

Report on the Ten Principles of the UN Global Compact **Communication on Progress 2024**



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Disclaimer: This document is a translation of an original document in Danish. The original Danish text shall be the governing text for all purposes and in case of any discrepancy the Danish wording shall be applicable.

Photo on cover: Rooftop solar panels covering 129 m² are installed on the flat roof of Ringkjøbing Landbobank's branch in Tarm, Denmark. The bank owns the building and since the branch uses electricity mainly when the sun is shining, solar panels were an obvious investment and are expected to generate 90% of the branch's electricity consumption.

WE SUPPORT



Ringkjøbing Landbobank hereby confirms its continued support of the UN Global Compact's Ten Principles of responsible business operation in the areas of human rights, labour, environment and anti-corruption.

This Communication on Progress must be read in conjunction with Ringkjøbing Landbobank's annual report for 2024, which also contains the statutory sustainability statement.

John Fisker

A blue ink signature of John Fisker, CEO of Ringkjøbing Landbobank A/S.

CEO, Ringkjøbing Landbobank A/S



The **Ten Principles** of the UN Global Compact



Human rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and

Principle 2

make sure that they are not complicit in human rights abuses.



Labour

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; and

Principle 4

the elimination of all forms of forced and compulsory labour; and

Principle 5

the effective abolition of child labour; and

Principle 6

the elimination of discrimination in respect of employment and occupation.



Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges; and

Principle 8

undertake initiatives to promote greater environmental responsibility; and

Principle 9

encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.



Environment

Ringkjøbing Landbobank views **competitive financing and dialogue on climate strategy** as the way forward in the green transition

Goals

Ringkjøbing Landbobank supports the intentions of the Paris Agreement and has set itself the goal of being CO₂e-neutral by the end of 2050. By the end of 2030, the bank wants to reduce its CO₂e emissions from its loan portfolio by 45% per DKK million lent and from its investment portfolio by 50% per DKK million invested – both with 2020 as the base year.

Emission data for the loan and investment portfolios are still of highly uncertain quality and should be treated with reservation. Data for loans are model-based except for one major business commitment where company-specific emission data were used. For investments, company-specific data are obtained from MSCI. In some cases, data have been scaled up. As company-specific data become available and calculation methods develop, CO₂e emission reporting will progressively become more accurate. This means that the figures in the bank's CoP reports may be changed in coming years – possibly with retroactive effect – as the data quality and calculation methods improve.

The target for the investment portfolio applies to customers' funds under asset management agreements and pooled schemes etc. and to the bank's own portfolio. It does not apply to individual customers' custody accounts, which are outside the bank's control.

Ringkjøbing Landbobank pursues an organic growth strategy and wants to win a larger share of the market for loans and

asset management. The bank has therefore formulated these targets in a way which allows its continued growth.

The bank wants to help finance businesses which make more sustainable ways of producing and consuming viable and/or to help finance investments that can move a business forward in the green transition of the relevant industry. These businesses do not necessarily have low CO₂e emissions, but they need financing for their transition to lower direct and indirect CO₂e emissions.

CO₂e footprint from loans

CO₂e emissions from the bank's loans were 7.09 tonnes of CO₂e per DKK million lent at the end of 2024. This is a decrease of 31% compared to the base year 2020, when the figure was 10.32 tonnes of CO₂e per DKK million lent.

The target for the loan portfolio must be achieved in dialogue with those customers who contribute most to the bank's financed emissions. These discussions need to focus on climate strategy and the transition to more climate-friendly ways of producing. These dialogues must be completed by the end of 2025.

Ringkjøbing Landbobank has contributed financing for the expansion of wind power in Denmark since 1995 and also helps finance Danish investors' purchases of wind turbines abroad. Together with loans for solar energy and biogas plants, loans for wind turbines are a strong niche for the

financing of renewable energy supplies – a niche which the bank intends to retain and preferably strengthen to reduce the emission intensity from its loans. At the end of 2024, this area represented 6.9% of the bank's total net loans and guarantees.

CO₂e footprint from investments

CO₂e emissions from the end-of-year portfolio of Ringkjøbing Landbobank's own investments and investments made on its customers' behalf were 6.72 tonnes per DKK million invested in 2024. This is a decrease of 30% compared to the base year 2020, when the figure was 9.66 tonnes of CO₂e per DKK million invested.

The bank is progressively implementing the mandatory profiling of individual sustainability preferences of investment customers, both for advisory customers and managed mandate customers. The reduction target must be achieved in dialogue with customers as part of ongoing advisory services on how to obtain competitive returns, based on and taking into account the individual customer's risk and sustainability profile.

The bank promotes sustainable investments via its partnership with BankInvest etc. BankInvest joined the Net Zero Asset Managers initiative in 2021 and is thus committed to neutralising greenhouse gas emissions from the companies invested in by 2050. As a sub-target, BankInvest has committed to achieving a 55% reduction of CO₂e emissions from the portfolios by 2030. As part of its commitment to this



Environment

target, BankInvest offers two Nordic Swan Ecolabelled funds with a sustainable objective – referred to in the EU taxonomy as article 9 funds. In autumn 2024, BankInvest launched four new “Bæredygtig Omtanke” funds, defined as article 8 funds in the taxonomy. Their proportion of sustainable investments is at least 80%. At least 3% must be EU taxonomy-eligible as environmentally sustainable investments.

The bank's own emissions

In 2024, the bank set targets for its own emissions. With 2019 as the base year, the bank wants to reduce its total scope 1 and 2 emissions by 60% by 2030. The bank wants its operations to be CO₂e-neutral by 2050 at the latest. In specific terms, this objective means, as a minimum, that the bank will reduce scope 1 and 2 emissions from 340 tonnes of CO₂e in 2019 to 135 tonnes of CO₂e by 2030.

In 2024, the bank's CO₂e scope 1 emissions were 70 tonnes and its CO₂e scope 2 emissions 136 tonnes. This is a decrease of 39% in total compared to the 340 tonnes of CO₂e scope 1 and 2 emissions in 2019. The bank only buys electricity from renewable sources, which means that its electricity consumption contributes 0 emissions to scope 2.

The bank owns Sæbygaard Skov forest where the annual volume growth is capturing more CO₂e than the bank's own total emissions. However, CO₂e capture in forestry is only accepted in CO₂e accounting if the forest is certified to a UN-approved standard, which Sæbygaard Skov is not.

The bank's indirect CO₂e emissions are also at a low level because both Bankdata and JN Data, which is a subcontractor to Bankdata and responsible for the bank's IT operations, only buy green electricity generated by solar cells.

Ringkjøbing Landbobank has the lowest cost/income ratio in the sector – 25.7 for 2024 – in part because optimal utilisation of only the necessary resources is part of our culture. The bank therefore continually carries out profitable energy renovation projects.

