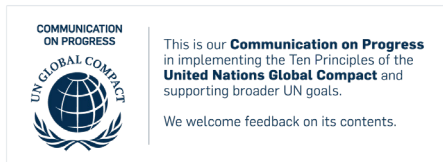


Sustainability Report 2021





About this report

This report covers the Jyske Bank Group's work on sustainability during the period 1 January to 31 December 2021.

The report covers areas within sustainable business, responsible banking operations and data ethics. The report constitutes Jyske Bank's reporting on corporate social responsibility and the gender composition of the management, cf. section 135a and b of the Danish Executive Order on Financial Reports for Credit Institutions and Investment Firms, etc. and reporting in accordance with the United Nations Global Compact and Principles for Responsible Banking as well as disclosure requirements pursuant to Article 8 of the EU Taxonomy Regulation.

The annual reporting for Jyske Bank consists of the Annual Report 2021, Risk and Capital Management Report 2021 and this report. This report is supplemented by our ESG Fact Book, which is available at <https://investor.jyskebank.com/investorrelations/sustainability/reports>

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Highlights 2021



Funds using sustainability criteria amount to DKK 28.7 bn



Loans for sustainable lending areas amount to DKK 88.1 bn



Net CO₂ neutral investment portfolios by 2050



Estimated CO₂ emission for loans and investment reduced by 9%



Jyske Bank's cyber monitoring is TF CSIRT certified



704 minutes of communication to further sustainability knowledge



Our wind turbine has produced 16.8 GWh



Jyske Bank has the best ESG score – AAA – from the index provider MSCI

Time for action

Foreword by Anders Dam

In 2021, Jyske Bank was the first bank in Denmark to be upgraded to the highest possible ESG rating, AAA, by MSCI. We see this as recognition that we are constantly striving to run a responsible bank, combined with our strengthened focus on sustainable business.

Great need for action

Sustainability is more of a focus in everyday life than before. It is a dynamic agenda where the bar is continuously raised. The UN Climate Panel's latest report published in the summer of 2021 clearly demonstrates that climate change is taking place more rapidly than expected, increasing the need for action if the Paris Agreement's goals are to be met.

Based on the 'All Progress Counts' approach, we continue to focus on the climate in both our own internal activities and our business activities.

Focus on customer dialogue

At the end of 2021, we have a comprehensive offering of sustainable products and solutions. The focus is now more on how we can best bring sustainability into play in the dialogue with customers – because it is through the customer dialogue that action and results are created.

Our business advisors challenge our corporate customers on a daily basis on how they work with sustainability, and in 2021, more than 90,000 personal customers were contacted about energy renovation of their homes.

On the way to a common definition

Thus far, both financial and non-financial companies have used different definitions of what is sustainable. With the EU's taxonomy for environmentally sustainable activities,

what can be classified as sustainable will be more consistent and comparable in the future – this is positive.

For financial companies, however, the adoption of the taxonomy is not without its challenges – especially when it comes to data availability and quality. Nevertheless, it is important to remain focused on transparency, and we will continue to openly report on our business activities.

Our targets

In the investment area, we have set our first targets for reducing CO₂ emissions: 75% reduction for equity and 40% reduction for mortgage bonds by 2030. During 2022, we expect to set CO₂ reduction targets for parts of our loan portfolio. By 2025, our aim is for loans for sustainable lending areas to amount to more than DKK 100 bn, compared to DKK 88 bn at the end of 2021.

We want to continue to lead the way when it comes to our own sustainability. At the end of 2021, we have largely met our target of offsetting CO₂ emissions from electricity, heating, and the use of bank vehicles through our own production of renewable energy. For this reason, in 2022 we will set new targets for our banking operations. We will also be setting up solar panels at our head office in Silkeborg in 2022 and are in the process of replacing company cars and vehicles for business trips with low-emission vehicles.

At the same time, we will continue working to ensure that the financial sector's opportunity to participate in the transition to a sustainable future is not limited by legislation.

*Anders Dam
CEO and Managing Director*



Business and strategy

"In the 1990s, Jyske Bank was one of the first banks to work with value-based conduct and management. We believe that the value-based approach is important because a company's values are critical to its ability to attract and retain customers, employees, and shareholders. It is crucial for our success that the values are expressed in our behaviour, management, and corporate culture."

Anders Dam, CEO and Managing Director, Jyske Bank

Business model

Jyske Bank is the third largest bank in Denmark, the fourth largest mortgage credit institution, and one of the largest leasing providers in Denmark. Jyske Bank is a systemically important financial institution with a strong capital and liquidity position.

We run a sustainable and responsible business that challenges and develops the Danish banking market and surrounding society in a positive direction.

Products and services within banking, leasing and mortgaging are the Group's core services. Other financial services are provided or imparted through long-term partnerships. Denmark is at the centre of the Group's business model, and we only have limited business activities with customers outside of Denmark.

Jyske Bank is an independent bank with views that make a difference and ensures a balance between customers, employees and shareholders.

Putting our values into play

Our values are a series of guiding principles that bind us together and govern our actions in what we do in relation to each other and to others.

Living up to the values is one of the important prerequisites for making the Group strategy a reality. These values are the most unchangeable we have – but it is only natural for the values to develop with the Group and the time we live in. In 2021, our values have been relaunched in a simplified version.

Find out more about them at <https://investor.jyskebank.com/investorrelations/governance/code-of-conduct>

Common sense

Honest

Efficiency

Equality

Unpretentious

Key figures for 2021:

 Profit after tax DKK 3.2 bn

 Deposits DKK 121.5 bn


 Return on equity 8.8%

 Asset management DKK 208 bn

 Capital ratio 22.8%
CET1 18.2%

 Nationwide branch network
with 80 branches

 Loans DKK 444.2 bn

 Market share – measured based
on lending 11%

Role in society

A well-functioning financial sector is of great importance to the national economy, and Jyske Bank is aware of and strives to live up to the Group's social significance. Thus, we aim to run a sustainable and responsible business in all respects.



Contributes to financial stability

Jyske Bank has been designated a systemically important financial institution. Jyske Bank has a robust business model with a focus on Denmark and Danish customers. We have a strong capital and liquidity position that is deemed able to withstand even very harsh stress scenarios.



Sustainable business

We want to provide financing solutions that support sustainable development and make sustainable investment simple, while also increasing knowledge of sustainability. At the end of 2021, lending for green, sustainable purposes amounted to DKK 88.1 bn, and DKK 28.7 bn was being managed in funds that apply sustainability criteria.



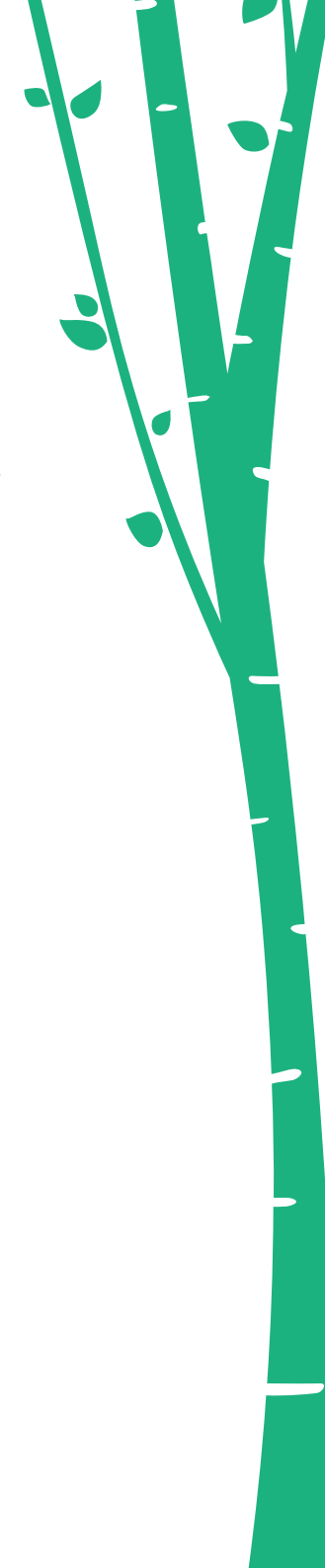
Promotes growth and development

Jyske Bank contributes to growth and development in society by providing capital and other financial services to private individuals, authorities, municipalities and companies alike. At the end of 2021, lending amounted to DKK 444.2 bn and deposits DKK 121.5 bn.



Combating financial crime

As a financial company, we have a key role in combating and preventing financial crime. Jyske Bank prioritises initiatives against financial crime. In 2021, monitoring of customers and their transactions triggered 25,163 alarms and resulted in 3,335 notifications being made to the Danish Money Laundering Secretariat.





Still a significant corporation tax contributor in Denmark

For several years, the Jyske Bank Group has been among the largest contributors of corporation tax in Denmark. In 2021, the tax payments amounted to DKK 1,312 m, consisting of corporation tax, payroll tax, VAT and property tax.



Attractive return for the bank's 160,000 shareholders

In 2021, the shareholders have achieved a return of 45%. In 2021, Jyske Bank resumed share buybacks and has bought back own shares for DKK 1.5 bn. In light of this, a reduction of the share capital by 5% was adopted at the extraordinary general meeting in January 2022.



Access to financial services – physical and digital

Jyske Bank has a nationwide branch network consisting of 80 branches and a 24-hour customer centre. Jyske Bank also offers its customers a number of digital solutions such as online banking, mobile banking, electronic payment cards and various apps with a focus on, e.g. housing economics and children's money habits.



Social engagement – national and local

We are socially engaged and have had a partnership with the Danish Food Bank since 2012 and been part of the People's Movement Against Loneliness since 2015. Across the country, our branches are also engaged in various local initiatives, from supporting the local sports association to financial literacy training.



Active participation in sector collaboration

Jyske Bank is a member of Finance Denmark and participates in a number of committees and working groups. Regarding sustainability, in 2021 we contributed to the further development of the joint CO₂ model, determination of principles for calculating the institution's own CO₂ emissions and cooperation regarding the interpretation of the EU Taxonomy.

How Jyske Bank works with the UN's 17 SDGs

The SDGs are our framework

The Sustainable Development Goals (the SDGs) constitute a significant part of Jyske Bank's work on sustainability and characterise our approach to integrating sustainability into both business activities and internal activities. Virtually all the SDGs can be brought into play along with one or more activities in Jyske Bank's business model, but this does not necessarily mean that we explicitly refer to the SDGs.

The SDGs are used more as a framework in our process of putting our own words to what we work with in regards to sustainability and how we work. We believe that it contributes to ownership and adds meaning to everyday life – especially in the long run.

Greatest impact on climate

It is primarily through our business activities such as lending and investments that we have the opportunity to promote sustainable development. We conduct impact analyses of our business activities to identify the most significant positive and negative impact areas. This means we can target our actions where the impact is greatest.

