

Total remuneration earned by Board of Directors, Executive Management and MRTs

The total remuneration earned by the Board of Directors and the Executive Management is disclosed in accordance with section 77d (4) of the Danish Financial Business Act.

Additional figures are disclosed in accordance with the executive order 1242 of 21 June 2021 section 19 (8)(9).

DKKm		2021	2020
Board of Directors	1)		
Mads Skovlund Pedersen		-	-
Anne Rømer	2)	0,4	0,4
Anders Frank-Læssøe	3)	-	-
Anita Nedergaard Nielsen		-	-
Jørgen Holm	4)	-	-
Kim Skov Jensen	5)	-	-
Marte Kopperstad		-	-
Thomas Vedel Kristensen		-	-
Torben Andre Petersen	6)	-	-
		<u>0,4</u>	<u>0,4</u>

DKKm		2021	2020
Executive Management	1)		
Morten Boni	7)	1,5	-
Claus H Greve		2,7	2,7
Kamilla Hammerich Skytte	8)	0,6	2,7
		<u>4,8</u>	<u>5,4</u>

DKKm		2021	2020
Material Risk Takers (5)	1)	<u>4,9</u>	<u>4,8</u>

1) Total remuneration includes fixed salary, benefits, pension premiums paid in defined contribution plans for the year and earned variable remuneration. The remuneration relates to the period in duty.

2) The external members of the Board of Directors are the only members of the board who receives remuneration as board member. Remuneration relates to Board and Audit Committee fee.

3) Anders Franck-Læssøe was appointed member of the Board of Directors at 1 October 2021.

4) Jørgen Holm left the Board of Directors at 24 August 2020.

5) Kim Skov Jensen left the Board of Directors at 30 September 2021.

6) Torben André Petersen was appointed member of the Board of Directors at 24 August 2020.

7) Morten Boni was appointed CEO at 1 August 2021.

8) Kamilla Hammerich Skytte stepped down as CEO at 29 April 2021 and has left Nordea Kredit. For the period after serving as CEO costs of 1,4 DKKm has been expensed in 2021 related to Kamilla Hammerich Skytte, not included in the figures.

Deferred Variable on 31.12.21	Cash (DKKM)	Nordea Abp shares
Board of Directors	-	-
Executive Management	1,0	13.259
Material Risk Takers	-	-

1,0	13.259
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**Deferred Variable Salary,
paid/allotted in 2021**

	Cash (DKKM)	Nordea Abp shares
Board of Directors	-	-
Executive Management	0,4	976
Material Risk Takers	0,1	-
	0,5	976

Other information on remuneration of Executive Management and Material Risk Takers

No new Severance Payments or sign-on/buy-out bonus has been committed in 2021

No employee has earned remuneration exceeding 1m EUR in 2021

The disclosures in this document have not been reviewed or audited by PWC