386
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000		0	4	2	8
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	4	0	0
T-t-1					
Total remuneration: EUR 1.5 million - EUR 2.0 million Total remuneration: EUR 2.0 million - 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.

Ouantitative Information - Danske Bank Group - Material Risk Takers - 2022

^{*} The number of employees includes all material risk takers at 31 December 2022. The number of FTEs is a pro-rata figure over the year.

^{**} Parts of disbursed variable remuneration are disbursed during 2023.

^{***} Variable pay up to DKK 100.000 in a year can be exempted from rules for split and deferral according to the Executive order no. 1242 of 10 June 2021, article 12 and guidelines on interpretation of the Financial Business Act § 77a. Variable pay less than one third of total annual remuneration and no more than £44,000 can be exempted from rules for split and deferral in accordance with SYSC 19.D.3.34 Remuneration Handbook in the UK.

^{****} 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.

(DKK millions)	Retail Activities	Capital Markets A	sset Ma <u>nagemen</u>	t Control Function	Other Activitie
Total remuneration for the 2022 financial year broken down by business areas	169	389	86	171	329
(DKK millions)		Board of Directors	ELT	Control Function	Other MRT
Totalamounts for the 2022 financialyear broken down byfixed and variable remuneration*					
Number of full-time-equivalent material risk takers (FTE)		13	8	88	334
Number of material risk takers at 31 December 2022		13	8	86	319
Fixed remuneration		16	84	139	656
Variable remuneration		0	11	23	215
Breakdown of variable remuneration earned in 2022					
-Cash		0	3	16	125
- Shares		0	8	7	73
- Share-linked instruments & other instruments		0	0	0	17
Variable remuneration earned in 2022 broken down by disbursement form					
-Disbursed**		0	3	16	136
- Deferred		0	8	7	79
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	6
-Number of beneficiaries		0	0	15	55
Sign-onfees and severance payments disbursed in the 2022 financial year					
- Sign-on fees		0	0	0	7
Number of beneficiaries		0	0	0	6
Severance payments		0	О	6	31
Number of beneficiaries		0	0	2	7
Provisions made for severance payments in the 2022 financial year					
- Total amounts		0	0	8	45
Highest provision made for severance payment in 2022		0	0	5	8
Number of beneficiaries		0	0	4	18
Outstanding deferred remuneration****					
Outstanding deferred remuneration related to previous years		0	30	25	378
- Corrections 2022		0	0	0	0
Payments in 2022 related to deferral in previous years		0	-2	-4	-87
Forfeited deferred remuneration in 2022		0	-11	0	-6
-Reduced		0	-1	0	-1
- Accrued deferred remuneration in 2022		0	8	7	79
Deferred remuneration at 31 December 2022		0	24	29	362
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	4	2	8
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	4	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	1	0	0
Total remuneration above EUR 2.5 million		0	0	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.

Quantitative Information - Danske Bank Consolidated Level - Material Risk Takers - 2022

^{*} The number of employees includes all material risk takers at 31 December 2022. The number of FTEs is a pro-rata figure over the year.

^{**} Parts of disbursed variable remuneration are disbursed during 2023.

^{***} Variable pay up to DKK 100.000 in a year can be exempted from rules for split and deferral according to the Executive order no. 1242 of 10 June 2021, article 12 and guidelines on interpretation of the Financial Business Act § 77a. Variable pay less than one third of total annual remuneration and no more than £44,000 can be exempted from rules for split and deferral in accordance with SYSC 19.D.3.34 Remuneration Handbook in the UK.

^{****} 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.