Climate, SDG #13, is currently our most important impact area, and therefore many of our initiatives are focused on this part of the sustainability agenda, in the form of, e.g. energy-optimising initiatives or investment solutions with a focus on CO₂ reduction. For 2021, we have estimated the CO₂ emissions associated with lending and investments to amount to DKK 2.1 m tonnes against 2.3 m tonnes in 2020, corresponding to a reduction of 9%.

Responsibility in internal activities

Climate also plays a role in the operation of the bank, which we are constantly working to make more sustainable. The focus of internal activities is more responsibility – whether there is a focus on how we act as an employer, safeguarding a healthy corporate culture or preventing financial crime. In terms of the SDGs, this means emphasis on goals with a social purpose. As an employer, Jyske Bank contributes, for example, with initiatives and efforts in a number of areas such as working environment, skills development, graduate programmes, internships and recruitment that can be related to several SDGs, e.g. good health and well-being (#3), quality education (#4) and gender equality (#5).

Impact analysis: Estimated CO ₂ emissions		2021	2020	2019
Investment	tonnes CO ₂	916,697	869,448	1,097,309
	tonnes CO ₂ per DKKm	4.52	4.78	6.12
Loan	tonnes CO ₂	1,219,528	1,479,629	1,607,617
	tonnes CO ₂ per DKKm	2.85	3.54	3.85
Total	tonnes CO ₂	2,136,225	2,349,077	2,704,926
	tonnes CO ₂ per DKKm	3.39	3.91	4.54

Find out more about our impact analyses at <https://investor.jyskebank.com/investorrelations/sustainability/impact>



EU Taxonomy

The EU has a target to be a CO₂ neutral continent by 2050. To meet this ambitious target, the EU has adopted Sustainable Finance with 10 action points, including the EU Taxonomy Regulation. The delegated act supplementing Article 8 of the Regulation, specifying how undertakings are to report on their activities, entered into force on 1 January 2022.

Our work with the EU Taxonomy

The first two years can be considered transition years where only eligible exposures to economic activities covered by the Taxonomy are to be reported. From 2024, the proportion of assets that are aligned with the EU Taxonomy will be calculated. For an activity to be eligible and subsequently aligned with the Taxonomy, the activity must meet a number of criteria developed by the EU Commission. Currently, the criteria for two of the six environmental targets in the Taxonomy have been adopted: Climate change adaptation and Climate change mitigation.

Especially in this first year, the reporting has been challenged due to insufficient data, as reporting by financial institutions needs to be based on data from their customers, who are also required to report according to the EU Taxonomy for the first time this year.

Another challenge is that only a small proportion of Danish undertakings are covered by the legislation. In Denmark, the vast majority of undertakings are small or medium-sized businesses with fewer than 500 employees. As these undertakings are not obliged to report, exposures to these must not be included in the financial institutions' Taxonomy KPIs. This means that, even if the exposure is funding sustainable activities, large parts of the institutions' portfolios may not be included in the calculations. As a result, it will be difficult to compare the KPIs across the institutions as individual business models and customer portfolios will have a major impact on the KPIs.

In 2020, Jyske Bank defined a number of lending areas and objectives under the Green Finance Framework, which contributes to a green transition in society. Among other things, the framework's definitions of green activities are based on early knowledge from the work of the EU's Technical Expert Group on the technical screening criteria in the Taxonomy and are expected to be aligned with the EU Taxonomy's definitions of sustainable activities in the future.

Methodology and Results

We have based our KPI calculations on the same data as Jyske Bank's financial reporting to EBA (FINREP). This ensures consistency and comparability across reporting and Taxonomy KPIs.

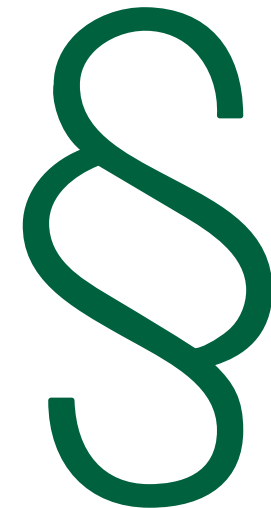
Our KPIs are calculated as the proportion of Taxonomy-eligible or Taxonomy non-eligible exposures in relation to the Group's total assets excluding exposures to central administrations, central banks, and supranational issuers.

Our calculation of KPIs includes all on-balance sheet leasing, mortgages and bank lending, as well as exposures in our own investments, but because we do not currently have Taxonomy data on the portion of our corporate portfolio subject to the Taxonomy Regulation, the proportion of Taxonomy-eligible exposures is calculated solely on the basis of our mortgages, home loans and leasing portfolio for personal customers.

Lack of data has a significant effect on the calculation and assessment of the proportion of Jyske Bank's portfolio that is Taxonomy-eligible. As at 31/12/2021, the

calculation shows that 31% of the Jyske Bank Group's portfolio is Taxonomy-eligible, while 20% is Taxonomy non-eligible. The latter consists of investments in and lending to commercial undertakings that are obliged to report according to the Taxonomy, in addition to those portions of lending to private individuals that are Taxonomy non-eligible.

Reporting of all KPIs and qualitative information according to Article 10(3) of the delegated act supplementing Article 8 of the Taxonomy Regulation can be found on page 39 of this report.



Strategy

Jyske Bank's approach to sustainability is 'All progress counts'. Based on the UN's 17 Sustainable Development Goals and Principles for Responsible Banking, we are working to integrate sustainability into both business activities and the operation of the bank. This will ensure a holistic approach, and we can target our efforts to the areas where it will have the greatest impact.

Sustainable business

When working on promoting sustainability through business activities such as lending and investments, the 'All Progress Counts' approach means focusing on supporting customer progress and facilitating customers' sustainable choices and decisions.

This is done by providing advice and through the Group's offering of products and services that are continuously expanded and adapted so that we offer sustainable products, services, and consulting solutions to customers in all the important business areas of the Group.

We focus on the individual customer's opportunities for sustainable change and do not exclude customers because of general sustainability conditions in, e.g. an industry,

but we expect our customers to want to work in a more sustainable direction.

The business units are responsible for proposing initiatives and efforts that support the strategy, as well as continuously assessing the need for initiatives in the form of products or advice. In 2021, the product range was expanded, and in 2022 we will strengthen our focus on customer dialogue and market access.

Responsible banking operations

In terms of the operation of the bank, it is primarily about running a company characterised by responsibility. There is nothing new about this – we have been working on this for many years. Internally, working with these activities is collectively referred to as 'Responsible Banking Operations'.

The sustainability circle

Together, sustainable business and responsible banking operations constitute Jyske Bank's sustainability strategy, which is illustrated by the two halves of the sustainability circle.

Jyske Bank's opportunity to promote sustainability is greatest through business activities, but the foundation is built on responsible banking operations. The dependence between the two halves in the sustainability circle is important to keep in mind when communicating both internally and externally. Promoting sustainability is a Group-wide task to which all employees of Jyske Bank contribute.

As part of our sustainability work, there is also a focus on identifying climate risks in the short, medium, and long term. This means that relevant portfolios in Jyske Bank are analysed on an ongoing basis based on current climate scenarios in order to assess the resilience to, e.g. physical risks.



Targets

Jyske Bank has set a number of targets to promote a sustainable transition in both its own and its business activities.

These targets reflect our focus on climate, and our work to increase positive impact, e.g. increased lending to sustainable lending areas, and to reduce negative impact, e.g. CO₂ reduction targets for managed equity and mortgage investments.

In 2022, we will set new targets for sustainability in the operation of the bank. Similarly, we will work to set reduction targets for selected parts of our loan portfolio.



We will finance 5 TWh of renewable energy by 2025.



We will finance low-energy commercial property for DKK 50 bn by 2025.



40% of loans for vehicles (goods transport 20%) will be for low-emission vehicles in 2025.



We will reduce the CO₂ footprint of our managed equity investments by 75% by 2030 compared to 2019.



We will reduce the CO₂ footprint of our funds with investments in Danish mortgage bonds by 40% by 2030 compared to 2019.



By the end of 2022, we will offset our CO₂ emissions from electricity, heating, and the use of bank vehicles with our own production of renewable energy.



Governance

The Board of Jyske Bank has overall responsibility for strategy and policies, including discussing and making decisions on strategic and tactical issues related to sustainability.

The Board will review the ambition level and strategy for sustainability at the annual strategy seminar. During the year, the Board will be informed of progress on an ongoing basis. A number of sustainability-related topics are also discussed by the relevant Board committees, e.g. reporting and ESG audit by the Audit Committee and climate risks and stress tests by the Risk Committee.

In 2021, internal auditing has continuously focused on sustainability, and internal audit's work with sustainability has been an element in the basis for the external verification of the sustainability report.

In day-to-day operations, the Executive Board is responsible for Group-wide sustainability and corporate social responsibility. The Executive Board thus ensures implementation and compliance with the policy in all parts of Jyske

Bank and is also responsible for the overall prioritisation of initiatives.

In practice, the follow-up on this responsibility is delegated to the Sustainability Committee, which consists of two members of the Executive Board, the CFO, and the Director for IR and Sustainability.

Based on the Group's ambition level and strategic approach to sustainability, the committee helps to set the framework and direction for the work. The committee meets at least quarterly. In 2021, five meetings of the committee were held.

Group-wide integration

Running a responsible company that promotes sustainability is largely a Group-wide task that requires sustainability to be an integral part of the operation and business development in all parts of the Group.

The individual units are responsible for carrying out development tasks, which follow usual governance for prioritisation and ex-

ecution. During 2021, the organisation was therefore expanded in several places with unit managers for sustainability.

Sustainability is thus being worked on in many areas within the Group, which requires interdepartmental collaboration and close coordination.

The IR and Sustainability department, which reports to the Group's CFO, is responsible for driving and coordinating the overall agenda, ensuring correlation between strategic initiatives for sustainability at Jyske Bank and reporting on the progress of these.



Climate-related risks

Risk management is crucial for making sustainability an integral part of operations. There is also a focus on climate within risk management. Work on climate-related risks is primarily handled by the risk area but is also part of the credit area's work to implement the Executive Order on Management and Control of Banks, etc.'s requirement to integrate ESG risks into credit granting.

Where we work commercially to identify opportunities, in relation to risk management there is a focus on climate-related risks and how these may constitute a significant financial risk in the form of, e.g. a decline in revenue, higher costs, impaired value of assets, or increasing capital costs. In the risk area, a working group has been set up to identify and analyse climate-related risks. The working group meets at least annually or as required and reports via the internal risk reports to the Risk Committee and the Sustainability Committee.

Jyske Bank has been working on climate-related risks for a long time, which is why it made sense for us to join the Task Force on Climate-related Financial Disclosures (TCFD) in December 2021. Our first report according to the four main areas of the TCFD recommendations – Corporate Governance, Strategy, Risk Management, and External Reporting – is available in our ESG Fact Book 2021.



2022 will offer:

Further integration of ESG risks in credit granting.

Focus on data availability and data quality. Regardless of whether climate is analysed with a focus on business opportunities or risk management, data about our customers' sustainability is needed.

