

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 | | 2023 | 2022 |
|---------------------------|----|------|------|
| Board of Directors | 1) | | |
| Mads Skovlund Pedersen | | - | - |
| Anne Rømer | 2) | 0,4 | 0,4 |
| Anders Frank-Læssøe | | - | - |
| Anders Holkmann Olsen | 3) | - | - |
| Anita Nedergaard Nielsen | | - | - |
| Marte Kopperstad | 5) | - | - |
| Peder Birkebæk Bach | 6) | | |
| Thomas Vedel Kristensen | | - | - |
| Tina Helen Sandvik | 7) | | |
| Torben Andre Petersen | 8) | - | - |
| | | 0,4 | 0,4 |

| DKKm | | 2023 | 2022 |
|-----------------------------|----|------|------|
| Executive Management | 1) | | |
| Morten Boni | | 3,9 | 3,8 |
| Claus H Greve | | 2,8 | 2,8 |
| | | 6,7 | 6,6 |

| DKKm | | 2023 | 2022 |
|---------------------------------|----|------|------|
| Material Risk Takers (4) | 1) | 5,1 | 5,1 |

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 Holkmann Olsen was appointed member of the Board of Directors at 1 May 2022.

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

5) Marte Kopperstad left the Board of Directors at 31 March 2023.

6) Peder Birkebæk Bach was appointed member of Board of Directors 01 June 2023.

7) Tina Helen Sandvik was appointed member of Board of Directors 01 April 2023.

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

| Deferred Variable by 31.12.23 | Cash | Nordea Shares |
|-------------------------------|------|---------------|
| Board of Directors | - | - |
| Executive Management | 1,3 | 15.278 |
| Material Risk Takers | - | - |
| | 1,3 | 15.278 |

In addition, unvested deferred variable remuneration by 31 December 2023 to former executives amounts to 0,5 DKKm and 4.007 Nordea Abp shares.

| Variable Salary, paid/allotted in 2023 | Deferrals paid in cash (DKKM) | Nordea Abp shares allotted |
|---|--|---------------------------------------|
| Board of Directors | - | - |
| Executive Management | 0,7 | 7.478 |
| Material Risk Takers | - | - |
| | <u>0,7</u> | <u>7.478</u> |

In addition, during 2023 as deferred variable remuneration to former executives 0,3 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 2023

No employee has earned remuneration exceeding 1m EUR in 2023

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