(DKK millions)	Retail Activities	Capital Markets As	set Managemen	t Control Function	Other Activitie
Total remuneration for the 2022 financial year broken down by business areas	104	389	30	151	283
(DKK millions)		Board of Directors	ELT	Control Function	Other MR
Totalamounts for the 2022 financialyear broken down byfixed and variable remuneration*					
Number of full-time-equivalent material risk takers (FTE)		13	8	69	221
Number of material risk takers at 31 December 2022		13	8	66	215
Fixed remuneration		16	84	120	528
Variable remuneration		0	11	22	176
Breakdown of variable remuneration earned in 2022					
- Cash		0	3	15	107
- Shares		0	8	7	69
- Share-linked instruments & other instruments		0	0	0	0
Variable remuneration earned in 2022 broken down by disbursement form					
-Disbursed**		0	3	15	103
-Deferred		0	8	7	73
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	1
-Number of beneficiaries		0	0	10	15
Sign-onfees and severance payments disbursed in the 2022 financial year					
- Sign-on fees		0	0	0	7
- Number of beneficiaries		0	0	0	5
- Severance payments		0	0	6	24
-Number of beneficiaries		0	0	2	5
Provisions made for severance payments in the 2022 financial year					
- Total amounts		0	0	8	38
- Highest provision made for severance payment in 2022		0	0	5	8
-Number of beneficiaries		0	0	4	15
Outstanding deferred remuneration****					
Outstanding deferred remuneration related to previous years		0	30	24	315
- Corrections 2022		0	0	0	0
- Payments in 2022 related to deferral in previous years		0	-2	-3	-82
Forfeited deferred remuneration in 2022		0	-11	0	-6
Reduced		0	-1	0	-1
-Accrued deferred remuneration in 2022		0	8	7	73
Deferred remuneration at 31 December 2022		0	24	28	299
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	4	2	7
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	4	0	0
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	1	0	0
Total remuneration above EUR 2.5 million		0	Ō	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.

Quantitative Information - Danske Bank A/S - Material Risk Takers - 2022

^{*} The number of employees includes all material risk takers at 31 December 2022. The number of FTEs is a pro-rata figure over the year.

^{**} Parts of disbursed variable remuneration are disbursed during 2023.

^{***} Variable pay up to DKK 100.000 in a year can be exempted from rules for split and deferral according to the Executive order no. 1242 of 10 June 2021, article 12 and guidelines on interpretation of the Financial Business Act § 77a. Variable pay less than one third of total annual remuneration and no more than £44,000 can be exempted from rules for split and deferral in accordance with SYSC 19.D.3.34 Remuneration Handbook in the UK.

^{****} 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 - 2021					
(DKK millions)	Retail Activities	: Canital Markets Δs	set Manageme	ent Control Function	Other Activities
Total remuneration for the 2021 financial year broken down by business areas	178	402	136	153	336
(DKK millions)		Board of Directors	ELT	Control Function	Other MRT
Total amounts for the 2021 financial year broken down by fixed and variable remuneration*					
Number of full-time-equivalent material risk takers (FTE)		11	7	97	408
Number of material risk takers at 31 December 2021		11	8	97	384
Fixed remuneration		15	77	139	704
Variable remuneration		0	18	12	239
Breakdown of variable remuneration earned in 2021					
- Cash		0	7	6	127
-Shares		0	11	5	110
- Share-linked instruments & other instruments		0	0	0	3
Variable remuneration earned in 2021 broken down by disbursement form					
-Disbursed**		0	7	7	117
-Deferred		0	11	4	122
Variable remuneration exempted from split rules***			_	_	_
-Disbursed cash		0	0	1	2
-Number of beneficiaries		0	0	27	40
Sign-onfees and severance payments disbursed in the 2021 financial year					
- Sign-on fees		0	2	0	5
- Number of beneficiaries		0	1	0	2
- Severance payments		0	0	0	3
- Number of beneficiaries		0	0	0	3
Provisions made for severance payments in the 2021 financial year					
-Total amounts		0	0	0	3
- Highest provision made for severance payment in 2021		0	0	0	2
-Number of beneficiaries		0	0	0	3
Outstanding deferred remuneration****					
Outstanding deferred remuneration related to previous years		0	30	24	428
-Corrections 2021		0	0	0	0
- Payments in 2021 related to deferral in previous years		0	-5	-2	-142
-Forfeited deferred remuneration in 2021		0	-3	0	-5
-Reduced		0	-3	0	-1
- Accrued deferred remuneration in 2021		0	11	4	122
Deferred remuneration at 31 December 2021		0	30	26	402
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	3	1	6
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	3	0	5
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	1	0	0
Total remuneration above EUR 2.5 million		0	0	0	0

^{*} The number of employees includes all material risk takers at 31 December 2021. The number of FTEs is a pro-rata figure over the year.