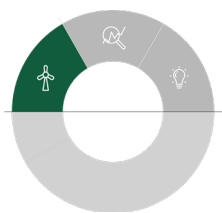
Sustainable business

Jyske Bank runs a sustainable and responsible business. We support our customers' progress in the implementation of sustainability through our products, services and advice.

INDGANG
Entrance

SILKEBORG BY
1788
2021

Offers financing solutions that support sustainable transition



Climate is a key focus of our business objective of providing financing solutions that support sustainable transition.

The materiality is supported by the fact that our impact analyses show that 57% of the estimated CO₂ emissions associated with Jyske Bank's business activities relate to lending, including in particular corporate lending.

We use this knowledge to target our actions, whether in relation to loan products, services or advice.

Sustainable lending areas

At Jyske Bank, we have designated five green and sustainable lending areas that are particularly well suited to helping reduce CO₂ emissions. The five lending areas are: Renewable energy, Green buildings, Clean transport, Sustainable use of natural resources, and Recycling and sustainable production. At present, the focus is primarily on the three areas listed first.

Renewable energy

Jyske Bank has financed production of renewable energy for a number of years, primarily through the financing of wind turbines and solar parks. Production of 3.2 TWh has currently been financed, corresponding to the power consumption of 800,000 households. Overall, this is an increase of 0.7 TWh compared to 2020.

The market for renewable energy is changing rapidly, and the volume of green investments is increasing significantly. The projects are getting bigger, and the market participants are getting more numerous.

The project developers work a lot in various PtX solutions in order to accelerate the green transition, and this leads to increased demands on capital. For this reason, we also see several professional and institutional investors from Denmark and abroad participating in some of the financing solutions. In other words, the financial solutions are becoming more complex. For this reason, we approach the customer with the bank's overall expertise within funding, law, and green energy, and in that way follow the development within the renewable energy market.

Kassø solar park

European Energy invests more than DKK 1 bn in the establishment of Denmark's largest solar park with a capacity of 300 MW. When the park is ready, it will produce green power for more than 75,000 households and will be able to provide green power to three large data centres nearby.

Production will contribute to a reduction in CO₂ emissions of more than 110,000 tonnes. At the same time, the park is established on low-lying peatlands with a high concentration of CO₂. By using the low-lying peatlands for the solar park rather than agriculture, this CO₂ is bound in the soil.

Jyske Bank is financial partner of the solar park.

Lending volume, DKKm	2021	2020	2019
Renewable energy	3,953	3,597	2,915
Green buildings	80,878	76,413	64,799
Clean transport	2,755	930	557
Sustainable use of natural resources	259	1,812	2,092
Recycling and sustainable production	272	610	289
Total	88,117	83,362	70,652

Green buildings

Property financing makes up the majority of Jyske Bank's loan portfolio, and we want to work actively to contribute to a reduction in energy consumption in Danish properties. This reduction is an important element of the Danish government's plan for a 70% reduction of CO₂ emissions by 2030 compared to 1990.

At the end of 2021, Jyske Bank had provided financing of DKK 80.9 bn for properties with low energy consumption, of which commercial properties accounted for DKK 38.6 bn. Our aim is for loans for commercial properties with low energy consumption to have increased to DKK 50 bn by 2025.

This target is supported by a green mortgage product for corporate customers introduced in

Q1 2021 and, since the autumn of 2021, by a green building credit.

Energy renovation

Jyske Bank has more than 300,000 homeowners as customers and actively works to make them aware that whether they have modest or big renovation ideas for their home, it is worth considering green and energy-saving solutions for the project. Making a home more energy-efficient is often beneficial to both the climate and the customer's personal finances.

Through Jyske Energi- og Boligeftersyn [Jyske Energy and Home Inspection], customers can obtain a complete report of the condition of their home – so that they can build on this.

Jyske Bank offers energy improvement loans, Jyske Energilån and Jyske Energilån+, to homeowners, through which they can finance energy renovations at an attractive interest rate.

Inspiration and information about conversion and energy optimisation can be found on the website, e.g. loan type selection and options for subsidies and deductions.

Hibiscus House – green apartments in Grønttorv

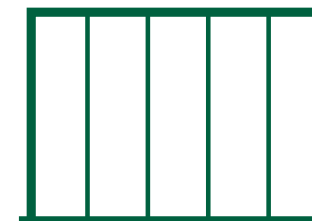
FB Gruppen A/S and DSB Ejendomsudvikling A/S are building 375 green apartments on the site of the old Grønttorv in Copenhagen. The building's distinguishing feature is a 165 m² green end wall, which alludes to the square's previous use. Residents have access to greenhouses on the roof, and approx. 300 m² of solar panels have been installed with an expected production of just under 50,000 kWh/year. The building has the highest Danish energy standard, A2020, with an expected annual energy consumption of less than 27 kWh/m². The building is also expected to receive DGNB gold certification.

Jyske Bank provides the financing of the building.

Energy renovation: Renovate to make a difference

In connection with the Danish Energy Agency's 'Byg om, så det kan mærkes' [Renovate to make a difference] campaign in 2021, webinars were held for both advisers and customers, and at three occasions letters were sent to more than 90,000 homeowners for whom energy renovation might be relevant. The bank's digital platforms have also been used to create awareness of energy renovation.

Through participation in various events, Jyske Bank follows both the municipalities' and the regions' work on reducing CO₂ emissions, including the municipalities' reassessment of energy targets.



Clean transport

The Danish transport sector accounts for a significant proportion of Denmark's overall CO₂ emissions and will undergo a significant transition by 2030. At the same time, the transition needs to take into account that mobility is crucial for Denmark to maintain its strong competitiveness, jobs, growth, and welfare. Some of the reduction can be achieved by optimising within current technologies and frameworks, but development of new technologies is necessary to meet the government's target of 70% CO₂ reduction by 2030.

"With the rapid increase in new electric and plug-in cars sold in Denmark, the challenge in the coming years will be the charging infrastructure. It cannot keep up with the growth in electric car sales at all and may therefore slow down the green transition and make the target of 775,000 electric and hybrid cars impossible.

When it comes to heavy transport, it will continue to be the small steps that count. Electric trucks can only be used to a very limited extent for distribution driving in cities. Here, hydrogen will probably be used to meet the future needs of heavy transport."

Allan Mortensen, Director, Jyske Finans.

Through Jyske Billån and Jyske Finans' strategic partners, we offer financing of virtually all types of modes of transport for both private and business transport. Our aim is for loans for low emission vehicles to amount to 40% (20% for goods transport) by 2025. In 2021, the proportion of loans for low emission vehicles was 17%.

In 2021, Denmark experienced increased demand for electric and hybrid vehicles, but the supply of electric vehicle models continues to differ significantly between vehicle manufacturers, although it is generally increasing. However, the charging infrastructure could challenge the government's 775,000 electric and hybrid vehicle target.



The Green Transport Prize

Together with DTL – Danske Vognmænd, Jyske Finans is behind the award of 'The Green Transport Prize', which rewards companies leading the way in sustainable transport. The 2021 winner was Arla, which has switched the transport of dairy products in Copenhagen to electric trucks.

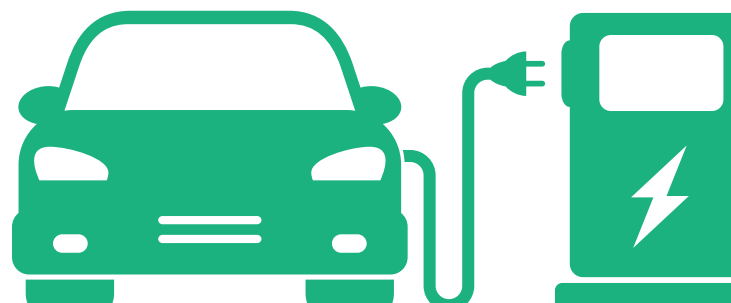


2022 will offer:

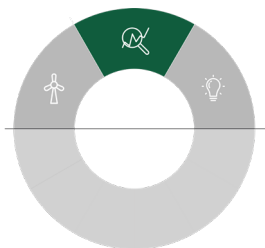
Increased focus on how we can best bring sustainability into play in the dialogue with customers.

More expertise and more knowledge about sustainability, e.g. key concepts, rules and tools, for all employees and managers in the Corporate Clients area so that they are equipped to enter into a strategic dialogue with customers about sustainability.

Collection of sustainability data, as knowledge of the sustainability of our corporate customers in particular in the form of both qualitative and quantitative data is necessary to be able to work actively to promote sustainability.



Simplifies sustainable investment



At Jyske Bank, we focus on investment solutions where sustainability can go hand in hand with the aim of the best possible return and a broad investment universe.

We create investment solutions with the greatest possible effect on the sustainable transition without compromising on the desire for a return. We believe that everyone, through their investments, can be part of a very effective influence that can be used to push companies and activities in a more sustainable direction. We see it as our responsibility as an asset manager and investment advisor, through new methods and better data, to work to make the sustainable effects of investment choices visible and tangible to investment customers.

First and foremost, we increasingly want to integrate sustainability elements into our broad investment universe, but we also want to expand the product range for customers who have a particular interest in sustainability.

The customers should find it simple to make sustainable investments, regardless of whether they choose one of Jyske Bank's investment solutions, receive investment advice, or make self-directed investments.

Commitment to net CO2 neutral investments

Our primary focus in connection with sustainable investments is reducing CO2, as we want to take on our share of the responsibility and contribute to the fulfilment of the Paris Agreement. We find that what our customers want in terms of sustainability is to combat climate change.

In 2021, Jyske Bank joined an international group of asset managers who are committed to making their customers' investment portfolios net CO2 neutral by 2050. This is a

Our approach to sustainable investments



CO2 reductions

We support the Paris Agreement and have therefore set ambitious reduction targets. We are committed to joining the Net Zero Asset Managers initiative.



Active ownership and engagement

We believe in the value of active ownership and progress through dialogue with companies. We cooperate with other investors to ensure a strong position in the dialogue.



Exclusion

We work with exclusion in the form of rejecting controversial companies due to ESG conditions (breach of norms) or activities (e.g. cluster munition production).

binding commitment under the name Net Zero Asset Managers, which today consists of a group of 220 investors who manage customer assets worth DKK 375,000 bn. We have committed to this as it is a powerful association that is working seriously with the

sub-elements within sustainable investment that we at Jyske Bank find most important, such as the target of CO2 reductions and the influencing of companies via dialogue.

"Investments are an important driver of companies' sustainable development, which is why we at Jyske Bank have a responsibility in connection with our work on investments. By committing ourselves to CO₂ reductions, we are sending an important signal and assuming responsibility by being part of the solution."

Flemming Larsen, Chairman of Jyske Bank's Committee for Responsible Investments.

We have introduced reduction targets for equities and mortgage bonds and they account for 52% of total assets under management.

The aim is to reduce the CO₂ footprint of our managed equity investments with 75% by 2030.

For our funds with investments in Danish mortgage bonds, the aim is to reduce the CO₂ footprint with 40% by 2030 compared to 2019.

