

# Quantitative disclosure of remuneration to Material Risk Takers 2024

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. Designation criteria of Material Risk Takers are reviewed on an annual basis. On a Group level, as of 31<sup>st</sup> December 2024 the number of identified individuals totalled 458 MRTs, a slight increase from 2023 (453 MRTs). The remuneration awarded for Material Risk Takers in 2024 is detailed in the below tables in accordance with the disclosure requirements outlined in CIR (EU) 2021/637 of 15 March 2021<sup>1</sup> and Regulation (EU) 2019/876<sup>2</sup>.

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<sup>1</sup> Commission Implementing Regulation (EU) 2021/637 of 15 March 2021 laying down implementing technical standards with regard to public disclosures by institutions of the information referred to in Titles II and III of Part Eight of Regulation (EU) No 575/2013 of the European Parliament and of the Council and repealing Commission Implementing Regulation (EU) No 1423/2013, Commission Delegated Regulation (EU) 2015/1555, Commission Implementing Regulation (EU) 2016/200 and Commission Delegated Regulation (EU) 2017/2295 (Text with EEA relevance)

<sup>2</sup> Regulation (EU) 2019/876 of the European Parliament and of the Council of 20 May 2019 amending Regulation (EU) No 575/2013 as regards the leverage ratio, the net stable funding ratio, requirements for own funds and eligible liabilities, counterparty credit risk, market risk, exposures to central counterparties, exposures to collective investment undertakings, large exposures, reporting and disclosure requirements, and Regulation (EU) No 648/2012

## EU REMA

In 2024, the qualitative criteria for designating Material Risk Takers included:

- Members of the Group's Board of Directors and Executive Leadership Team.
- Employees with managerial responsibility in the Groups internal independent control functions.
- Employees with managerial responsibility in the Groups Material Business Units, and leaders reporting directly to the heads of these units (currently includes units in Personal Customers, Business Customers, and Large Corporates & Institutions).
- Employees with managerial responsibility for control activities in relation to risk management.
- Employees with authority to expose the Group to material credit risk and market risk, and employees with authority to review and veto material decisions exposing the bank to such risks.
- Employees with managerial responsibility over Legal affairs.
- Employees with managerial responsibility over Finance, taxation and budgeting, the soundness of accounting policies and procedures, and performing economic analysis.
- Employees with managerial responsibility over Human Resources, and the implementation of the Group's Remuneration Policy.
- Employees with managerial responsibility over the prevention of money laundering and terrorist financing.
- Employees with managerial responsibility in the Group over Information Technology & Security.
- Supervisory and Management Board employees, staff with managerial responsibility over control functions, and other staff with material impact in the Group's subsidiaries (including Danica, Realkredit, Danske Invest, Danske Mortgage Bank, Danske Hypotek, Danske Private Equity, and Northern Bank).

With regard to deferral arrangements and payout instruments outlined, 47 MRTs, whose total remuneration amounted to EUR 5,2 million (of which EUR 0,4 million variable remuneration) benefited from derogations outlined in Article 94(3) point (b) of CRD.

See the Group's Remuneration Policy for additional disclosure information, including:

- Information relating to bodies that oversee remuneration.
- Information relating to the design and structure of the Group's Remuneration Model for identified staff.
- Information relating to ways in which current and future risks are taken into account in the remuneration processes.
- Descriptions of the ways in which the Group links performance with remuneration, including adjustments to take into account long-term performance.
- Descriptions of the main parameters and rationale for any variable remuneration components and other non-cash benefits.

## EU REM1 - Remuneration awarded for financial year

		a	b	c	d	
		MB Supervisory function <sup>1</sup>	MB Management function <sup>2</sup>	Other senior management <sup>3</sup>	Other identified staff <sup>4</sup>	
1	Fixed remuneration (EUR)	Number of identified staff <sup>5</sup>	14.00	1.00	11.00	431.48
2		Total fixed remuneration	2.265.267,11	2.293.284,09	12.789.985,07	108.012.555,00
3		Of which: cash-based	2.265.267,11	2.293.284,09	12.789.985,07	108.012.555,00
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	-	-	-	-
5		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-5x		Of which: other instruments	-	-	-	-
6		(Not applicable in the EU)				
7		Of which: other forms	-	-	-	-
8	(Not applicable in the EU)					
9	Variable remuneration (EUR)	Number of identified staff	-	1,00	10,00	345,74
10		Total variable remuneration	-	555.521,46	3.464.774,51	45.886.277,14
11		Of which: cash-based	-	146.147,37	954.149,66	26.319.918,18
12		Of which: deferred	-	-	176.305,97	10.960.728,29
EU-13a		Of which: shares or equivalent ownership interests	-	409.374,09	2.510.624,85	19.271.959,16
EU-14a		Of which: deferred	-	409.374,09	2.393.087,54	10.792.684,60
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-14b		Of which: deferred	-	-	-	-
EU-14x		Of which: other instruments	-	-	-	294.399,84
EU-14y	Of which: deferred	-	-	-	117.759,94	
15	Of which: other forms	-	-	-	-	
16	Of which: deferred	-	-	-	-	
17	Total remuneration (row 2 + row 10)		2.265.267,11	2.848.805,55	16.254.759,58	153.898.832,14

<sup>1)</sup> MB Supervisory function includes members of the Group's Board of Directors

<sup>2)</sup> MB Management function includes CEO of Danske Bank Group

<sup>3)</sup> Other senior management includes members of the Executive Leadership Team and other leaders reporting to the CEO

<sup>4)</sup> Other identified staff includes other staff whose professional activities could impact the risk profile of Danske Bank Group

<sup>5)</sup> Column a and b are based on headcount. Column c and d are calculated based on full-time equivalent.