^{**} Parts of disbursed variable remuneration are disbursed during 2022.

^{***} Variable pay up to DKK 100.000 in a year can be exempted from rules for split and deferral according to the Executive order no. 1242 of 10 June 2021, article 12 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.

(DKK millions)	Retail Activities	Capital Markets As	sset Ma <u>nagem</u> e	ent Control Function	Other Activiti
Total remuneration for the 2021 financial year broken down by business areas	178	398	101	147	316
(DKK millions)		Board of Directors	ELT	Control Function	Other MR
Total amounts for the 2021 financial year broken down by fixed and variable remuneration*					
Number of full-time-equivalent material risk takers (FTE)		11	7	94	379
Number of material risk takers at 31 December 2021		11	8	94	354
		15	77	134	655
Fixed remuneration Variable remuneration		0	18	11	230
Breakdown of variable remuneration earned in 2021					
-Cash		0	7	6	122
-Shares		0	11	5	105
-Share-linked instruments & other instruments		0	0	0	3
Variable remuneration earned in 2021 broken down by disbursement form					
-Disbursed**		0	7	7	113
-Deferred		0	11	4	117
Variable remuneration exempted from split rules***					
- Disbursed cash		0	0	1	2
-Number of beneficiaries		0	0	25	37
Sign-onfees and severance payments disbursed in the 2021 financial year					
- Sign-on fees		0	2	0	5
- Number of beneficiaries		0	1	0	2
Trumber of beneficial tes		J	-	J	_
-Severance payments		0	0	0	3
-Number of beneficiaries		0	0	0	3
Provisions made for severance payments in the 2021 financial year					
-Total amounts		0	0	0	3
- Highest provision made for severance payment in 2021		0	0	0	2
-Number of beneficiaries		0	0	0	3
Outstanding deferred remuneration****					
Outstanding deferred remuneration related to previous years		0	30	24	400
- Corrections 2021		0	0	0	0
-Payments in 2021 related to deferral in previous years		0	-5	-2	-133
-Forfeited deferred remuneration in 2021		0	-3	0	-155 -5
- Forteited deferred remuneration in 2021 - Reduced		0	-3 -3	0	-5 -1
- Reduced - Accrued deferred remuneration in 2021		0	11	4	117
- Acci dea detei Lea Lettialiei atioitili ECE I		_		·	
Deferred remuneration at 31 December 2021		0	30	25	378
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	3	1	5
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	3	0	5
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	1	0	0
Total remuneration above EUR 2.5 million		0	0	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 2021. The number of FTEs is a pro-rata figure over the year.

^{**} Parts of disbursed variable remuneration are disbursed during 2022.