Dialogue towards change

Divestment of investments in companies can send a signal to those companies. However, we believe that we as an investor, through active dialogue, have a more powerful tool to create the real change that a more sustainable future requires. As active owners, we want to influence companies primarily through dialogue, but also through voting. We believe we have the greatest impact by cooperating with other investors. In addition to a focus on international norms and conventions, we have a particular focus on climate change in connection with active ownership.

In 2021, we have strengthened our work with active ownership by joining four investor-driven engagement programmes focusing on various climate challenges. We are also a member of the Climate Action 100+ initiative, where we, together with a large number of other significant investors around the world, focus on influencing the biggest emitters of greenhouse gases among the global companies towards a sustainable transition. In 2021, we also expanded our work with active ownership to include dialogue with the Danish mortgage institutions.

Increased transparency

Increased transparency around our investments is a key focus area. We continuously communicate about our investments and the results of our efforts. For example, sustainability fact sheets are published on the Jyske Invest website. These fact sheets provide insights into carbon footprints and contributions to the UN's SDGs for a number of our investment funds.

We offer equity and corporate bond funds that exclude fossil fuels. In 2021, we have, among other things, increased transparency in relation to the activities and companies we exclude.

The exclusion list can be found here:

<https://jyskebank.dk/privat/investering/investmentinformation>

Find out more about sustainability considerations for Jyske Bank's own investments

<https://investor.jyskebank.com/investorrelations/governance/code-of-conduct#owninvestments>

"We're not going to solve the fundamental challenge simply by separating ourselves from all the major CO₂ emitters. Many of these businesses provide essential goods and services, so we need to put the greatest possible pressure on them to drive development and real change, but we also need to understand that this takes time. Otherwise, we will just be pushing them into the arms of other investors who don't have the same sustainability objectives."

Kenneth Styrbæk, who is responsible for managing Jyske Bank's work on active ownership.

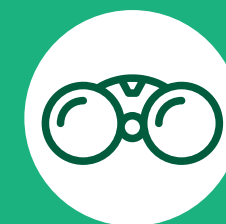
From commitment to client promises

In 2021, we have worked on implementing the new legal requirements for sustainable investment. This means, among other things, that Jyske Invest has now classified 61% (34/56) of their investment funds as Article 8 (light green). The investment funds have different sustainability characteristics, but many integrate CO₂ reductions according to the EU Taxonomy. Our commitment as a asset manager therefore translates into concrete client promises to investors in the funds concerned. The assets in these investment funds amount to DKK 28.7 bn at the end of 2021.

Half of the assets in Jyske Invest's equity funds follow a CO₂ reduction path in accordance with the EU's Climate Transition Benchmark (CTB). This will underline our ambition of contributing to the fulfilment of the Paris Agreement.

In addition to our own investment sub-funds, we offer investment funds from selected external asset managers, e.g., an impact equity sub-fund with a specific focus on companies that provide climate solutions.

In 2021, we launched sustainability data in select, internal tools, and in our analytics universe. Our investment advisors have thus been given a grounding that makes it more possible to include information on, for example, to what extent companies' revenues relate to sustainable activities and the sustainability risks of the companies in the consultation on equity investments.



2022 will offer:

Focus on highlighting the positive contribution to sustainable development in both advisory solutions and asset management products.

Identifying sustainability preferences for all investment clients, a move from our current dialogue on the sustainability of the investment solutions with some of our customers.



Active ownership

In Climate Action 100+, Jyske Bank has chosen in 2021 to participate directly in dialogue with two US companies that are among the 100 largest corporate global emitters of CO₂. Among other things, there has been success here in focusing on accelerating the phasing out of coal power and on the desire for lobbying to comply with guidelines set out in the Paris Agreement.

In 2021, Jyske Bank conducted engaging dialogue meetings with six Danish issuers of covered bonds. The aim has been to put particular focus on providing useful data for working on objectives to reduce CO₂ emissions. It has been agreed to continue

the dialogue on relevant topics relating to sustainability at least annually.

In 2021, Jyske Bank has activated four different engagement programmes in collaboration with other investors in order to influence companies. The programmes engage in a dialogue with around 80 companies on the following themes:

- Food supplies of the future
- Sustainable forestry and finance
- Managing water resources
- Responsible cleantech

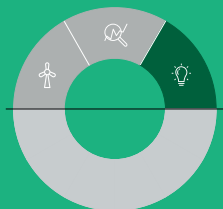
There has been satisfactory progress over the course of the year, including co-operation between green energy stakeholders in order to ensure that recycling and waste management are optimised when energy facilities are decommissioned after a number of years.

As an active investor, Jyske Bank is in a continuous dialogue with companies in relation to activities that contravene international norms or conventions. Over the course of 2021, associations managed by Jyske Invest Fund Management, along with other investors, participated in Sustainalytics' norms-based engagement programme of 197 engagement cases concerning violations of international conventions and norms.

Of these, 106 of the engagement cases concern companies in the associations' portfolios. 57 of these cases concern human rights and labour rights, 16 concern environmental issues and 21 concern business ethics.

Over the course of 2021, twelve cases in the associations' portfolios were resolved and thus closed. In the remaining ongoing cases, very positive engagement results can be noted in 31 of the cases in the form of progress in the specific cases and a willingness to enter into a dialogue by the companies responsible. Somewhat positive results have been achieved in 55 of the engagement cases, while there have been poor or no results in 8 cases.

Provides knowledge of sustainability



Jyske Bank strives to make knowledge about sustainability available to our customers and other stakeholders. This creates the foundation for everyone to make choices on an informed basis – and to include sustainable aspects to the extent relevant to them.

Our focus on creating communication that ‘makes us wiser’ about sustainability’ involves providing knowledge to customers and other stakeholders – from the more general plan to the very specific plan that is all about the individual’s options and priorities.

Knowledge is the route to action

Jyske Bank wants both private and business customers to think and act more sustainably. For this reason, we also take responsibility for making it easy and attractive for our customers to acquire knowledge so that they can

obtain a broad and nuanced view of sustainability. Knowledge is the path to making a decision, and therefore forms the basis for action.

The bank's many channels

Choosing the right channel for the individual message is an important part of conveying it. This is, of course, also the case when it comes to sustainability. Something may be suitable for a blog post or a news article, while something else better suits a podcast, webinar, or direct customer emails.

We have a wide range of channels, and often several will come together to emphasise the message.

Specific knowledge in news and blogs

There is a lot of expertise at Jyske Bank – also when it comes to sustainability. This includes investment, pensions, and housing, among other things. This knowledge is shared with customers in several ways and puts sustainability into a specific, personal financial perspective. Several in-house experts regularly appear with topical advice and

comments in the bank’s various news emails and news articles, and both wealth economist Bettina Brask and housing economist Mikkel Høegh are industrious communicators in their own down-to-earth blogs.

Companies can lead the way

Many of our business customers are dedicated to becoming more sustainable. They deserve recognition and can serve as inspiration to others. To this end, Jyske Bank TV produces various forms of programme, e.g., reports and presentations from events, trade fairs, and projects where sustainability is in focus. In addition, we also produce the ‘Got a Minute?’ series, which consists of 60-second business portraits with a focus on specific initiatives, processes, or ambitions.

Promoting events

We use text and images to provide an insight into various events focusing on sustainability. From flying cranes at the Technomania technology fair to electric buses at the Transport Fair in Herning Exhibition Centre.

We have also talked about the Green Together

project in Viborg, where the city was dedicated to sustainability for two weeks. Part of the purpose was to teach children and young people about the green transition in a fun way, while second-hand sportswear was given a new lease of life among children and young people who love sports.

Informational webinars

We are continually developing informational webinars on a variety of sustainable topics, where viewers can ask questions along the way in order to learn more about the subject. Sustainability was communicated, for example, to interested parties in connection with the bank’s participation in the Aarhus Festival. In addition, during 2021 we introduced customers and other stakeholders to webinars with titles such as: Learn more about sustainable investment, Women in the minority in the stock market, and Tæt på Tænkepauser [Pause for Thought]: WATER.



Aarhus Festival

During the Aarhus Festival, Jyske Bank had set up a TV studio in the middle of the pedestrian street, where passers-by could spontaneously step inside, while others followed events online. The bank's events were also part of the festival's official programme, and sustainability was the focal point in several of the features.

Political commentators Jarl Cordua and Lars Trier Mogensen, who comment on current events in Borgen Late Night, visited the studio several times and invited selected guests to chat about sustainable topics, such as the Liberal Party's climate project, the potential of bioplastics, and the climate debate in Denmark compared to other countries.

Sustainability was also on the agenda when experts were interviewed about urban development in Aarhus and the UN's SDGs.



2022 will offer:

Continued focus on the theme of sustainability in many of our channels as a natural extension of the bank's increasing focus on the subject.

Inspiration to business customers on how to develop their business in a greener direction with the bank's specific solutions. In order to do so, we will use a new communications platform that enables us to target our communications to selected customers who will gain a broad and varied view of sustainability in an easy manner.

Attendance at Folkemødet, the people's political festival, where sustainable development will be an obvious focal point.

A completely new website on which the sustainability site will be updated and redesigned.



Responsible banking operations



"Jyske Bank is aware of and strives to live up to the Group's societal significance. We want to run a responsible bank, and it is natural for us to support the ten principles of the UN's Global Compact."

Anders Dam, CEO and Managing Director, Jyske Bank

Prevention of financial crime

At Jyske Bank, preventing and combating financial crime remains a high-priority initiative. Our work involves more than just monitoring our customers and their transactions and behaviours. It is just as much about preventative initiatives.

For several years we have introduced measures that go beyond those required by law. In this way, we actively contribute to combating money laundering and other financial crime. Initiatives include the auditing obligation to our business customers and reducing the withdrawal limits in the bank's ATMs.

During the COVID-19 pandemic period, we also focused on fraud involving COVID-19 funds in connection with the Government's business stimulus packages. These activities will continue for as long as grants are being paid.

Notifications

When notifying the authorities regarding a customer relationship, we need to assess

the importance of the notification for the customer relationship. If Jyske Bank cannot obtain the information necessary in order to understand the customer's use of Jyske Bank, the ultimate consequence of this may be the bank terminating the customer relationship. In 2021, Jyske Bank has placed additional focus on this process.

Adapting the target group

As a result of several measures over the years, Jyske Bank has reduced the volume of international customers without any connection to Denmark. We are currently adapting our target group for the international Private Banking segment to Danes living abroad. In future, we will thereby only service Danish citizens and Danes living abroad. Due to the increased risk involving Private Banking customers and international customers, special efforts has been made to improve customer knowledge with regard to these client groups.

Transparency of ownership structure

In order to prevent Jyske Bank from being misused for money laundering or to finance terrorism, it is important to know who our customers are. For this reason, the bank has implemented stricter measures in the Jyske Bank Group's policy on preventing money laundering, financing of terrorism, and sanctions violations with regard to the tax transparency of business customers. The stricter measures impose additional transparency requirements on business customers in cases where the company is registered in a country in which the company register is not publicly available.