## EU REM2 – Special payments to identified staff

		a	b	c	d
		MB Supervisory function <sup>1</sup>	MB Management function <sup>2</sup>	Other senior management <sup>3</sup>	Other identified staff <sup>4</sup>
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	-	-	-	4,00
2	Guaranteed variable remuneration awards -Total amount (EUR)	-	-	-	1.291.405,65
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	-	-	-	2,00
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount (EUR)	-	-	-	907.534,07
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	-	-	-	12,00
7	Severance payments awarded during the financial year - Total amount (EUR)	-	-	-	4.006.341,19
8	Of which paid during the financial year	-	-	-	1.647.428,77
9	Of which deferred	-	-	-	2.358.912,42
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	-	-	-	319.774,50
11	Of which highest payment that has been awarded to a single person	-	-	-	1.181.664,75

<sup>1)</sup> MB Supervisory function includes members of the Groups Board of Directors

<sup>2)</sup> MB Management function includes CEO of Danske Bank Group

<sup>3)</sup> Other senior management includes members of the Executive Leadership Team and other leaders reporting to the CEO

<sup>4)</sup> Other identified staff includes other staff whose professional activities could impact the risk profile of Danske Bank Group

## EU REM3 – Deferred Remuneration

	a	b	c	d	e	f	EU - g	EU - h
Deferred and retained remuneration (EUR)	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future years	Total amount of adjustment during the financial year due to ex post implicit adjustments	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1 <b>MB Supervisory function</b>	-	-	-	-	-	-	-	-
2 Cash-based	-	-	-	-	-	-	-	-
3 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
4 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
5 Other instruments	-	-	-	-	-	-	-	-
6 Other forms	-	-	-	-	-	-	-	-
7 <b>MB Management function</b>	14.943.991,47	1.706.976,74	13.237.014,73	- 408.289,67	- 1.055.150,84	-	- 1.298.687,08	-
8 Cash-based	599.862,59	48.373,38	551.489,21	-	-	-	- 48.373,38	-
9 Shares or equivalent ownership interests	14.344.128,88	1.658.603,36	12.685.525,52	- 408.289,67	- 1.055.150,84	-	- 1.250.313,69	-
10 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
11 Other instruments	-	-	-	-	-	-	-	-
12 Other forms	-	-	-	-	-	-	-	-
13 <b>Other senior management</b>	23.507.405,53	5.109.145,61	18.398.259,92	- 159.597,22	- 1.085.547,81	-	- 4.914.328,32	- 35.220,07
14 Cash-based	6.862.053,22	811.031,59	6.051.021,63	-	-	-	- 811.031,59	-
15 Shares or equivalent ownership interests	16.645.352,31	4.298.114,01	12.347.238,29	- 159.597,22	- 1.085.547,81	-	- 4.103.296,72	- 35.220,07
16 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
17 Other instruments	-	-	-	-	-	-	-	-
18 Other forms	-	-	-	-	-	-	-	-
19 <b>Other identified staff</b>	41.975.221,51	10.991.171,00	30.984.050,50	- 89.282,18	- 449.706,97	-	- 10.466.868,12	- 435.020,71
20 Cash-based	21.294.951,30	2.959.959,17	18.334.992,13	- 4.274,12	-	-	- 2.955.685,05	-
21 Shares or equivalent ownership interests	20.240.853,97	7.792.751,83	12.448.102,14	- 85.008,06	- 449.706,97	-	- 7.272.723,07	- 435.020,71
22 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23 Other instruments	439.416,23	238.460,00	200.956,23	-	-	-	- 238.460,00	-
24 Other forms	-	-	-	-	-	-	-	-
25 <b>Total amount</b>	80.426.618,51	17.807.293,35	62.619.325,15	- 657.169,06	- 2.590.405,62	-	- 16.679.883,52	- 470.240,78

## EU REM4 – Remuneration of high earners <sup>1</sup>

		a
EUR		Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	19
2	1 500 000 to below 2 000 000	7
3	2 000 000 to below 2 500 000	1
4	2 500 000 to below 3 000 000	1

<sup>1</sup>Total remuneration includes base salary, accrued variable remuneration, pension, and benefits

## EU REM5 – Information on remuneration of the institution's identified staff

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff				126,33	95,75	26,50	59,85	104,42	29,63	442,48
2	Of which: members of the MB <sup>1</sup>	14,00	1,00	15,00							15,00
3	Of which: other senior management <sup>2</sup>				1,00	2,00	-	4,00	3,00	1,00	11,00
4	Of which: other identified staff <sup>3</sup>				125,33	93,75	26,50	55,85	101,42	28,63	431,48
5	Total remuneration of identified staff [EUR]	2.265.267,11	2.848.805,55	5.114.072,66	63.965.497,37	32.744.663,17	12.529.090,29	29.598.630,16	26.737.457,61	4.578.253,13	175.267.664,39
6	Of which: variable remuneration [EUR]	-	555.521,46	555.521,46	24.176.501,62	8.038.486,75	5.038.733,63	7.687.693,92	3.691.770,36	717.865,36	49.906.573,11
7	Of which: fixed remuneration [EUR]	2.265.267,11	2.293.284,09	4.558.551,20	39.788.995,75	24.706.176,42	7.490.356,65	21.910.936,24	23.045.687,25	3.860.387,77	125.361.091,28

<sup>1</sup> Number of members of the Management Body calculated based on headcount

<sup>2</sup> Number of Other senior management calculated based on Full-time equivalent staff

<sup>3</sup> Number of Other identified staff calculated based on Full-time equivalent staff