^{***} Variable pay up to DKK 100.000 in a year can be exempted from rules for split and deferral according to the Executive order no. 1242 of 10 June 2021, article 12 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 - 2021					
[DKK millions]	Retail Activities	Capital Markets Ass	set Managem	ent Control Function	Other Activities
Total remuneration for the 2021 financial year broken down by business areas	101	398	39	123	276
(DKK millions)		Board of Directors	ELT	Control Function	Other MRT
Total amounts for the 2021 financial year broken down by fixed and variable remuneration*					
Number of full-time-equivalent material risk takers (FTE)		11	7	68	236
Number of material risk takers at 31 December 2021		11	8	73	242
Fixed remuneration		15	77	112	504
Variable remuneration		0	18	10	200
Breakdown of variable remuneration earned in 2021		_	_	_	
-Cash		0	7	5	104
-Shares		0	11	5	96
- Share-linked instruments & other instruments		0	0	0	0
Variable remuneration earned in 2021 broken down by disbursement form		_	_		
- Disbursed**		O O	7	6	93
- Deferred		U	11	4	107
Variable remuneration exempted from split rules***		0	0	1	1
- Disbursed cash - Number of beneficiaries		O O	0	1 23	1 22
- Normber of beneficialies				دی	
Sign-onfees and severance payments disbursed in the 2021 financialyear					
- Sign-on fees		0	2	0	5
- Number of beneficiaries		0	1	0	2
- Severance payments		0	0	0	2
-Number of beneficiaries		0	0	0	1
D					
Provisions made for severance payments in the 2021 financial year		0	0	0	2
-Total amounts		0	0	0	2
- Highest provision made for severance payment in 2021 - Number of beneficiaries		0	0	0	1
- Not tiber to bettericianes					
Outstanding deferred remuneration****					
Outstanding deferred remuneration related to previous years		0	30	22	336
- Corrections 2021		0	0	0	0
- Payments in 2021 related to deferral in previous years		0	-5	-2	-124
- Forfeited deferred remuneration in 2021		0	-3	0	-4
- Reduced		0	-3	0	0
- Accrued deferred remuneration in 2021		0	11	4	107
D. (0	30	24	315
Deferred remuneration at 31 December 2021					
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
Total remuneration: EUR 1.0 million - EUR 1.5 million		0	3	1	5
Total remuneration: EUR 1.5 million - EUR 2.0 million		0	3	0	5
Total remuneration: EUR 2.0 million - EUR 2.5 million		0	1	0	0
Total remuneration above EUR 2.5 million		0	0	0	0

^{*} The number of employees includes all material risk takers at 31 December 2021. The number of FTEs is a pro-rata figure over the year.

^{**} Parts of disbursed variable remuneration are disbursed during 2022.

^{***} Variable pay up to DKK 100.000 in a year can be exempted from rules for split and deferral according to the Executive order no. 1242 of 10 June 2021, article 12 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.

(DKK millions)	Retail Activities			ent Control Function	
Total remuneration for the 2020 financial year broken down by business areas	276	355	140	262	296
DKK millions)		Board of Directors	ELT	Control Function	Other MRT
Total amounts for the 2020 financial year broken down by fixed and variable remuneration*					
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
ixed remuneration		12	82	233	745
Variable remuneration		0	28	30	199
Breakdown of variable remuneration earned in 2020					
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 extempted from split rules***					
Disbursed cash		0	0	1	2
Number of beneficiaries		0	0	38	58
Sign-onfees and severance payments disbursed in the 2020 financial year					
- 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
Provisions made for severance payments in the 2020 financial year					
- 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
Outstanding deferred remuneration****					
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
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
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.

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

^{*}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.