Training

In order to effectively combat money laundering, it is crucial for the bank's employees to regularly undertake learning with regard to what they need to be aware of within their area of work and how to respond to any irregularities.

In order to target the bank's learning regarding money laundering to the challenges that individual employee groups face in their day-to-day work, we have chosen to place the development of learning offers in-house. Substantial efforts have been made to develop learning for all bank employees, and several training courses have been launched on an ongoing basis in 2021.

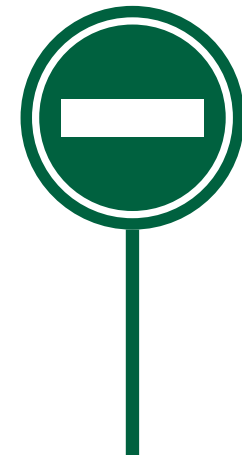
In 2022, we will continue to work on several of the special focus areas we have emphasised during 2021.

Inspection by the Danish Financial Authority

In August 2020, the bank received the Danish Financial Supervisory Authority's report on its money-laundering inspection at the bank regarding transaction monitoring. The report contained two orders, both of which were resolved in 2021.

Misuse via online banking, etc.

The Danish bank sector continues to experience fraud involving identity theft and online banking fraud, etc. Jyske Bank is therefore continuing to work on specific adjustments to limit the extent. This includes measures aimed at what our customers can personally do to protect themselves. Find out more (in Danish) at <https://www.jyskebank.dk/sikkerhed>



IT and data security

A high level of IT security is essential at a time when digitalisation is rapidly developing. More services are becoming digital and the use of personal information is also increasing in banking activities.

Our security level is based on our ambition of having a level of security that can always handle the current cyber threats and safeguard us against the risks involved in using IT. In addition, we have a strong focus on responsible, transparent, and secure processing of customer information and personal data.

Cyber threats

For as long as we have been working with digitalisation and offering our business services through digital channels, there has been a need for a high level of IT security. In recent years, the cyber threat has been increasing

and at a very high level, which makes even greater demands of Jyske Bank's level of IT security.

During COVID-19, the threat actors changed their tactics and techniques when employees were suddenly working from home on portable equipment. Our IT security measures were built and tested to be able to deal with this situation, which is why we were comfortable with the level of security.

Strategy and Efforts

Our approach to defending ourselves against cyber threats is split into several types of efforts:

- In-depth understanding of threats and the threat actors: Through continuous monitoring of cyber activity and analysis of the threat actors, we adjust our security measures and are prepared in the event of an attack.
- Detection capability and robust IT platform to prevent attacks: Attempted attacks must be detected as quickly as possible and we need to be proactively protected before they can gain a foothold. In-depth

security monitoring is carried out and data traffic is analysed to identify undesirable behaviour.

- Containment and effective control of attacks: In the event of an attack succeeding in gaining a foothold in the IT systems, we need to ensure containment and effective control of the attack and, where necessary, activate emergency operation and recovery plans.

The next challenges

Our strategy continues, but we are seeing cybercriminals turning their efforts towards weak links in the supply chain in order to strike at Jyske Bank and our customers. We know that cybercriminals always find new, more creative ways to commit crime, and research and in-depth testing show that very sophisticated hackers will sooner or later find vulnerabilities that they can exploit, given enough time.

This requires extending our efforts and, in the years to come, we will be implementing tighter security requirements for data processors and further extending security measures aimed at business partners and suppliers.

Testing the level of security

We regularly produce management reports on the level of security. As part of compliance with the security policy, in-depth checks and tests are also carried out to determine whether our level of security is sufficiently high. Such tests must always be adapted to the most current knowledge of the methods of threat actors. During 2020 and 2021, Jyske Bank conducted the national cyber test programme under the Tiber-DK framework, which aims to test cyber resilience in the event of an attack by highly sophisticated threat actors. The test confirmed a high level of resilience against sophisticated threat actors, but we also found vulnerabilities that we will be safeguarding ourselves better against during 2022-2023.

Accreditation

Over the last three years, Jyske Bank has achieved significant improvements in the level of IT security. As a result of these efforts, our Security Operating Centre gained TF CSIRT accreditation, one of the highest cybersecurity credentials, in 2021.



Sustainable banking operations

Although Jyske Bank's greatest impact on the climate is through our customers, it is very important for us to also participate in the green transition process. We believe that when we as a workplace focus on and train employees in the sustainable transition process, this will also affect behaviour outside of the workplace. In this way, we can incorporate our own experiences of the transition process in the dialogue with our customers.

Jyske Bank's energy consumption

For many years, we have been working towards reducing Jyske Bank's energy consumption and, up until 2020, have purchased renewable energy certificates (RECs) in order to ensure that we offset Jyske Bank's CO₂ emissions. In the summer of 2020, we purchased Jyske Bank's Wind Turbine at the Port of Hirtshals in order to ensure that renewable energy is produced in Denmark equivalent to the bank's energy consumption.

Our objective is to reduce our overall CO₂ emissions from cars, electricity and heating so that the amount of renewable energy produced by the wind turbine offsets these emissions. In 2021, the wind turbine produced 16.8 GWh, thereby offsetting 99% of the emissions.

Jyske Bank works continuously towards energy savings and also expects a decrease in energy consumption in the future.

Roof solar panels

Jyske Bank has 80 physical locations throughout Denmark, and it is therefore not possible to distribute the power directly from Jyske Bank's Wind Turbine. For this reason, we have decided to install roof solar panels at our head office in Silkeborg. The head office is the location at which our energy consumption is greatest, so it makes particularly good sense to produce renewable energy here.

New company car policy and electric car purchases

In 2021, we have prepared a new company car policy, which means that, in future, selected employees of Jyske Bank will only have

low-emission vehicles available, and already 47% of the company cars at Jyske Bank have been replaced by low-emission vehicles.

In 2021, we have also replaced four cars that are used by a broad cross-section of employees for business travel with electric vehicles. The replacement of all the bank's loan vehicles with low-emission vehicles is expected to be implemented by the end of 2023.

New PCs and the recycling of IT waste

We have begun the general replacement of all PCs at Jyske Bank, which is why we purchased an extraordinary large number of PCs in 2021. We are focusing on ensuring that as much as possible of our IT waste is recycled and ensuring that all the PCs replaced are recycled. In 2021, 93% of our IT waste was recycled and several PCs were donated.



Donation of PCs to the Danish Red Cross

"We are extremely pleased with your donation of computers because these machines allow us to create even better conditions for the participants who use our various activities. As a starting point, we will offer the machines to our integration cafés, homework cafés and family networks – i.e., activities where several participants meet and will benefit from them."

Troels Østergaard, Project Manager at the Danish Red Cross



2022 will offer:

Collaboration with our suppliers to focus on requirements for the products we use, as we believe that this will increase our focus on the green transition process in our value chains.

Expansion of a new concept for our meeting rooms, which is based on recycling and recycled materials. The concept was developed in 2021, and will be expanded to more locations in 2022.

Focus on waste management within the Group. Jyske Bank does not generate a lot of waste, but we have a duty to ensure that our waste, regardless of whether this is from large-scale construction projects or office waste, is handled correctly.

New targets for sustainable banking operations, as we have largely met our target of offsetting CO₂ emissions through our own production of renewable energy at the end of 2021.

Responsible employer

As a responsible employer, Jyske Bank works towards ensuring an attractive workplace where employees experience job satisfaction, equal rights, and development opportunities for everyone.

Committed, competent, dynamic and responsible employees are important prerequisites for the success of Jyske Bank Group. We therefore want to attract, develop and retain employees with the skills, behaviour, and attitudes needed to achieve the bank's strategies and targets.

A good working life

In the Jyske Bank Group, our employees are our most important resource, and a good working environment is key to our employees' job satisfaction. We strive for the best possible conditions for development and a positive everyday life, and this also involves the desire for a good work-life balance.

There is great emphasis on both the physical and psychosocial working environment, partly in the central working environment organisation, which works on the working environment on a full-time basis, and in the local working environment groups, where managers and trade union representatives take joint responsibility for the local working environment in the

department. Efforts in relation to the working environment are preventive, holistic, visible, and integrated. For this reason, we have permanent offers such as healthy canteen food, a fruit scheme, Group-paid smoking cessation guidance, small-scale exercise programmes for micro-breaks, and access to external physiotherapists and occupational therapists.

On your feet and other initiatives

In 2021, the focus has been put on the importance of movement and variation in a sedentary working day. The 'On your feet' campaign offers inspiration and support for varied working positions and micro-breaks with movement for all employees – both in the office and at home. In addition, all employees have been offered individual and personal health screening through the health insurance with opportunities for advice and guidance on healthier habits and lifestyles.

In 2021, an e-learning programme was launched in the area of mental health and job satisfaction and this provides tools for both the individual employee and the entire department to better control concerns, negative thoughts, and acting constructively in the face of change. So far, approximately 700 employees and managers have taken up the opportunity, with a significant improvement in

the self-assessment of stress levels, quality of sleep, and the ability to achieve targets as a result.

Employee survey

Every two years we carry out an employee survey that is an important tool for determining and prioritising actions. The employee survey focuses on commitment, job satisfaction, and loyalty. It also contains relevant working environment questions relating to the physical and psychosocial working environment.

Equal rights

Human rights are values that are rooted within the Group, as they are fundamental to a fair and equitable society. Jyske Bank therefore makes continuous efforts to respect human rights and, via an open culture, we encourage employees to speak out against discrimination and violations.

We fully respect our employees' right to unionise, and we work with and involve our employees' union representatives in important employee matters, both ad hoc and through the formal cooperation bodies.

As in previous years, we have set up a working group consisting of representatives from

Finansforbundet (Union For Employees In Financial Industry), the Jyske Bank Kreds (Jyske Bank's branch of Finansforbundet), and HR, which has reviewed the Group's equal pay statistics. The group has concluded that, overall, there continues to be equal pay for equal work. However, the working group also finds that there is still an unequal representation of the genders in various work functions.



FællesskaJBet

In 2020, the lockdowns associated with COVID-19 made us good at working from home. We benefited from this professionally in 2021 but also felt a need to strengthen the sense of community. Thus, FællesskaJBet, an internal group created across geography and work tasks, came to life. It became a virtual space where the solidarity of many employees was strengthened as a result of, for example competitions, a writing club, several virtual Friday bars, and much more.

The writing club published the anthology 'Jyske Historier' [Jutlandic Stories] in December 2021.

Reflecting the society of which we are a part

We are best equipped to handle and benefit from change when, as a company, we reflect the society of which we are part.

In the case of recruitment, it is important that all qualified candidates should be eligible, without regard to factors such as gender, age, ethnicity, religion, etc. that are irrelevant to the job. We put great emphasis on everyone having equal access to development and career opportunities, and therefore offer targeted development opportunities for the individual employee.