The bank's environmental initiatives

The bank's environmental work is based on the bank's transition plan for climate and the environment and on its policies – including the corporate social responsibility and sustainability policy, policy for integration of sustainability risks and responsible purchasing policy. The bank's transition plan and policies are available at: landbobanken.dk/en/ir-english/the-bank/policies


In accordance with the bank's business goals and policies and the UN Global Compact's environmental principles 7, 8 and 9, the bank has the following aims.

- **Contribute significantly to financing the green transition, including granting loans for renewable energy production and for the promotion of the transition of manufacturing businesses to a more climate-friendly future**

- **By the end of 2025, take the initiative to engage in constructive dialogue on climate strategy with those customers that make the greatest impact on the climate intensity of the bank's loans and, as part of this, include the Green Tripartite Agreement in the dialogue with agricultural customers**
- **Grant loans for personal customers' energy improvements, including energy efficiency improvement of homes and purchases of sustainable vehicles**
- **Advise on and market sustainable investment products and contribute to their development through BankInvest**
- **Reduce the bank's own negative impact on the environment as far as possible, by buying electricity from renewable energy sources, and otherwise**
- **Increase our employees' environmental awareness**



Report on environmental aspects

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus														
Environment – Sustainable finance	UN Global Compact's Ten Principles Principles 7–9 	<p>The bank supports the intentions of the Paris Agreement of limiting the temperature rise to less than 2 degrees and preferably only 1.5 degrees.</p> <p>The bank therefore also supports the EU's implementation of the Paris Agreement and, with 2020 as the base year, has set itself the target of reducing CO₂e emissions from the loan portfolio by 45% from 10.32 tonnes of CO₂e per DKK million lent to 5.68 tonnes of CO₂e per DKK million lent by the end of 2030. The bank wants to be CO₂e-neutral by the end of 2050.</p> <p>Continually improving the statement of CO₂e emissions from the bank's loan portfolio by replacing sector standards with figures for customers' actual emissions.</p> <p>Offering sustainable loan products.</p>	<p>The bank has worked towards meeting our targets for reducing CO₂e emissions from the loan portfolio.</p> <p>CO₂e emissions from the bank's end-of-year loan portfolio:</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>Target for 2030</th> </tr> </thead> <tbody> <tr> <td>Tonnes of CO₂e per DKK million lent</td> <td>10.32</td> <td>10.01</td> <td>8.34</td> <td>8.34</td> <td>7.09</td> <td>5.68</td> </tr> </tbody> </table> <p>CO₂e emissions from the bank's end-of-year loan portfolio decreased by 31% from 10.32 tonnes of CO₂e per DKK million lent in the base year 2020 to 7.09 tonnes of CO₂e per DKK million lent in 2024.</p> <p>Loans for renewable energy production (wind, solar power and biogas) represented 6.9% of the bank's total net loans and guarantees at the end of 2024.</p> <p>The bank offered "pension off your burner" loans throughout the year, thereby supporting the agreement between Finance Denmark and the Ministry of Industry, Business and Financial Affairs, under which oil and gas burners can be replaced with a green heating source free of loan and registration fees and handling charges. Customers were also offered a grant of DKK 10,000 from Ringkjøbing Landbobank's business partner Totalkredit for replacing their oil or gas-fired burner with a heat pump.</p>		2020	2021	2022	2023	2024	Target for 2030	Tonnes of CO ₂ e per DKK million lent	10.32	10.01	8.34	8.34	7.09	5.68	<p>Continue the dialogue on climate strategies and the transition to more sustainable production methods with the biggest agricultural customers and other customers of significance to the bank's total financed emissions. As part of this, include the Green Tripartite Agreement in the dialogue with the agricultural customers.</p> <p>Continue to grant loans for sustainable production and customers' sustainable/green transition.</p> <p>Continue to provide loans for renewable energy production from wind turbines and solar energy and biogas plants.</p> <p>Continue working towards increasing the quality of data on the bank's financed emissions by using actual data as far as possible to measure CO₂e emissions from the loan portfolio.</p> <p>In our home ownership advice, continue to focus on the potential of energy renovation and/or replacement of oil or gas heating with more sustainable energy types.</p> <p>Continue to focus on Finance Denmark's agreement with the government on the pension-off-your-burner scheme.</p>
		2020	2021	2022	2023	2024	Target for 2030											
	Tonnes of CO ₂ e per DKK million lent	10.32	10.01	8.34	8.34	7.09	5.68											



Report on environmental aspects

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
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Environment – Responsible investments

UN Global Compact’s Ten Principles
Principles 1–10



The bank supports the intentions of the Paris Agreement of limiting the temperature rise to less than 2 degrees and preferably only 1.5 degrees.

The bank therefore also supports the EU’s implementation of the Paris Agreement and, with 2020 as the base year, has set itself the target of reducing CO₂e emissions from the investment portfolio by 50% from 9.66 tonnes of CO₂e per DKK million invested to 4.83 tonnes of CO₂e per DKK million invested by the end of 2030. The bank wants to be CO₂e-neutral by the end of 2050.

The targets for the investment portfolio apply to customers’ funds under asset management agreements and pooled schemes etc. and to the bank’s own portfolio, but not to individual customers’ custody accounts, which are outside the bank’s control.

Ensuring consistency between the advisory and managed mandate customers’ investment needs and the investment product offered to them as the conclusion of advisory services. This will be achieved e.g. by continuing to perform the mandatory investment profiling, which takes into account the customer’s risk, time frame and individual sustainability preferences.

Profiling is relevant in particular for customers using asset management products and the pooled scheme because the bank’s investments on behalf of customers account for the vast majority of the CO₂e emissions from investments.

CO₂e emissions from the bank’s and its customers end-of-year investment portfolio:

	2020	2021	2022	2023	2024	Target for 2030
Tonnes of CO ₂ e per DKK million invested	9.66	8.75	4.73	5.03	6.72	4.83

CO₂e emissions from the bank’s and its customers’ investment portfolio decreased by 30% from 9.66 tonnes of CO₂e per DKK million invested in the base year 2020 to 6.72 tonnes of CO₂e per DKK million invested in 2024. The bank is still following the plan for meeting the CO₂e intensity targets for investments by 2030.

Before providing investment advice, Ringkjøbing Landbobank has completed the mandatory profiling of customers’ individual sustainability preferences.

Ringkjøbing Landbobank has primarily distributed investment products from BankInvest, which classifies its funds in accordance with the disclosure regulation:

- Article 6 funds have no particular environmental or social characteristics.
- Article 8 funds promote environmental and social characteristics and integrate them into the investment decision.
- Article 9 funds have sustainable investment as their objective.

BankInvest only offers article 8 and 9 funds.

In autumn 2024, BankInvest launched four new “Bæredygtig Omtanke” funds, defined as article 8 funds in the taxonomy. The proportion of sustainable investments in the new funds is at least 80%. At least 3% must be taxonomy-eligible as environmentally sustainable investments.

