



Allan Polack

ELECTED BY THE GENERAL MEETING

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|--------------------------|-----------------------------------------------------------------------|
| Born | May 1959 |
| Nationality | Danish |
| Gender | Male |
| Joined the Board | 17 March 2022, independent |
| Most recently re-elected | 2025 |
| Term expiration | 2026 |
| Committees | Audit Committee (chairman) Conduct & Compliance Committee (member) |

Competencies

- Executive level experience from management of large financial institutions
- Extensive experience with managing strategy processes and stakeholder management
- Extensive experience with asset management and insurance operations in the various markets in which the Danske Bank Group operates and detailed insights into the banking industry in the Nordics
- Experience with implementation of sustainable business practices and setting measurable sustainability targets
- Extensive experience from non-executive board roles

Former employment

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|-------------|----------------------------------------------------------------|
| 2015 - 2022 | Group Chief Executive Officer, PFA Pension |
| 2008 - 2015 | Chief Executive Officer, Nordea Asset Management, Nordea |
| 2002 - 2008 | Chief Executive Officer, Nordea Life and Pensions, Nordea |
| 2000 - 2001 | Self-employed |
| 1999 - 2000 | Executive Manager, Unibank Markets & Asset Management, Nordea |
| 1995 - 1999 | Head of Markets Corporate and Retail & Private Banking, Nordea |
| 1993 - 1995 | Head of Unibørs Corporate and Retail, Nordea |

1989 - 1993 Head of Portfolio Management, Nordea

1987 - 1989 Head of Equity Sales, Nordea

1987 - 1989 Head of Equities, Nordea

1985 - 1987 Equity Analyst, Nordea

Formal training

1995 AMP (Advanced Management Programme), INSEAD

1984 MSc, Economics and Business Administration, Copenhagen Business School

Directorships and other offices

Private-sector directorships

Home.Earth K/S (chairman of the supervisory board)

The Council for Return Expectations (an independent expert council set up by Insurance & Pension Denmark and Finance Denmark) (member of the board of directors)

Entities which do not pursue predominantly commercial objectives

Valdemar Frænkel og Moder Emmy Polack F. Berendts Mindelegat (member of the board of directors)

Ældresagens Senat (member)