At the end of 2021, the percentage of female managers in the Group was 26%. This is unchanged from the previous year. In 2021, there was an increased focus on increasing the percentage of female participants in the Group's management training programmes. It is therefore a positive thing that the percentage of women in the Group's management training programmes commencing in 2021 has increased significantly. The percentage of female participants in 2021 is thus 56% in the

'Ready for management' programme and 33% in 'Managing employees'.

Development opportunities for all

Jyske Bank offers its employees continuous training and development in order to contribute to maintaining high-level competences and professionalism and make employees a sought-after and valuable resource.

For new employees, we make an extensive onboarding programme available.

Jyske Bank has a development programme for graduates and trainees, and we make internships available to both financial economists and bachelor-level graduates, as well as to graduate students, e.g. at MSc level and, as something new, for the Bachelor of IT Engineering. Contributing to young people's access to jobs and training is an essential element of our social responsibility.

For years we have been partners of the Aarhus Symposium, an annual conference that connects today's managers with the managers of the future. As a partner and participant in debates, Jyske Bank gains visibility as a relevant and potential workplace.

Jyske Bank is also part of Destination Aarhus, a professional network of companies and educational institutions with the aim of making Central Jutland an attractive destination for Danish and international IT talents. This collaboration provides opportunities for our current employees and presents Jyske Bank as a workplace with many exciting and challenging IT tasks.



2022 will offer:

Continuation of a number of initiatives in the recruitment phase with a view to increasing the percentage of women in a number of functions. For example, a tool was used to improve job adverts so as to include more gender-neutral terms and, in 2021, a relatively higher percentage of women were employed than the percentage that actually applied to the Group. At the same time, a structured process has been initiated to identify and develop employees with special potential, which also provides the opportunity to ensure better visibility of female candidates for future specialist and managerial jobs.

Continued focus on current efforts and development programmes for recent graduates.

Strengthening of our relationship with educational institutions and participation in a number of committees that are responsible for acting as a liaison point between educational institutions and business.

Number of graduates, Bachelors of Finance and Financial Economists at Jyske Bank

Number	2021	2020	2019	2018
Graduates	24	13	15	4
Bachelors of Finance	25	25	15	26
Financial Economists	18	13	5	13



Healthy corporate culture

We ourselves have a great responsibility for society's view of us as a financial institution. Society needs to have confidence in us – and that confidence is created through our values, attitudes, and behaviours. With this responsibility also comes the duty to run the bank based on propriety.

We at Jyske Bank are preoccupied with ensuring that we always comply with the legislation in force at any time and live up to the reasonable expectations of our stakeholders.

Jyske Bank's main stakeholders are shareholders, customers, and employees, and the aim is to ensure an appropriate balancing of the interests of these three groups. This supports a long-term and balanced business development so that short-term and one-sided transactions that favour one of the groups can be avoided. This also means that no customer or other business partner is so good or important that we will compromise on our responsibility, which is at all times more important to us than our earnings.

The foundation of a healthy corporate culture

It is through living values in the organisation that Jyske Bank meets its own expectations regarding being a responsible member of society.

In the past year, we have relaunched and simplified our values, and the new version signals renewal and continuity at the same time. All employees have gone through values exercises, discussing the values as a benchmark for dealing with dilemmas, and applying specific value actions. Both in order to ensure that we live by the values in everyday life.

We want open communication and we want decision-making processes that encourage the involvement of a wide range of views; all employees have a voice and are encouraged to express opinions, but also to draw attention to matters that need to be corrected. This involves complying with the value 'Honest', which encourages open and straightforward dialogue.

Internally, we want our culture to be supported by open debate, e.g., with the opportunity for everyone to express themselves on the Intranet in the 'Ordet er Frit [Have your Say]' forum, as well as through monthly TV broadcasts, where more critical and solution-oriented topics can also be discussed.

We want to be as transparent as possible, both internally and externally. We therefore publish relevant policies and data, and we always cooperate with authorities – in relation to supervision, procedures, and specific cases.

If mistakes occur, we are open about the errors, correct them and learn from them.

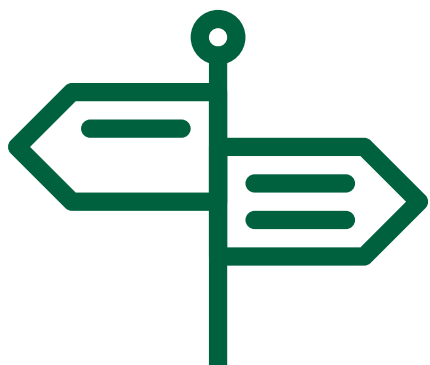
Jyske Bank's whistleblower scheme allows employees to submit a report anonymously in the event of potential violations of financial regulations or serious offences, or the suspicion of this, that could be of importance for the Group or the life or health of individuals.

Jyske Bank's ABC policy

The Jyske Bank Group accepts no forms of bribery, corruption, nepotism or other improper business practices. There must not be any state of dependency that harms the employee and Jyske Bank, and no one must be in any doubt about our motives.

If, as an employee, you become aware of irregularities, it is always possible to approach your manager or make use of the whistleblower scheme.

Read our Anti-Bribery and Corruption Policy, abbreviated in English to ABC Policy, at <https://investor.jyskebank.com/investorrelations/governance/code-of-conduct>



Responsible advisory services

Customers can always expect our employees to act with honesty and integrity and to offer financial advice that takes individual considerations into account, meets the customer's needs, and adds value.

The aim is always to enable customers to make decisions on a well-informed basis. It is about knowing your customer and what the customer in question can manage in purely financial terms. When we apply this principle, our overall business is just as healthy as the individual customer's commitment to the bank.

Jyske Bank has chosen not to make use of performance-related pay, which, by its very nature, can lead to short-term and one-sided decisions that have a detrimental effect on the long-term value creation for customers, shareholders, and the Group. This ensures that there is no doubt that what we offer customers serves their interests and needs.

With its tax policy, Jyske Bank wants the Group to live up to its corporate social responsibility and meet legitimate expectations of proper and honest business conduct that reflects the Group's values.

The Group pursues a value-based tax policy that ensures we provide adequate customer-related tax advice regarding our products and services, which we are obligated to do pursuant to applicable legislation. Our value-based tax policy also means that we do not provide aggressive tax advice, but instead advice that is in harmony with tax legislation intentions. The framework for our tax advice is described in fact sheets that are available to our clients. We will only provide advice on tax in areas referred to in these fact sheets.

New policy for data ethics

Data is very much the basis for the Jyske Bank Group's business and is part of most interactions with our stakeholders. Our policy for data ethics aims to highlight the fact that the data ethics values are embedded in our business processes and in the use of data by management and our employees.

The data processed by the Jyske Bank Group consists to a great extent of personal data, the majority of which originates from customers, while a smaller proportion originates from employees and other groups. The use of customer data, combined with data regarding products and services, prices, and business

rules, is a fundamental prerequisite for our business model. It is therefore absolutely vital for the Jyske Bank Group that customers should feel comfortable that our processing of this data takes place with respect, diligence, and in accordance with legislation.

The objective of data ethics

Data ethics need to balance many considerations against each other, and it is our declared objective to ensure that our customers are confident that the Jyske Bank Group is balancing these considerations against each other in a way that is appropriate for the client.

We consider the six data ethical values in the data ethics compass, prepared by the Expert Group on Data Ethics: Self-determination, Dignity, Responsibility, Equality and Fairness, Progressiveness, and Diversity. The Jyske Bank Group's values guide our interpretation of the data ethics values compass and, when doubts arise, we let ourselves be guided by our values.



2022 will offer:

A focus on maintaining all employees' awareness of a **Healthy Corporate Culture**, which will take place via e-learning.

Social engagement

As a key financial player in Denmark, Jyske Bank is involved in ensuring financial security and a good life – throughout their entire life – for many people.

Jyske Bank also makes a positive difference through our partnerships. By bringing our resources and skills into play, we help create awareness and change. We are happy to enter into unconventional partnerships with other companies, the public sector, or players from local communities. In 2021, we have, among other things, given grants to students on youth education programmes in Frederiksborg, contributed to the success of Green Together in Viborg, and create awareness of the Outdoor Institute, which aim to increase well-being through nature experiences in Silkeborg.

Jyske Bank has chosen to take responsibility and engage in both national and local projects. Through local commitment and action, we contribute to growth and development in society.

Contributing to a good life

We have been involved in various partnerships for a number of years with the aim of contributing to a good life, something we believe is

closely linked to social relations, well-being and financial literacy. Together with the non-profit organisation FødevarerBanken [Danish FoodBank], our partner since 2012, we have ensured that socially disadvantaged people have access to meals while also reducing food waste. In 2021, this partnership resulted in FødevarerBanken's 200 volunteers distributing 1,572 tonnes of food. This equates to 3,930,735 meals for disadvantaged people.

In addition, as part of the scheme to combat loneliness called Danmark Spiser Sammen [Denmark Eats Together], we have hosted several dinners for selected customers featuring presentations of investment products, as well as a focus on combating both food waste and loneliness. Our experience has been that meeting over a meal creates new communities, relationships, and networks. Customers were enthusiastic about attending these dinners, and the advisers found that business activities and social engagement went hand in hand.

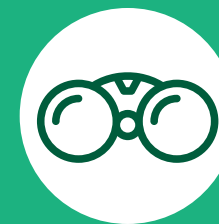
Jyske Bank is also helping to improve the financial literacy of children and young people, e.g. by giving lessons in personal finance at youth education programmes, taking part in Money Week and through our partnership with Esport Denmark.

Furthermore, we are continuing to support the debt counselling work of the Ministry of Social Affairs and Senior Citizens and of a number of organisations; this year, too, we have employees who are active debt counsellors. We also take a very positive view of employees' social and voluntary engagement.

New partnerships

In 2021, Jyske Bank chose to start working with Flere i Fællesskaber (FiF) [More People in Communities], a new research and development project that creates new pathways out of loneliness and into communities. Together with FiF we participated in the March Against Loneliness and we have created awareness about the project.

Jyske Bank and Esport Denmark entered into a partnership agreement in 2021. Esport is a highly inclusive type of sport and everyone can participate. The aim is to assist Esport Denmark in its work to support all aspects of Danish esports through a targeted focus on financial insight and education. To take just one example, Jyske Bank participated in a day of workshops and pitches for 250 young people arranged by Esport Denmark with the IT national team, Microsoft, Netcompany, etc.



2022 will offer:

Several dinners will be hosted in different towns as part of Danmark Spiser Sammen.

Donation of money from deposit from cans and bottles to Danish Red Cross.

In partnership with TECHCOLLEGE and the local business community, Jyske Bank will erect a mural of 1,300 m². In a new activity area of Stigsparken, Stigsborg Fortællinger [Stigsborg Tales] will be erected and will depict significant events in the history of the area. The painting will beautify the area, be a catalyst for development, and become a strong rallying point for residents and users of the area. The work, which has been created by the artist Søren Elgaard, will be erected by TECHCOLLEGE students, and will be a springboard to apprenticeship for young people.