Ringkjøbing Landbobank will continue to give priority to incorporating the individual sustainability preferences in its advice to customers.

The bank will continue to participate actively in further developing sustainable investment products from BankInvest.




Report on **environmental aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Environment – Responsible investments – continued			<p>Customers with strong sustainability preferences now have additional possibilities of meeting their sustainable investment requirements through the bank’s asset management product FormuePleje and the pooled scheme Puljeinvestering Bankvalg, possibly supplemented by article 9 funds which are available to the bank through its strategic collaboration with SEB.</p> <p>In 2021, BankInvest joined the Net Zero Asset Managers initiative, under which asset managers commit to working towards neutralising greenhouse gas emissions from the companies invested in by 2050 and to set sub-targets for these emissions. 62% of BankInvest’s assets under management were covered by the initiative at the end of 2024, which is unchanged compared to the end of 2023. At the end of 2022, the figure was 43%.</p> <p>BankInvest launched a guideline for investments in fossil fuel companies as part of the Net Zero Asset Managers initiative in 2024: bankinvest.dk/media/5gtdtx4i/retningslinjer-for-investeringer-i-fossile-selskaber_v3f.pdf</p> <p>The bank has participated actively in the continued development of sustainable investment products from BankInvest. Ringkøbing Landbobank CEO John Fisker is chair of the board of directors of BankInvest Holding A/S and Ringkøbing Landbobank finance manager Sten Erlandsen is a member of BankInvest’s Product Committee.</p>	



Report on **environmental aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Environment	UN Global Compact's Ten Principles	Continuing to realise Forum for Sustainable Finance's 20 recommendations on how the financial sector can accelerate the sustainable transition of the economy.	The bank has focused on controlling risks in all relevant areas, including environmental ones.	Continue to grant loans to and, via BankInvest, invest in companies contributing to the green transition – either by having a low CO ₂ e footprint compared to their revenue, by taking the lead in the green transition of their industry or by enabling consumers and businesses to produce and consume in more sustainable ways.
	Principles 7–8	The 20 recommendations can be found here: finansdanmark.dk/en/news/2019/december/forum-for-sustainable-finance-20-recommendations-to-finance-denmark/	The bank's cost/income ratio in 2024 was 25.7%, the lowest in the banking sector. The cost/income ratio tells us something about the bank's ability to create value from the resources spent, and optimal utilisation of only the necessary resources is part of the bank's DNA.	Ensure a continued low cost/income ratio through optimal use of the bank's resources.
		Maintaining the banking sector's lowest cost/income ratio.	The bank regularly assesses and prioritises the possibilities of energy-saving initiatives. During 2024, the bank installed solar panels on the roof of the Tarm branch, acquired its first electric van, continued switching to LED lighting, replaced an instant water heater, pumps and some of its windows, insulated below windows and acquired new radiators.	Realise more of the potential for energy renovation of the bank's buildings by installing LED lighting, replacing windows etc.
		Continuing to carry out profitable energy-saving projects in the bank's buildings.		Continue to replace vehicles with electric cars when practically possible.



Report on **environmental aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
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Environment
– continued

The bank supports the intentions of the Paris Agreement of limiting the temperature rise to less than 2 degrees and preferably only 1.5 degrees.

The bank therefore also supports the EU's implementation of the Paris Agreement and, with 2019 as the base year, has set itself the target of reducing its own scope 1 and 2 emissions by 60% by the end of 2030. The bank wants its operations to be CO₂e-neutral by 2050 at the latest. The bank wants as a minimum to reduce scope 1 and 2 emissions from 337 tonnes of CO₂e in 2019 to 135 tonnes of CO₂e by 2030.

Optimising case handling procedures and processes through digitalisation and the use of robots.

Keeping the bank's indirect CO₂e emissions at a minimum.

Ringkjøbing Landbobank's own emissions:

	2019	2020	2021	2022	2023	2024	Target for 2030
CO ₂ e scope 1 emissions (tonnes)	90	76	70	67	61	70	
CO ₂ e scope 2 emissions (tonnes)	250	211	169	122	130	136	
Total CO₂e scope 1 and 2 emissions (tonnes)	340	287	239	189	191	206	135

The bank's CO₂e scope 1 emissions were 70 tonnes and its CO₂e scope 2 emissions 136 tonnes in 2024. This is equivalent to a total decrease of 39% compared to the bank's 340 tonnes of scope 1 and 2 emissions in the base year 2019.

The bank only buys electricity from renewable sources.

Virtual meetings were used in particular for:


- meetings with the bank's customers;
- internal meetings – including between Ringkjøbing head office and the regional office in Nørresundby; and
- meetings with close partners such as Bankdata and BankInvest.

Continue to work towards the bank's goals of:

- reducing its scope 1 and 2 emissions by 60% by 2030 compared to the base year 2019; and
- achieving full CO₂e-neutrality by 2050



Report on **environmental aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Environment – continued			<p>The bank has worked continually on increasing its employees' knowledge and awareness of good environmental practices, in part by encouraging car sharing as far as possible.</p> <p>All new payment cards are now made of 100%-recycled PVC. Ninety-five percent of the cards issued by the bank are of this material. Five percent of cards are issued from the bank's remaining stocks of a few card types made with 80%-recycled PVC.</p> <p>The bank's indirect electricity consumption primarily results from IT development and operations outsourced to Bankdata, which in turn has outsourced the energy-hungry IT operations to JN Data. Bankdata and JN Data have entered into an overall agreement on buying green electricity generated from solar cells. This has significantly reduced the CO₂e emissions from the bank's indirect electricity consumption.</p>	<p>Provide a possibility for recycling batteries and computer RAM and reduce packaging consumption.</p> <p>Only issue payment cards made of 100%-recycled PVC once the remaining stocks of cards made with 80%-recycled PVC have been used up.</p>
Environment	UN Global Compact's Ten Principles Principle 9 	<p>Maintaining and developing our loans for climate-friendly and renewable energy production – including wind turbines, solar cells, biogas and other environmentally friendly technologies.</p> <p>Playing an active role in financing the transition of manufacturing businesses to more sustainable ways of producing.</p> <p>Maintaining our relationships with national and international partners for the financing of profitable and sustainable projects for the benefit of our customers and society.</p> <p>Continuing to develop our loans for the sustainable transition of private individuals, including energy efficiency improvement of homes and purchases of sustainable vehicles.</p>	<p>Ringkjøbing Landbobank has contributed financing for the expansion of wind power in Denmark since 1995 and also helps finance Danish investors' purchases of wind turbines abroad. Together with loans for solar energy and biogas plants, loans for wind turbines are a strong niche for the financing of renewable energy supplies – a niche which the bank intends to retain and preferably strengthen.</p> <p>Ringkjøbing Landbobank has built close relationships with Danish and other Scandinavian and European partners in connection with loans for green investments. These relationships give access to competitive funding etc. which we make available to our customers for financing of sustainable projects. Our collaboration with these partners strengthens the deployment of sustainable projects and supports society's transition to being more sustainable.</p>	<p>Continue to grant loans to agriculture and manufacturing businesses contributing to the green transition – either by having a low CO₂e footprint compared to their revenue, by taking the lead in the green transition of their industry or by enabling consumers and businesses to produce and consume in more sustainable ways.</p> <p>Continued focus on loans – and, when relevant – arranging of mortgage loans for private individuals for:</p> <ul style="list-style-type: none"> • energy renovation of homes; • switching from gas and oil-consuming heating to district heating and other sustainable energy types; and • purchases of sustainable vehicles