Total remuneration for the 2020 financial year broken down by business areas 276 351 97 258	
Total remuneration for the 2020 financial year broken down by business areas 276 351 97 258	ther Activitie
Number of full-time equivalent material risk takers (FTE)	294
Number of full-time equivalent material risk takers (FTE) 12 8 156 Number of material risk takers at 31 December 2020 13 8 148 Fixed remuneration 12 82 228 Variable remuneration 0 28 30 Breakdown of variable remunerationeamed in 2020 C-Cash 0 16 19 -Shares 0 12 11 -Shares hinked instruments & other instruments 0 0 0 -Shareshinked instruments & other instruments 0 0 0 -Disbursed** 0 16 20 -Deferend 0 0 1 Variable remuneration extempted from split rules*** 0 0 3 -Sign on fees 0 0 1 -Number of beneficiaries	Other MRT
Number of material risk takers at 31 December 2020 13 8 148 Fixed remuneration 12 82 228 Variable remuneration 0 28 30 Breekdown of veriable remuneration earned in 2020 -Cash 0 16 19 -Shares 0 12 11 -Share inked instruments & other instruments 0 0 0 Variable remuneration earned in 2020 broken down by disbursement form 0 16 20 -Deferred 0 12 10 Variable remuneration extempted from split rules**** 0 0 1 -Disbursed cash 0 0 0 38 Variable remuneration extempted from split rules**** 0 0 38 Sign-on fees and severance payments disbursed in the 2020 financialyear 0 0 1 -Number of beneficiaries 0 0 1 0 -Severance payments 0 0 1 0 -Number of beneficiaries 0 0 <	
Pixed remuneration	463
Variable remuneration Q 28 30 Breakdown of variable remuneration earned in 2020 -Cash 0 16 19 - Cash 0 12 11 - Share - Share-linked instruments & other instruments 0 0 0 - Share-linked instruments & other instruments 0 16 20 - Share-linked instruments & other instruments 0 16 20 - Share-linked instruments & other instruments 0 16 20 - Variable remuneration earned in 2020 broken down by disbursement form 0 16 20 - Deferred 0 16 20 10 Obstructed * 0 12 10 Variable remuneration extempted from split rules*** - 0 0 1 - Number of beneficiaries 0 0 1 1 - Sign-on fees 0 11 0 0 - Severance payments 0 0 1 - Number of beneficiaries 0 0 1 <t< td=""><td>456</td></t<>	456
Breakdown of variable remuneration earned in 2020 16 19 19 19 19 19 19 19	710
- Cash	186
- Shares	
- Share-linked instruments & other instruments - O 0 0 0 Variable remuneration earned in 2020 broken down by disbursement form - Disbursed** - O 0 16 20 - Deferred - O 12 10 Variable remuneration extempted from split rules*** - Disbursed cash - Disbursed cash - Number of beneficiaries - Sign-on fees and severance payments disbursed in the 2020 financial year - Sign-on fees - Number of beneficiaries - Severance payments - Severance payments - Severance payments - Total amounts - Number of severance payments in the 2020 financial year - Total amounts - Highest provision made for severance payment in 2020 - O 0 8 - Highest provision made for severance payment in 2020	108
Variable remuneration earned in 2020 broken down by disbursement form - Disbursed** 0 16 20 - Deferred 0 0 12 10 Variable remuneration extempted from split rules*** - Disbursed cash 0 0 0 1 - Number of beneficiaries 0 0 0 38 Sign-onfees and severance payments disbursed in the 2020 financial year - Sign-on fees 0 11 0 - Number of beneficiaries 0 2 0 11 0 - Number of beneficiaries 0 1 0 11 0 - Number of beneficiaries 0 1 0 0 1 - Number of beneficiaries 0 0 1 1 - Number of beneficiaries 0 0 0 1 - Severance payments 0 0 0 1 - Number of beneficiaries 0 0 0 1 - Number of beneficiaries 0 0 0 1 - Number of beneficiaries 0 0 0 0 1 - Number of beneficiaries 0 0 0 0 1 - Number of beneficiaries 0 0 0 0 1 - Number of beneficiaries 0 0 0 0 1	75
- Disbursed*** 0 16 20 - Deferred 0 12 10 Variable remuneration extempted from split rules*** - Disbursed cash 0 0 0 1 - Number of beneficiaries 0 0 0 38 Sign-on fees and severance payments disbursed in the 2020 financial year - Sign-on fees 0 11 0 - Number of beneficiaries 0 11 0 - Number of beneficiaries 0 11 0 - Number of beneficiaries 0 11 0 - Provisions made for severance payments in the 2020 financial year - Total amounts 0 0 0 8 - Highest provision made for severance payment in 2020 0 0	3
- Deferred 0 12 10 Variable remuneration extempted from split rules*** - Disbursed cash 0 0 1 - Number of beneficiaries 0 0 38 Sign-on fees and severance payments disbursed in the 2020 financial year - Sign-on fees 0 11 0 - Number of beneficiaries 0 2 0 - Severance payments 0 0 1 - Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year - - 0 0 8 - Highest provision made for severance payment in 2020 0 0 0 0 0	