There is great local interest in the mural; this is reflected in how the group of partners is larger than in previous projects.



A day with FødevarerBanken

Our colleague Steffen won an internal competition about food waste. His prize was the opportunity to experience a different type of workday: for a whole day his office chair became a front seat in one of FødevarerBanken's vans. Watch the film (in Danish) at <https://www.jyskebank.dk/ir/baeredygtighed/socialt-engagement/foedevarebanken>

Preventing financial crime

IT and data security

Objective	Preventing financial crime, and efforts to prevent money laundering and the financing of terrorism, are a top priority. We want to prevent the bank from being misused for illegal purposes of any kind.	Achieve and maintain a level of security that <ul style="list-style-type: none"> • is sufficient to address the current cyber threat with elements that are 'best in class'. • ensures that the risks that IT use entail and is expected to entail are at an acceptable level for the Group.
Progress and performance 2021	<ul style="list-style-type: none"> • In 2021, monitoring of customers and their transactions triggered 25,163 alarms, 3,335 of which were reported to the Money Laundering Secretariat. • Withdrawal limits for the bank's ATMs have been reduced further so that the limit from 6 pm until 9 am is more than halved and the limit from 9 am until 6 pm is halved. • As part of our efforts to combat money laundering, there has been a major initiative to develop training for all employees and several training courses have been launched. 	<ul style="list-style-type: none"> • Several precautions to increase resilience to cyber threats. • No losses or errors due to cyber incidents and attempted attacks are stopped in their tracks or has been prevented. • Our Security Operation Centre, which monitors and protects our IT environment against cyber attacks, is one of the best in Denmark and gained TF CSIRT accreditation in 2021. • Our cyber resiliency has been formalised by implementing the national cyber test programme under the Tiber-DK framework.
Targets 2022	<ul style="list-style-type: none"> • Focus on assessing the importance of notifications in customer relations. • Improve customer knowledge for wealthy and international customers. • Greater transparency in the ownership structure of business customers. • Continuous training and education of employees, clear processes and guidelines, systematic monitoring and reporting. • Continuous consideration of measures that reduce the risk of the bank being misused. 	<ul style="list-style-type: none"> • IT security is and must be a high-priority area in the future. • Greater focus on safeguarding other parts of our supply chain to further reduce risks.
Societal challenges	There is a high inherent risk that Jyske Bank may be misused for money laundering or to finance terrorism, partly because of our size and partly because of our business model, which contains a number of products and customers with high inherent risk.	Cyber criminals always find new and more creative ways to commit crime, and protection against cyber attacks requires protection on multiple levels. The risk of fraud in the name of our customers, including customers being exploited through the use of our services, is high. We have observed that customers, business partners, and suppliers are increasingly subjected to attacks, and this can impact entire supply chains.
Risks	<ul style="list-style-type: none"> • In terms of our reputation in general, there is a risk that our stakeholders will go elsewhere if we do not act responsibly. • Errors and shortcomings in our efforts may result in orders being issued by the Danish Financial Supervisory Authority and, in the worst case, affect stakeholders' confidence in our handling of financial crime prevention. • Specific cases of, e.g. money laundering may result in police reports, negative press coverage, and an immediate fall in the share price. • Specific cases will affect Jyske Bank's ESG rating for several years, thus potentially restricting access to equity and debt investors. 	<ul style="list-style-type: none"> • Specific cases of IT and data breaches may result in police reports, direct losses, negative press coverage and an immediate fall in the share price. • In terms of our reputation in general, there is a risk that our stakeholders will go elsewhere if we do not act responsibly. • Errors and shortcomings in our efforts may affect the confidence of customers, investors and partners in particular and may result in orders being issued by the Danish Financial Supervisory Authority. • Specific cases will affect Jyske Bank's ESG rating for several years, thus potentially restricting access to equity and debt investors.
Governance	A member of the Executive Management is responsible for measures to combat money laundering. The bank has also appointed an officer in charge of reporting money laundering.	The Executive Management has overall responsibility for IT and data security, and the IT security function is responsible for day-to-day operations. The Group has appointed a Data Protection Officer.
Policies	Policy for preventing money laundering, financing of terrorism and sanctions violations. Anti-bribery and corruption policy.	IT security policy. Privacy policy.

SDG



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Sustainable banking operations

Working environment

Objective	We will mitigate our negative impact on society and aim to offset CO ₂ emissions from electricity, heating and the use of bank vehicles through our own production of renewable energy.	A good and safe working environment that contributes to job satisfaction and well-being.
Progress and performance 2021	<ul style="list-style-type: none"> • Our wind turbine produced 16.8 GWh in 2021, and thereby it offsets 99% of our CO₂ emissions from heating, electricity, and the use of bank vehicles. • 47% of the company cars at Jyske Bank have been replaced by low-emission vehicles. • We have replaced four cars that can be used by employees for business travel with electric vehicles. • 93% of the Group's IT equipment was recycled in 2021. • 85 tonnes of waste food from our canteens was disposed of as bio-waste. • We have donated 40 PCs to the Danish Red Cross. 	<ul style="list-style-type: none"> • Focus on health and well-being by offering personal health screening and Group-wide information on the importance of variation and movement in a sedentary working day. • E-learning offered to all employees, giving them the tools to withstand an ever-changing everyday life, to gain control of racing thoughts and increase quality of sleep – boosting their mental immune system. • At the end of 2021, launch of the Group's own working environment training for all union representatives. • The Danish Working Environment Authority conducted three risk-based inspections – all of which resulted in green smileys (nothing to report).
Targets 2022	<ul style="list-style-type: none"> • Replacement of bank vehicles will continue with a view to all of them being replaced with low-emission vehicles by the end of 2023. • Installation of solar panels at the head office. • Improved waste management and information for employees. • Focus on procurement and supplier collaboration. 	<ul style="list-style-type: none"> • Continue to ensure a healthy and safe working environment for all employees, including a focus on preventing violence and threats. • Offer personal follow-up on health screening. • Focus on consolidating tools from e-learning in relation to handling thought processes and concerns.
Societal challenges	The world's CO ₂ emissions are too high, and international studies up to COP26 focused on the transition not going fast enough if we are to achieve the Paris Agreement's target of a maximum temperature increase of 2 degrees.	Employee job satisfaction is key to Jyske Bank's success, as it is in their interaction with customers that the bank's business is created and maintained. Jyske Bank may in the longer term lose valuable and competent employees and find it difficult to attract new staff due to lack of job satisfaction.
Risks	<ul style="list-style-type: none"> • Significant cost increases in, e.g. electricity and heating prices, for reasons including climate change, may mean that investments in the sustainable transition need to be delayed. • Our electricity consumption may significantly increase due to higher outdoor temperatures, thus challenging the target of offsetting CO₂ emissions and adding additional costs. • Customers and other stakeholders will take their business elsewhere if we do not live up to their expectations of the actions a company should take in terms of green transition, both when it comes to our own buildings and when purchasing products and services from external suppliers. 	<ul style="list-style-type: none"> • Poor physical and mental working environment, resulting in lack of motivation, stress, increased absence due to illness or more occupational injuries. • Challenges retaining and attracting qualified employees. • Customers, potential employees, and other stakeholders will go elsewhere if we do not act responsibly.
Governance	The Sustainability Committee is responsible for realising the bank's ambitions.	The Employee Committee is responsible for the working environment within the Group, and Team Working Environment is responsible for day-to-day operations and development, ensuring compliance with the Danish Working Environment Act.
Policies	Policy on sustainability and corporate social responsibility. Procurement policy. Supplier code of conduct.	HR policy.

SDG



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Diversity

Healthy corporate culture

Objective	Ensure that the Group has the best possible managers and employees with good personal qualities and professional competencies, and also give all employees access to development and career opportunities, including seeking to increase the proportion of female managers.	We must always comply with applicable legislation and the expectations that our stakeholders rightfully have of us.
Progress and performance 2021	<ul style="list-style-type: none"> Equal gender distribution among new employees (58%/42% – m/f). Maintaining the number of flex jobs (2021: 18). The proportion of female managers is 26% at the end of 2021, unchanged from 2020. Proportion of women on the Group's management programmes is 44% compared to 33% in 2020. In general terms, there is still equal pay for equal work. Following the 2021 Annual General Meeting, the Supervisory Board consists of four women and five men. Of these members, two women and one man were elected by the employees. This equates to an equal distribution in accordance with the Danish Business Authority's guidelines. 	<ul style="list-style-type: none"> Relaunch of the Group's values in a simplified version, creating a starting point for internal learning. A data ethics policy has been drawn up. All new employees have undergone mandatory training courses in how to combat money laundering and bribery. A follow-up on healthy corporate culture has been performed forming the basis of the statutory reporting made by the chairman of the Supervisory Board according to section 6 of Executive Order 2020/05/25 No. 691 on healthy corporate culture policy for financial institutions etc.
Targets 2022	<ul style="list-style-type: none"> Continued focus on the recruitment phase with a view to increasing the proportion of women in a range of functions, including increasing the proportion of female participants on the Group's management training programmes. Structured process for identifying and developing employees with special potential. 	<ul style="list-style-type: none"> Focus on education in sustainable investment, including integration of ESG preferences in advisory processes and tools. E-learning about a healthy corporate culture for all employees in order to maintain awareness.
Societal challenges	Lack of diversity can potentially lead to the Group not having the best possible managers and employees with both good personal qualities and the necessary professional competencies. At the same time, there is a low proportion of women in the education segments from which we normally recruit. A lack of qualified workers makes it difficult to attract employees with the right skills.	Increasing the use of customers' data in the development of relevant products and services places additional demands on Jyske Bank's processing of data. Furthermore, documentation requirements and clarifying questions that may be experienced negatively by the customer must be balanced in relation to the role of the adviser, who is required to provide responsible and value-creating advice.
Risks	<ul style="list-style-type: none"> Lack of diversity can present challenges in retaining and attracting qualified employees. Lack of diversity can result in lower ESG ratings than peers, thus limiting access to equity and debt investors. It is difficult to carry out the Group's strategy if we are unable to recruit from among the best candidates. 	<ul style="list-style-type: none"> If greater consideration is given to earnings than compliance with legislation, this could pose an unnecessary high financial risk for the bank. A lack of transparency and the opportunity to report suspicious circumstances could result in any criminal offences being discovered at a late stage, resulting in financial losses and damage to our reputation. Mis-selling and/or failure to comply with good practice and unethical use of customer data could result in bad publicity, loss of customers, and potential lawsuits related to liability.
Governance	The Employee Committee is responsible for subjects related to diversity within the Group.	Money Laundering and Sanctions are responsible for assessing effectiveness and new activities. HR is responsible for following up on the policy and its results. The Chairman of the Supervisory Board is responsible for reporting on this.
Policies	Diversity policy.	Healthy corporate culture policy; policy for preventing money laundering, financing of terrorism and sanctions violations; anti-bribery and corruption policy; whistleblower policy; tax policy, policy for managing conflicts of interest; competency requirements, good practice and ethical conduct; data ethics policy