Report on **environmental aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Environment – continued		Perceiving green transition as an opportunity for continued growth in the bank's lending.	<p>Our partners are:</p> <ul style="list-style-type: none"> • the Export and Investment Fund of Denmark regarding loans and other financing for assets fostering green transition in Denmark and abroad; • the Nordic Investment Bank (collaboration on loans for financing green assets and the SME segment); • the European Investment Bank (collaboration on loans for financing green assets and the SME segment); • the European Investment Fund (collaboration on guarantees for loans for financing green assets in the SME segment); and • Kreditanstalt für Wiederaufbau (collaboration on back-to-back financing of loans for renewable energy projects). <p>Via its website and social media, the bank encourages its personal customers to use Totalkredit's energy calculator and possibly buying Totalkredit's new energy and climate check to get inspiration for specific energy improvements in their homes.</p> <p>The bank is happy to finance sustainable vehicles and energy and environment-related initiatives in private homes.</p>	<p>Continue working with Danish and other Scandinavian and European players on loans for, and other financing of assets fostering green transition.</p> <p>Possibly issue green bonds if the demand is there and market conditions are favourable.</p>

Social aspects

The bank **gives high priority to the wellbeing of its employees** and the surrounding community

Employees

The bank employed 664.4 full-time equivalent employees (FTEs) in 2024. This is an increase of 11.8 compared to the year before. The percentage of the under-represented gender was 44.6% in 2024.

The employee turnover ratio increased from 8.9% in 2023 to 10.5% in 2024, which means the bank's employees stay with the bank for approximately 10 years on average.

The percentage of the under-represented gender at other management levels increased from 22.9% at the end of 2023 to 25.4% at the end of 2024. The bank's target of at least 25% at the end of 2025 is thus met and has been replaced by a new target: by the end of 2030, the percentage of the under-represented gender at other management levels must be at least 30%.

Ringkjøbing Landbobank's employees state that they are thriving at the bank. In the annual employee survey, their wellbeing ratings averaged 8.9 on a 10-point scale, which is highly satisfactory and the bank's highest-ever score. The score was 8.8 in 2023, 8.7 in 2022, 8.0 in 2021 and 7.9 in 2020.

The bank has made the strategic choice that all advisers must have the expertise to provide competent advice on home ownership, pensions and investment. This creates an overview

for customers and employees, and we believe it is one of the key reasons for the bank's high levels of customer and employee satisfaction. But it requires the advisers to have a broad range of competences within the areas of home ownership, pensions, investments and for some also business matters. Employee training is therefore a high priority and provided continually.

For many years it has been the bank's strategy to ensure its basis for recruitment by training our own future employees as far as possible.

During 2024, 11 finance apprentices and 14 trainees joined the bank. Training of apprentices and trainees takes place at the Financial Sector's Training Centre (Finanssektorens Uddannelsescenter) and at the bank's own internal academy where our tuition is more intensive than on ordinary similar training programmes. Once the bank's apprentices and trainees have completed their training programmes, they have reached bachelor level. In 2024, the internal academy had 42 participants in seven teams.

Three new employees started on the bank's graduate programme in autumn 2024. The aim of the programme is to employ academics at bachelor and master's levels to fill the specialist jobs that will only increase in number in the future.

Ringkjøbing Landbobank has never had more apprentices, trainees and graduates than at the end of 2024.

The bank supports and complies with the Danish model of cooperation between employer and employee. The bank thus complies with the standard collective agreement entered into between the Danish Employers' Association for the Financial Sector (Finanssektorens Arbejdsgiverforening) and Financial Services Union Denmark (Finansforbundet) in 2023, and with the local workplace agreement, which the bank, its employees and the Financial Services Union subsequently entered into.



Social aspects

Society

It is part of the bank's DNA to finance investments in local business development and private individuals' purchases of homes, cars etc., and we generate a substantial number of knowledge-based jobs in our local areas.

The bank happily contributes to developing Danish society. Ringkjøbing Landbobank has customers throughout Denmark but we are also a local bank with deep roots and a special responsibility in West, Central and North Jutland. We have always been conscious of our significance here and are proud that our support fosters wellbeing and helps maintain sports and cultural activities in almost 900 clubs and associations.

As one of Denmark's top 25 taxpayers (2023 income year), the bank also makes a considerable contribution to our common national economy.

The bank's initiatives in the social area

Ringkjøbing Landbobank's work in the social area is also based on our policies etc. – including the corporate social responsibility and sustainability policy, policy on conditions for employees, code of conduct, policy for a sound corporate culture and tax policy. The bank's policies etc. are available at: landbobanken.dk/en/ir-english/thebank/policies

In accordance with the bank's business goals, with the bank's tradition of contributing to local community and development, with the bank's policies and with the UN Global Compact's principles 1 and 2 regarding human rights and principles 3, 4, 5 and 6 regarding labour, the bank aims to:



- **respect and comply with human and labour rights;**
- **ensure diversity, inclusion and equal opportunities for all employees in the bank irrespective of gender and background;**
- **ensure good occupational health and continued wellbeing at the workplace;**

- **offer employees quality education and training as desired and needed, including giving the bank's apprentices and trainees a good education which is completed at bachelor level and give other employees in-service training and further education to ensure their competences are always strong and up to date;**
- **make our financial expertise available to the surrounding community; and**
- **contribute positively to the continued development of society – at local and national levels.**