Variable remuneration extempted from split rules*** - Disbursed cash - Number of beneficiaries - Disbursed cash - Number of beneficiaries - Disbursed cash - O	104
- Disbursed cash 0 0 1 - Number of beneficiaries 0 0 38 Sign-on fees and severance payments disbursed in the 2020 financial year - Sign-on fees 0 11 0 - Number of beneficiaries 0 2 0 - Severance payments 0 0 1 - Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year - - - Total amounts 0 0 8 - Highest provision made for severance payment in 2020 0 0 0	82
-Number of beneficiaries 0 0 38 Sign-on fees and severance payments disbursed in the 2020 financial year -Sign-on fees 0 11 0 - Number of beneficiaries 0 2 0 - Severance payments 0 0 1 - Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year - 0 0 8 - Total amounts 0 0 0 8 - Highest provision made for severance payment in 2020 0 0 0	
Sign-on fees and severance payments disbursed in the 2020 financial year -Sign-on fees 0 11 0 -Number of beneficiaries 0 2 0 -Severance payments 0 0 1 -Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year 0 0 8 -Total amounts 0 0 0 8 - Highest provision made for severance payment in 2020 0 0 0 0	2
- Sign-on fees 0 11 0 - Number of beneficiaries 0 2 0 - Severance payments 0 0 1 - Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year - 0 0 8 - Total amounts 0 0 0 8 - Highest provision made for severance payment in 2020 0 0 0	58
- Sign-on fees 0 11 0 - Number of beneficiaries 0 2 0 - Severance payments 0 0 1 - Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year - Total amounts 0 0 8 - Highest provision made for severance payment in 2020 0 0 0 0	
- Number of beneficiaries 0 2 0 - Severance payments 0 0 0 1 - Number of beneficiaries 0 0 0 0 1 - Number of beneficiaries 0 0 0 0 0 0 8 - Highest provision made for severance payment in 2020	2
-Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year 0 0 8 - Total amounts 0 0 0 8 - Highest provision made for severance payment in 2020 0 0 0 0	2
-Number of beneficiaries 0 0 1 Provisions made for severance payments in the 2020 financial year 0 0 8 - Total amounts 0 0 0 8 - Highest provision made for severance payment in 2020 0 0 0 0	8
- Total amounts 0 0 8 - Highest provision made for severance payment in 2020 0 0 0	6
- Total amounts 0 0 8 - Highest provision made for severance payment in 2020 0 0 0	
	26
	2
	21
Outstanding deferred remuneration****	
	469
-Corrections 2020 0 -3 0	0
	-148
- Forfeited deferred remuneration in 2020 0 -3 0	-140
-Reduced 0 4 0	0
- Accrued deferred remuneration in 2020 0 12 10	82
10	OL.
Deferred remuneration at 31 December 2020 0 30 24	400
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000	
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 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 Activitie	es CapitalMarkets As	sset Managen	nent Control Function	Other Activities
Total remuneration for the 2020 financial year broken down by business areas	191	347	47	229	246
(DKK millions)		Board of Directors	ELT	Control Function	Other MRT
Totalamounts for the 2020 financial year broken down by fixed and variable remuneration*					
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
Breakdown of variable remuneration earned in 2020					
- 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 extempted from split rules***					
- Disbursed cash		0	0	1	1
-Number of beneficiaries		0	0	30	38
Sign-onfees and severance payments disbursed in the 2020 financialyear					
- 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
Provisions made for severance payments in the 2020 financial year					
- 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
Outstanding deferred remuneration****					
Outstanding deferred remoneration related to previous years		0	33	15	398
- Corrections 2020		0	-3	0	0
- Payments in 2020 related to deferral in previous years		0	-3 -4	-2	-136
- Forfeited deferred remuneration in 2020		0	- 4 -3	- <u>-</u> -2	-136
- Forreited deferred remuneration in 2020 - Reduced		0	-3 -4	0	- <u>-</u> -
- Reduced - Accrued deferred remuneration in 2020		0	-4 12	10	77
D. ()		0	70	22	770
Deferred remuneration at 31 December 2020		0	30	22	336
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000		0	4	0	6
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 Total remuneration above EUR 2.5 million		0 0	0 1	0 0	0 0
rotal remuneration above EUR 2.3 Million		U	1	U	U

