

## Total remuneration earned by Board of Directors, Executive Management and Material Risk Takers

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		2022	2021
<b>Board of Directors</b>	1)		
Mads Skovlund Pedersen		-	-
Anne Rømer	2)	0,4	0,4
Anders Frank-Læssøe	3)	-	-
Anders Holkmann Olsen	4)	-	-
Anita Nedergaard Nielsen		-	-
Helene Bløcher	5)	-	-
Kim Skov Jensen	6)	-	-
Marte Kopperstad		-	-
Thomas Vedel Kristensen		-	-
Torben Andre Petersen	7)	-	-
		<u>0,4</u>	<u>0,4</u>
<b>DKKm</b>		<b>2022</b>	<b>2021</b>
<b>Executive Management</b>	1)		
Morten Boni	8)	3,8	1,5
Claus H Greve		2,8	2,7
Kamilla Hammerich Skytte	9)	-	0,6
		<u>6,6</u>	<u>4,8</u>
<b>DKKm</b>		<b>2022</b>	<b>2021</b>
<b>Material Risk Takers (4)</b>	1)	<u>5,1</u>	<u>4,9</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) Anders Holkmann Olsen was appointed member of the Board of Directors at 1 May 2022.

5) Helene Bløcher was appointed member of Board of Directors 5 September 2022.

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

7) Torben Andre Petersen left the Board of Directors at 5 September 2022

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

9) Kamilla Hammerich Skytte stepped down as CEO at 29 April 2021 and has left Nordea Kredit.

<b>Deferred Variable by 31.12.22</b>	Cash (DKKM)	Nordea Abp shares
Board of Directors	-	-
Executive Management	0,1	11.921
Material Risk Takers	-	-
	<u>0,1</u>	<u>11.921</u>

In addition, unvested deferred variable remuneration by 31 December 2022 to former executives amounts to 0,5 DKKm and 5.517 Nordea Abp shares.

<b>Variable Salary, paid/allotted in 2022</b>	Deferrals paid in cash (DKKM)	Nordea Abp shares allotted
Board of Directors	-	-
Executive Management	0,1	4.669
Material Risk Takers	0,0	-
	<u>0,1</u>	<u>4.669</u>

In addition, during 2022 as deferred variable remuneration to former executives 0,4 DKKm was paid in cash and 1.510 Nordea Abp shares allotted.

**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 2022

No employee has earned remuneration exceeding 1m EUR in 2022

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