Wellbeing **8.9**
on a scale from 1 to 10





Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Social aspects – Human rights	UN Global Compact’s Ten Principles Principles 1–2 	That the bank respects the UN’s human rights principles and acts in accordance with the human rights principles when assessing and selecting partners.	The bank only has physical departments and branches in Denmark. Loans and guarantees outside Denmark accounted for 9% of the bank’s total portfolio of loans and guarantees at the end of 2024.	Continually keep track of and monitor employee compliance with the UN’s human rights principles.
			The bank supports the UN’s human rights principles as reiterated in the bank’s code of conduct, policy on conditions for employees and responsible purchasing policy. The bank thus does not accept discrimination on grounds of gender, gender identity/ perception, age, nationality, race, ethnic origin, disability, sexual orientation, religion and/or political allegiance and has zero tolerance for bullying and sexual and other forms of harassment.	Continually keep track of whether customers, suppliers and other partners comply with human rights obligations.
			All of the bank’s employees are asked each year to read the code of conduct and reaffirm that they understand its contents.	Continually ensure that the employees are aware of and comply with the bank’s code of conduct, policy on conditions for employees and responsible purchasing policy.
				Continually follow up on compliance with the bank’s policies etc.
Social aspects – Labour	UN Global Compact’s Ten Principles Principle 3 	Continuing the good collaboration with the bank’s employees and their representative organisations.	The bank supports the employees’ freedom of association and upholds their right to collective bargaining. The bank thus fully supports and complies with what is known as the Danish model: voluntary agreements between trade unions and employers.	Continually follow up on compliance with agreements entered into.
			Most of the bank’s employees are members of Financial Services Union Denmark and the bank is a member of Finance Denmark, which is both an interest organisation and an employer’s association for the financial sector. The bank follows the standard collective agreement entered into between the Danish Employers’ Association for the Financial Sector and Financial Services Union Denmark in 2023. The standard collective agreement helps assure proper working conditions for the employees including working hours, minimum pay and overtime pay.	
			In addition, the bank, its employees and Financial Services Union Denmark have entered into a local workplace agreement with further details on remuneration.	
			The bank has registered no cases regarding the rights of association or of collective bargaining.	



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
<p>Social aspects – Labour</p>	<p>UN Global Compact’s Ten Principles</p> <p>Principles 4–5</p> 	<p>Including and respecting the principle of elimination of forced, compulsory and child labour in the bank’s assessment and selection of partners.</p>	<p>The bank supports the combating of all forms of forced, compulsory and child labour.</p> <p>The bank thus does not want to have customers, suppliers or other partners who violate human rights by using forced, compulsory or child labour. This is also clear from the bank’s responsible purchasing policy.</p> <p>The bank offers after-school jobs and during 2024 employed a few young people between the ages of 13 and 17 who did only light office work.</p> <p>The bank is not aware of any customers, suppliers or other partners using forced, compulsory or child labour. The bank followed up on selected suppliers in 2024 and found no need to take any action.</p>	<p>Assess relevant customers, suppliers and other partners on an ongoing basis for their compliance with principles 4 and 5.</p>
<p>Social aspects – Labour</p>	<p>UN Global Compact’s Ten Principles</p> <p>Principle 6</p> 	<p>Avoiding any form of discrimination in employment and occupation.</p> <p>Awareness among the bank’s employees that equal development opportunities are open to them, irrespective of gender and background, and that they are paid equal salary for equal work, responsibility, performance etc.</p>	<p>The bank does not accept discrimination on grounds of gender, gender identity/perception, age, nationality, race, ethnic origin, disability, sexual orientation, religion and/or political allegiance and has zero tolerance for bullying, and sexual and other forms of harassment. The bank’s HR department follows up on this.</p> <p>The bank provides a mandatory whistleblower scheme. The scheme enables all employees in the bank to report – anonymously if need be – any instances of discrimination, bullying, harassment etc.</p> <p>One report was received and dealt with under the bank’s whistleblower scheme in 2024. The report was not about discriminating acts or violation of human rights.</p> <p>The bank gives all employees in the bank equal development opportunities, irrespective of gender and background.</p> <p>Ringkjøbing Landbobank gives equal pay for equal work, responsibility, performance etc. irrespective of gender and other aspects. Differences in the average pay for men and women therefore result from differences in gender representation in different types of jobs – including as managers.</p>	<p>Continue to prevent the risk of discrimination in employment and occupation and taking immediate action should any discrimination occur.</p> <p>Continue to give all employees in the bank equal development opportunities.</p>



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
<p>Social aspects – Labour – continued</p>		<p>Ensuring that the percentage of the under-represented gender is at least 30% at the bank's other management levels by the end of 2030.</p>	<p>Diversity at the bank's other management levels improved in 2024: the percentage of the under-represented gender at the bank's other management levels was 25.4% at the end of 2024 compared to 22.9% at the end of 2023 and 20.7% at the end of 2022.</p> <p>The bank thus meets the target for 2025 of ensuring that the percentage of the under-represented gender is at least 25% at the bank's other management levels. The bank's board of directors has decided a new target in January 2025. By the end of 2030, the percentage of the under-represented gender at other management levels must be at least 30%.</p> <p>The bank continually works on a range of concrete initiatives to increase the percentage of the under-represented gender at the bank's other management levels. When the following initiatives have had the necessary time to work, the bank expects that also the new target will be met:</p> <ul style="list-style-type: none"> • When recruiting for management positions with the assistance of headhunters, the bank always requires that candidates of both genders must be presented. • In the bank's own recruiting, emphasis is placed on selecting candidates of both genders for interview. • There is a general focus on diversity in employments to lay the foundation for more managers of both genders in the bank in the future. • When selecting employees for the role of sales manager, the focus is on motivating candidates of both genders to seek this role. • There is focus on selecting young employees of both genders for the tutor role in the bank's academy. Tutorships are a good way of preparing for a possible subsequent leadership role. • Finally, the bank's HR department has worked in 2024 on developing and structuring a process that will prepare more young employees of both genders for potentially taking on the role of manager. The process is expected to be implemented in 2025. 	<p>Work towards the target that the percentage of the under-represented gender should be at least 30% for the bank's other management levels by the end of 2030.</p>



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
<p>Social aspects – Labour – continued</p>		<p>That a large majority of the bank's employees rate their wellbeing very satisfactory or extremely satisfactory.</p>	<p>With an overall score averaging 8.7 on a scale from 1 to 10, where 1 is "I fully disagree" and 10 is "I fully agree", the employee survey for 2024 showed a historically high level of employee wellbeing and satisfaction. For all 19 questions, the scores were higher or the same as the year before. The score for the question "I thrive in the bank" increased from 8.8 to 8.9, and the score for the question "I thrive in my department" was unchanged at 9.1.</p> <p>The survey is used as a management and employee tool, which provides insight into the employees' general wellbeing and their view of the bank as a workplace. If a response shows a low level of wellbeing, the HR department contacts the employee directly for an open dialogue on challenges and possible solutions.</p> <p>The bank gives priority to good working conditions for its employees. Health and wellbeing are facilitated by policies on stress, smoking and alcohol, health insurance, seniors schemes, access to a business psychologist and online doctor and a range of social events. The social network called NetVærket for young people between the ages of 20 and 35 continued.</p>	<p>Continue to support a high level of job satisfaction by providing good working and employment conditions.</p> <p>Repeat the annual employee survey.</p>
<p>Social aspects – Good health and wellbeing locally and nationally</p>		<p>Ensuring thorough local knowledge as the basis for competent advice and competitive financing of businesses and individuals.</p>	<p>The bank gave priority to providing finance and competent advice to business and personal customers.</p> <p>As part of this, the bank focused on being an attractive financial partner in the green transition, both for businesses and in energy-saving initiatives that make homes more sustainable and enable the bank's customers to reduce their ongoing costs of heating and other energy.</p>	<p>Continue to provide competent advice on home ownership, pensions, investments and business matters.</p> <p>Continue to grant loans to agriculture and manufacturing businesses contributing to the green transition – either by having a low CO₂e footprint compared to their revenue, by taking the lead in the green transition of their industry or by enabling consumers and businesses to produce and consume in more sustainable ways.</p> <p>Continue to finance personal customers' purchases of sustainable vehicles, energy upgrading of homes, and switching from oil and gas heating.</p>