The figures are prorata 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 31December 2020. The number of FTEs is a prorata 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	Capital Markets	Asset Management	Control Function	Other
Total remuneration for the 2019 financial year broken down by business areas	Activities 316	354	226	273	Activities 228
(DKK millions)		Board of	ELT	Control Function	Other MRT's
Total amounts for the 2019 financial year broken down by fixed and variable remuneration*		Directors			
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
Breakdown of variable remuneration earned in 2019					
- 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
Sign-on fees and severance payments disbursed in the 2019 financial year					
- 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
Provisions made for severance payments in the 2019 financial year					
- 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
Outstanding deferred remuneration***					
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
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
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
transport to the second transport transport to the second transport transport to the second transport		_	_	_	_

0

Total remuneration above EUR 2.5 million

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

 $^{^{\}star}$ The number of employees includes all material risk takers at $31\,\mathrm{December}\,2019$. 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.

(DKK millions)	Retail	Capital Markets	Asset Management	Control Function	Other Activities
Total remuneration for the 2019 financial year broken down by business areas	Activities 168	346	97	227	214
(DKK millions)		Board of Directors	ELT	Control Function	Other MRT's
Total amounts for the 2019 financial year broken down by fixed and variable remuneration*		Directors			ļ
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
Breakdown of variable remuneration earned in 2019					
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
Sign-on fees and severance payments disbursed in the 2019 financial year					
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
Provisions made for severance payments in the 2019 financial year					
- 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
Outstanding deferred remuneration***					
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
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000					
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.

 $^{^{\}star}$ 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
Total remuneration for the 2018 financial year broken down by business areas	289	452	203	204	211
(DKK millions)		Board of Directors	Executive Board	Control Function	Other MRT's
Total amounts for the 2018 financial year broken down by fixed and variable remuneration*		10	0	107	F07
Number of full-time-equivalent material risk takers (FTE) Number of material risk takers at 31 December 2018		12 12	9 10	123 124	527 524
INUMBER OF MATERIAL PISK takers at 31 December 2016		12	10	124	524
Fixed remuneration		11	71	185	845
Variable remuneration		0	16	19	212
Breakdown of variable remuneration earned in 2018					
- 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
Sign-on fees and severance payments disbursed in the 2018 financial year					
- 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
Provisions made for severance payments in the 2018 financial year					
-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
Outstanding deferred remuneration*** 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
I-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
Number of employees coming ELID 1 million on more basis of the basis of ELID ECC.					
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000 Total remuneration: EUR 1.0 million - EUR 1.5 million		0	7	1	2
Total remuneration: EUR 1.5 million - EUR 2.0 million 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 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			
Total remuneration for the 2018 financial year broken down by business areas	126	443	90	177	207			
(DKK millions)		Board of Directors	Executive Board	Control Function	Other MRT's			
Total amounts for the 2018 financial year broken down by fixed and variable remuneration*								
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			
Breakdown of variable remuneration earned in 2018								
- 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			
Sign-on fees and severance payments disbursed in the 2018 financial year								
- 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			
Provisions made for severance payments in the 2018 financial year								
- 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			
Outstanding deferred remuneration***								
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			
Number of employees earning EUR 1 million or more, broken down into bands of EUR 500,000								
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			

 $^{^{\}star}\,\text{The number of employees includes all material risk takers at 31\,December 2018.}\,\text{The number of FTEs is a pro-rata figure over-the year.}$

^{**} 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