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
<p>Social aspects – Good health and wellbeing locally and nationally – continued</p>		<p>Contributing to the wellbeing and development of the local communities in which the bank operates, including by supporting local clubs and associations, cultural institutions and events.</p>	<p>Through the bank’s employees, operating activities and support to almost 900 local events, sports clubs and cultural associations, we helped provide the framework for a good, healthy life for people in the local communities where the bank is represented.</p> <p>The bank encourages its employees to participate, preferably actively, in community clubs, associations and cultural life.</p> <p>Distributions for charitable purposes were made from:</p> <ul style="list-style-type: none"> • the bank’s own profit distribution; • Sdr. Lem Andelskasse’s Fund; • Ulfborg Sparekasse’s Fund; • Sulsted-Aistrups Sognes Spare- og Lånekasse’s Memorial Foundation; and • Ø. Brønderslev Sparekasse’s Fund. <p>As a special appreciation of initiatives by associations and individual members of local communities, the bank contributed to the following awards:</p> <ul style="list-style-type: none"> • Association of the Year 2024 in West Jutland (six awards) • Ringkøbing-Skjern Business Council’s Entrepreneur of the Year and Entrepreneurship Challenge (two awards) • Nordjyske Bank’s associations award (three awards) 	<p>Continue to support a good, healthy life for people in the local communities where the bank is represented.</p>
		<p>Contributing to the development of society through responsible granting of credit and payment of taxes imposed on us.</p>	<p>As a Danish undertaking with branches in Denmark only, Ringkøbing Landbobank pays Danish tax on its entire income.</p> <p>With payments of DKK 70 million in payroll tax and DKK 760 million in corporate tax for the 2024 income year, the bank’s ability to add value contributes to financing Danish society as a whole. The corporate tax includes the surtax levy of DKK 117 million to finance early retirement. Tax deducted from income at source and labour market contributions of DKK 165 million were also paid as was withholding tax of DKK 57 million on ordinary dividend. The payroll tax, corporate tax, tax deducted from income at source, labour market contributions and withholding tax totalled DKK 1,052 million for 2024. In 2023, the corresponding amount was DKK 935 million.</p>	<p>Settle our tax obligations in accordance with applicable law and the bank’s tax policy.</p>
			<p>Ringkøbing Landbobank was 13th on the list of Denmark’s biggest corporate taxpayers covering the 2023 income year.</p>	



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Social aspects – Good health and wellbeing locally and nationally – continued		Developing financial understanding in children and young people.	The bank works closely with the local higher commercial examination colleges and with business academies. An example is the finance and economics programme at UCRS (Ringkjøbing Skjern Education Centre), where the bank contributed to a longer-term course during the academic year.	Continue the good collaboration with the local higher commercial examination colleges, business academies and Aarhus, Copenhagen and Aalborg Universities.
			The bank also helped develop financial understanding in children and young people by providing teaching staff and educational materials to lower secondary and post-secondary educational institutions and by welcoming visits to the bank from schools in the bank’s local areas.	Continue to provide teaching staff and educational materials to lower secondary and post-secondary educational institutions and to receive visits from them.
Social aspects – Quality education		Offering existing and new employees quality education and in-service training.	Ringkjøbing Landbobank has made the strategic choice that customer advisers must have the expertise to provide competent advice on home ownership, pensions and investments and – if relevant – also business matters. This requires the advisers to possess a broad range of skills within the above areas.	Continue the strategy of providing competent advice on home ownership, pensions, investment and possibly business matters by requiring the advisers and other relevant employees to train for the mandatory certifications and attend other relevant, qualifying training and education.
			The need for in-service training and skills development was therefore part of the bank’s annual job appraisal interviews in 2024.	
		Ensuring that all relevant employees complete the mandatory certifications.	A part of the qualifying training and education is concluded with a mandatory certification of the employees. The mandatory certifications must be renewed every three years to ensure the employees’ skills are always maintained and up to date.	



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
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**Social aspects –
Quality education**
– continued

**Training in Ringkjøbing Landbobank
(statutory certifications):**

	2022*	2023*	2024*	Target group
Home ownership advice (Mortgage Credit Directive)	98.6%	99.8%	100.0%	All personal, business and private banking advisers as well as credit and product services staff
Investment advice regarding simple investment products – including e-learning about market abuse	100.0%	99.8%	99.0%	All personal, business, private banking and investment advisers
Investment advice regarding complex investment products	100.0%	100.0%	100.0%	All investments and currency advisers
IDD (Insurance Distribution Directive)	99.8%	99.5%	100.0%	All personal, business, private banking and pension advisers, employees in Customer Services and Hotline as well as other employees who provide independent insurance in connection with MasterCard.

*Completion percentage at the end of November 2024 among employees in the target group.

Additional qualifying training and education is provided to equip the employees to advise on pensions and investment. This training is organised in collaboration with the Financial Sector’s Training Centre as two modules of the full “financial adviser, wealth advisory” course. The modules target personal, business and private banking advisers.

An additional 46 of the bank’s advisers completed this training in 2024, bringing the total up to 171 advisers.



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Social aspects – Quality education – continued		Collaborating with relevant educational institutions and, if desired and needed, contributing to their management and development.	Relevant in-service training and skills development are offered, e.g. in partnership with the Financial Sector’s Training Centre, Business Academy MidWest (EAMV), the University College of Northern Denmark (UCN) and Aarhus, Copenhagen and Aalborg Universities.	Continue the good collaboration with relevant educational institutions on in-service training and skills development of the bank’s employees.
		Preventing, for example, money laundering, data abuse and cyber crime by training the bank’s employees in appropriate conduct.	All employees in Ringkjøbing Landbobank have a shared responsibility for preventing, for example, money laundering, data abuse and cyber crime. To shoulder this responsibility, employees are offered relevant training in the area of conduct and awareness.	Continue to support secure and appropriate conduct by offering the employees relevant training and education.

Training in Ringkjøbing Landbobank (conduct and awareness training):

	2022*	2023*	2024*	Target group
Code of conduct	99.9%	100.0%	99.9%	All employees
Awareness training regarding market abuse	97.5%	100.0%	100.0%	All investment and private banking advisers and selected employees
Sustainability in the financial sector	99.5%	99.5%	100.0%	All personal, business, private banking and investment advisers
E-learning regarding market abuse	100.0%	100.0%	100.0%	All back office employees plus other selected employees
Prevention of money laundering and financing of terrorism	100.0%	98.9%	99.7%	All employees
Processing of personal data	99.9%	99.6%	99.3%	All employees
IT awareness	97.3%	96.9%	97.8%	All employees

*Completion percentage at the end of November 2024 among employees in the target group.



Report on **social aspects**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
<p>Social aspects – Quality education – continued</p>		<p>Supporting the bank’s recruitment of employees and managers by employing apprentices and trainees in the bank’s local areas and providing its own training.</p>	<p>For many years it has been the bank’s strategy to ensure our basis for recruitment by training our own future employees.</p> <p>During 2024, 11 finance apprentices and 14 trainees, including 9 finance trainees and 5 finance bachelor trainees, joined the bank. Training of apprentices and trainees takes place at the Financial Sector’s Training Centre and at the bank’s own internal academy which provides more intensive tuition than ordinary similar training programmes. In 2024, the internal academy had a total of 42 students in seven classes.</p> <p>In addition to the finance programme, the apprentices complete the academy programme in financial advice and the university graduate diploma programme in business administration. As part of their training programme, finance trainees are enrolled in the university graduate diploma programme in business administration as well as one of two courses: the competent adviser or the business customer adviser, both of which are offered by the Financial Sector’s Training Centre and take a year. When Ringkjøbing Landbobank’s apprentices and trainees have completed their training in the bank, they have reached bachelor level.</p> <p>Ringkjøbing Landbobank has never had more apprentices, trainees and graduates than at the end of 2024.</p>	<p>Continue to employ and train a sufficient number of interns, apprentices and trainees to secure the bank’s future basis of internal recruitment.</p>
		<p>Attracting employees with the academic competences needed for a range of specialist jobs in the bank.</p>	<p>In 2024, the bank continued its recruitment of bachelor and master-level academics for its graduate programme, launched in 2023. The programme takes 18 months and helps attract highly-educated candidates for future specialist jobs in the bank. Three such employees commenced work during 2024, which means that six employees are currently on the programme.</p>	<p>Continue the new graduate programme to secure the basis of recruitment for specialist jobs in the future.</p>



Governance

The bank's values "**competent, responsive and proper**" set the framework for our governance work

Ringkjøbing Landbobank is a solid bank with more than 200,000 customers, nearly 50,000 shareholders and over 660 full-time equivalent employees. According to Voxmeter, for the fifth consecutive year, the Ringkjøbing Landbobank brand had the best reputation in the entire sector, and the Nordjyske Bank brand was in sixth place in 2024.

Diversity and management

The percentage of board members of the under-represented gender elected by the shareholders' committee increased from 33.3% at the end of 2023 to 37.5% at the end of 2024.

The bank thus still complies with the Danish Business Authority's definition of equal gender distribution. The bank's employees have elected four board members, who at the end of 2024 were two women and two men.

The bank's board members are committed to their work. The attendance ratio at the bank's board meetings in 2024 was 98.9% and the ratio has exceeded 95% every year since 2020.

Collaboration with authorities and protection of data

The bank works intensively to protect society and the bank against money laundering and financing of terrorism, a task for all employees in Ringkjøbing Landbobank. The employees are supported by a central department, which investigates and handles unusual and/or suspicious activities or transactions – including alerts from the employees.

In close partnership with Bankdata and JN Data and by means of effective technology and employee skills development, the bank is dedicated to working to protect its customers, society and the bank against cyber crime and data abuse.

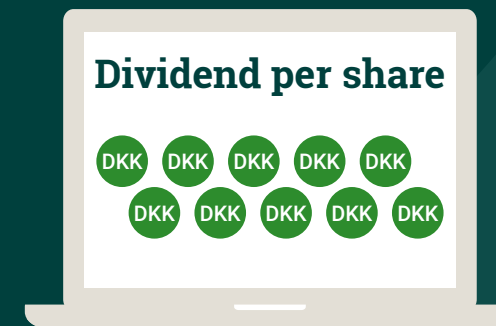
The bank works with the Danish authorities to ensure financial infrastructure and stability, create transparency, handle imposed tasks competently and safely and facilitate public tasks within tax reporting and digitalisation.

Shareholders

In 2024, the bank paid a dividend of DKK 10 per share for the 2023 financial year, and from February 2024 to January 2025, completed a share buyback programme totalling DKK 1,525 million. Return on the bank's share in 2024 was 22% including dividend.

The bank adopted a distribution policy in 2024 and will endeavour to distribute an annual dividend of up to 20% of the net profit for the year, starting with the 2024 financial year. In addition, the board of directors may initiate share buyback programmes on an ad hoc basis subject to the Danish FSA's approval.

The board of directors has recommended to the general meeting that a dividend of DKK 11 per share be paid for the 2024 financial year. In accordance with the bank's distribution policy and following approval by the Danish FSA, the board of directors also decided a new DKK 500 million share buyback programme, which was initiated on 28 January 2025.



The bank's governance initiatives


The bank's governance work is also based on our policies etc. – e.g. the corporate social responsibility and sustainability policy, code of conduct, anti-corruption and anti-bribery policy, policy for a sound corporate culture, responsible purchasing policy and distribution policy. The bank's policies etc. are available at: landbobanken.dk/en/ir-english/thebank/policies

In accordance with the bank's values and policies and the UN Global Compact's anti-corruption principle, the bank aims to:

- **avoid any form of corruption and bribery;**
- **reduce the challenges faced by society, the customers and the bank regarding money laundering, data security and cyber crime;**
- **ensure continued diversity and commitment on the board of directors; and**
- **ensure competitiveness and transparency in the remuneration policy for the bank's management and the return to shareholders.**



Report on **Governance**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Governance – Anti-corruption	UN Global Compact’s Ten Principles Principle 10 	That the bank has no cases of violation of its code of conduct or the anti-corruption provisions.	<p>The bank has zero tolerance for corruption and bribery in all their forms. The bank’s code of conduct and anti-corruption and anti-bribery policy specify that the bank and its employees may neither accept nor offer any bribes, and employees may neither offer nor accept gifts of more than token value. Any violation of the rules will be dealt with internally and if necessary reported to the relevant authorities.</p> <p>The bank had no recorded cases of violation of the anti-corruption and anti-bribery provisions in 2024.</p>	<p>Continually keep track of and monitor employee compliance with the bank’s provisions on avoiding any form of corruption and bribery.</p> <p>Continually keep track of whether customers, suppliers and other partners comply with the bank’s provisions on avoiding any form of corruption and bribery.</p>
Governance – Diversity in the bank’s management		Achieving diversity in the bank’s management organs.	<p>The percentage of board members of the under-represented gender elected by the shareholders’ committee increased from 33.3 at the end of 2023 to 37.5 at the end of 2024. The bank thus still complies with the Danish Business Authority’s definition of equal gender distribution.</p> <p>At the end of 2024, the Danish parliament, the Folketing, passed the Gender Balance Act on the gender distribution of management members of certain large listed companies. The Act implements the gender balance directive from November 2022, which aims to promote a more equal gender distribution among the management members of listed companies. Ringkjøbing Landbobank meets the Act’s requirement regarding equal gender distribution among members of boards of directors. As a novelty, the Act also applies to the board members elected by the employees. At the end of 2024, the bank’s employees had elected two men and two women, which also meets the requirement for equal gender distribution.</p>	Continue to meet the Gender Balance Act’s requirement regarding equal gender distribution among members of boards of directors.
Governance – Board member commitment		Conducting the bank’s board meetings with a very high attendance ratio.	The attendance ratio at the bank’s board meetings in 2024 was 98.9%, which is considered satisfactory. The ratio has been more than 95% every year since 2020.	Maintain a high attendance ratio at the bank’s board meetings.



Report on **Governance**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Governance – Societal tasks		Focusing on carrying out our societal tasks competently and efficiently.	<p>The bank carried out a range of tasks essential to society:</p> <ul style="list-style-type: none"> • Giving customers access to a NemKonto (EasyAccount) • Giving customers access to a basic deposit account if they want one • Mandatory reporting to the tax authorities of our customers’ interest, bank balances, debts and returns on custody account holdings • Mandatory disclosure of the bank’s prices and terms and conditions by means of pension information, price portals, good practice legislation, MiFID etc. • Combating money laundering and financing of terrorism, notifications of suspicious matters and checking that the bank’s customers comply with sanctions against certain payments to and from e.g. Russia • On 19 December 2024, the Folketing decided to give all businesses and associations the right to a basic business account in a bank. The account must enable them to deposit payments received, reduce administration and get access to a NemKonto. 	Continue to carry out our societal tasks as competently and efficiently as possible, including offering the bank’s customers the statutory basic business account.
		Contributing to reducing society’s money laundering and terrorist financing challenges.	<p>The bank wants actively to combat money laundering and terrorist financing and supports the 25 recommendations made by Finance Denmark’s Anti-Money Laundering Task Force in November 2019. The objective of the recommendations is to strengthen anti-money laundering and counter-terrorist financing, and they target various stakeholders, including relevant authorities, the financial sector and individual financial institutions.</p> <p>Based on the recommendations Ringkjøbing Landbobank has dedicated a page on its websites to targeted and publicly available information about its anti-money laundering and counter-terrorist financing efforts. The page can be found at: landbobanken.dk/en/ir-english/policies/antimoneylaundering</p>	Continue the focused efforts to combat money laundering and financing of terrorism through monitoring and risk analysis and by maintaining and continually enhancing our employees’ competences in the area.



Report on **Governance**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
<p>Governance – Societal tasks – continued</p>	<p>Contributing to reducing society's challenges in relation to IT and data security and cyber crime.</p>	<p>The bank also undertakes to present a general statement in the management's review on its efforts to counter money laundering and terrorist financing and the bank's policy in the area. The statement can be found in the bank's annual report at: landbobanken.dk/en/ir-english/reportsaccounts/accounts</p> <p>Finance Denmark's 25 recommendations on combating money laundering and financing of terrorism can be found here: finansdanmark.dk/en/news/2019/november/25-propos-als-for-anti-money-laundering-and-counter-terrorist-financing-measures/</p> <p>Through continuous development of employee skills and in collaboration with system and IT suppliers on the use of effective technology, and by following up and adjusting systems and procedures, the bank is dedicated to working to protect its customers, society and the bank against cyber crime and data abuse.</p> <p>For example, the bank reorganised its IT security work to ISO standards already in 2023. This was in preparation for the Digital Operational Resilience Act (DORA), which entered into force in mid-January 2025. Over time, this reorganisation will ensure transparency between the bank's efforts and those of Bankdata and JN Data and will thus make control and follow-up easier and more efficient.</p> <p>The bank has informed its customers of potential IT and data security issues and supports Finance Denmark's new recommendations on curbing IT fraud in Denmark and "safe banking – together" campaign. The new recommendations can be found here: finansdanmark.dk/media/gvxgkllh/rapport-svindel-task-force-2024.pdf</p> <p>Finance Denmark's campaign can be found here: finansdanmark.dk/sikker-bank/</p>	<p>Secure systems and data security in partnership with the bank's suppliers – primarily Bankdata and JN Data.</p> <p>Continue to inform the customers of all relevant contact points for IT and data security, including known fraud attempts and other crime.</p> <p>In partnership with Bankdata and others, incorporate Finance Denmark's new recommendations on curbing IT fraud in Denmark into the bank's systems and procedures if and where relevant.</p>	



Report on **Governance**

Area of initiative	Contributes to	Objectives	Focus and results in 2024	Future focus
Governance – Societal tasks – continued			The bank gives high priority to in-house IT awareness training. During 2024, all employees had to complete three training modules in IT awareness with associated comprehension tests.	Continued focus on secure digital conduct among employees to protect customers, employees and the bank against data abuse and cyber crime.
Governance – Remuneration policy for the bank’s management		Awarding the bank’s board of directors and general management transparent and competitive remuneration.	In accordance with the remuneration policy, the bank awards no incentive or variable pay – including share-based pay or share options – to the board of directors or general management.	Continue to award the bank’s management transparent and competitive remuneration.
Governance – Returns for the shareholders		Creating competitive and transparent returns for the bank’s shareholders.	<p>The bank reserves no perquisites for its shareholders.</p> <p>In 2024, a dividend of DKK 10 per share was paid for the 2023 financial year.</p> <p>The return on the bank’s share in 2024 was 22% including dividend. In 2023, the return on the bank’s share was 5% including dividend.</p> <p>A share buyback programme totalling DKK 1,525 million was completed in the period February 2024 to January 2025.</p> <p>The bank adopted a distribution policy in 2024 and will endeavour to distribute an annual dividend of up to 20% of the net profit for the year, starting with the 2024 financial year. In addition, the board of directors may initiate share buyback programmes on an ad hoc basis. The programmes will be subject to an overall assessment of the bank’s capital position and capital objectives and the management’s growth expectations. They are also conditional on the Danish FSA’s approval.</p>	The board of directors has recommended to the general meeting that a dividend of DKK 11 per share be paid for the 2024 financial year. Following approval by the Danish FSA, the board of directors decided and on 28 January 2025 initiated a DKK 500 million share buyback programme.



Competent
Responsive
Proper

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