SDG



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Social engagement

Objective	We wish to contribute to the focus on social issues by bringing our own skills and resources into play.
Progress and performance 2021	<ul style="list-style-type: none"> • Hosted three dinners as part of The Folkebevægelsen mod Ensomhed [People's Movement Against Loneliness] campaign Danmark spiser sammen [Denmark Eats Together]. • Contributed to FødevarerBanken [Danish Food Bank] distributing 1,572 tonnes of surplus food, which has ended up as 3,930,735 meals for socially disadvantaged people in Denmark. • Participated in the Flere i Fællesskaber [More People in Communities] March against Loneliness as a media partner. • Donated furniture and other fixtures and fittings to Kirkens Korshær. • Entered into new partnership with Esport Denmark. • Contributor to draft national loneliness strategy.
Targets 2022	<ul style="list-style-type: none"> • Continue to focus on the initiative against loneliness as a media partner in the Flere i Fællesskaber [More People in Communities] project. • Act as co-organiser of Danmark Spiser Sammen [Denmark Eats Together] in at least four towns. • Arrange five or more events in partnership with FødevarerBanken [Danish Food Bank] to increase awareness of disadvantaged people and food waste. • Initiate mural painting in Aalborg in partnership with TECHCOLLEGE etc. • Donate of money from deposits to the Danish Red Cross.
Societal challenges	Partnerships between civil society, the public sector and companies are necessary to address some of the current challenges. Jyske Bank actively engages with and supports our partners who are looking to solve some of these challenges. One current example is loneliness, as many people – across generations – feel that their social needs are not being met adequately.
Risks	<ul style="list-style-type: none"> • Our reputation will be at risk if Jyske Bank does not participate actively enough in partnerships or if projects are not implemented and thus expectations are not met. • A lack of internal and external understanding of the project objectives due to the long-term perspective. • Lengthy implementation horizon caused by having to coordinate efforts between many partners. • Our reputation will be at risk if we engage with partners who do not live up to the Group's values.
Governance	Our work with our partners is consolidated in the IR & Sustainability department.
Policies	Policy on sustainability and corporate social responsibility.

SDG



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Key figures, policies and principles

"We want transparency in and credibility for our approach to sustainability. The aim is for our reporting to give our stakeholders a balanced description of our work and outline progress on our efforts. That is why we continuously incorporate more key figures to help increase measurability and comparability."

Trine Lysholt Nørgaard, Director of IR and Sustainability, Jyske Bank



ESG KPIs

		Unit	2021	2020	2019	2018	2017
	Environment						
	Scope 1	tonne CO ₂	655	679	703	-	-
	Scope 2	tonne CO ₂	2,249	2,141	2,339	-	-
	Scope 3	tonne CO ₂	2,044,198	2,533	3,094	-	-
	Water consumption	m ³	17,357	-	-	-	-
	Energy consumption	GJ	78,957	72,532	78,431	-	-
	Energy intensity per FTE	GJ/FTE	24	22	22	-	-
Renewable energy share	%	74	75	74			
	Social						
	Full-time workforce	FTE	3,257	3,349	3,614	3,723	3,971
	Gender diversity	%	47.3	48.0	49.3	49.7	51.0
	Gender diversity in management team	%	25.8	26.4	29.4	29.3	30.9
	Pay difference between genders	Times	1.18	1.18	1.18	1.16	1.17
	Employee turnover	%	11.8	14.7	10.7	11.4	9.4
	Sickness-related absence	Days/FTE	5.9	5.3	5.5	5.7	5.6
Taxes paid	DKKm	1,312	1,153	1,378	1,075	1,289	
	Governance						
	Supervisory Board gender diversity	%	44.4	36.4	27.3	33.3	33.3
	Attendance at Board meetings	%	97.7	97.3	93.4	93.1	91.8
	Pay difference between CEO and employees	Times	14.9	14.9	13.8	15.0	16.1

CO₂ accounts

		2021	2020	2019
Tonne CO₂	Scope 1	655	679	703
	Vehicles	189	204	290
	Heating	467	475	413
	Scope 2 – location-based	2,249	2,141	2,339
	Scope 2 – market-based	937	698	832
	Electricity – location-based	1,312	1,444	1,507
	Electricity – market-based	0	0	0
	District heating	937	698	832
	Scope 3	2,044,198	2,533	3,094
	Purchased goods and services	103	73	117
	Business travel	471	559	1,156
	Downstream leased assets	211,125	-	-
	Investments	1,832,499	1,902	1,821
	Financed emissions	1,830,582	-	-
	JN Data and Bankdata	1,917	1,902	1,821

Reporting under the EU Taxonomy Regulation

The Jyske Bank Group's mandatory reporting of Taxonomy-eligible activities as at 31/12/2021 is provided below. The report has been prepared in accordance with Article 10(3) of the delegated act supplementing Article

8 of the Taxonomy Regulation. All KPIs in the table have been calculated as proportions of the Group's total assets excluding exposures to central governments, central banks and supranational

issuers, referred to in the table as total assets. Jyske Bank has voluntarily included total assets in the table in order to increase transparency and understanding of the published KPIs.

Read more about Jyske Bank's approach to reporting on page 9 of this report.

Reference to the delegated act		Proportion	Definition
Art 10, 3 (a)	Taxonomy-eligible activities	31%	Leasing, mortgages vehicle and home loans to personal customers divided by total assets
Art 10, 3 (a)	Taxonomy non-eligible activities	20%	Exposures to business customers who are obliged to report according to the Taxonomy Regulation, and exposures to personal customers that are Taxonomy-non-eligible divided by total assets
Art 10, 3 (b)	Exposures to sovereigns	8%	Exposures to central governments, central banks and supranational issuers, divided by total assets. Please note that these exposures are not included in total assets
Art 10, 3 (b)	Derivatives	4%	Derivatives divided by total assets
Art 10, 3 (c)	Exposures to corporates not subject to NFRD	39%	Leasing, mortgages and bank exposures to customers who are not obliged to report according to the Taxonomy Regulation divided by total assets
	Trading portfolio and on-demand interbank loans	4%	Trading portfolio and on-demand interbank loans divided by total assets
	Total assets DKKbn	597.2	The Jyske Bank Group's total assets excluding exposures to central governments, central banks and supranational issuers

Reference to the delegated act	Qualitative information pursuant to Annex XI to the delegated act	Comment
Art 10, 3 (d)	Contextual information in support of the quantitative indicators including the scope of assets and activities covered by the KPIs, information on data sources and limitation	The calculation is based on the data used for the Jyske Bank Group's reporting under Regulation (EU) No 2021/451 (FINREP). Only exposures to personal customers are included in the Taxonomy-eligibility, as the Jyske Bank Group does not have Taxonomy data for NFRD undertakings. For personal customers, car and house exposures are considered Taxonomy-eligible. Exposures to NFRD undertakings are considered Taxonomy non-eligible
	Explanations of the nature and objectives of Taxonomy-aligned economic activities and the evolution of the Taxonomy-aligned economic activities over time, starting from the second year of implementation, distinguishing between business-related and methodological and data-related elements	Not applicable in 2021 reporting
	Description of the compliance with Regulation (EU) 2020/852 in the financial undertaking's business strategy, product design processes and engagement with clients and counterparties	The criteria and content of the Taxonomy Regulation will be significantly expanded in the years to come. This is one of the reasons why Jyske Bank has not yet implemented the Taxonomy in its strategy, product development or dialogue with customers and stakeholders
	For credit institutions that are not required to disclose quantitative information for trading exposures, qualitative information on the alignment of trading portfolios with Regulation (EU) 2020/852, including overall composition, trends observed, objectives and policy	Not applicable

Accounting policies

General

ESG KPIs have been worked out in line with the guidance from FSR – Danish Auditors, CFA Society Denmark and Nasdaq, which was published in June 2019 (updated in December 2020) (source 1).

Changes in practice

The 2021 report introduces the following changes compared to previous reports.

We have chosen to use operational control going forward, in line with the GHG Protocol's definition, as the organisational boundary for the CO₂ emissions report. This means that scopes 1 and 2 include emissions from the following entities within the group: Jyske Bank A/S, Jyske Realkredit A/S, Jyske Finans A/S, and Jyske Invest Fund Management A/S. At the same time, the choice of operational control means that emissions via ownership interests in Bankdata and JN Data are no longer recognised in the Jyske Bank Group's scopes 1 and 2 as before. From now on, these emissions will be recognised under scope 3. Based on this change in practice, emissions for 2019 and 2020 have been recalculated.

To estimate the emissions from the Jyske Bank Group's vehicles, an average emission factor was previously used for all cars. From now on, an emission factor for each car will be used.

We have observed that the renewable energy share calculation for 2019 and 2020 included energy from scope 1 heating consumption. This has been cor-

rected from 2021, and the renewable energy share for 2019 and 2020 has been recalculated. At the same time, how the renewable energy share of district heating is calculated has been changed to use the latest available energy statistics from the Danish Energy Agency (source 2).

Environmental data

The reporting and calculation of CO₂ emissions are broken down in accordance with the definitions for scopes 1–3 in the GHG Protocol.

CO₂ emission factors from the Danish Business Authority's CO₂ calculator are used for conversion into emissions unless otherwise specified (source 3).

Consumption data are provided for the period 01/01/2021 to 31/12/2021 unless otherwise specified.

Scope 1

CO₂ emissions come from heating with natural gas and the use of the bank's vehicles.

Vehicles

This category covers the bank's vehicles, including loan and company cars. Emissions from cars are calculated on the basis of kilometres driven and an emission factor for the individual vehicle model. For company cars there is no distinction between commercial and private use, which means that all kilometres driven in company cars are recognised in scope 1.

Heating

The heating category includes heating with natural gas, which is calculated using the emission factor per m³.

Scope 2

CO₂ emissions from electricity and district heating from external suppliers.

Electricity

Emissions are calculated using the two methods outlined in the GHG Protocol: market-based and location-based. The market-based method uses an emission factor based on electricity labels, with electricity (actual production) generated by Jyske Bank's own wind turbine offset. Average emission factors based on an environmental label from Energinet are used when calculating emissions using the location-based method.

District heating

29% of Jyske Bank's district heating consumption for 2021 has been estimated based on 2020 consumption, as this consumption concerns properties rented by Jyske Bank, and heating statements are not yet available for 2021.

Scope 3

CO₂ emissions in scope 3 are divided into 15 sub-categories in the GHG Protocol. We have included additional categories in the 2021 report compared to previous years. As a consequence, the

scope 3 CO₂ emissions for 2021 also cover the following: Category 1. Purchased goods and services; Category 6. Business travel; Category 13. Downstream leased assets; and Category 15. Investments.

Purchased goods and services

This category includes consumption of used paper calculated as printed paper in kg, which is converted to emissions using an emission factor.

Business travel

Business travel covers the Jyske Bank Group's journeys by air and public transport, work-related journeys in employee cars, and travel by taxi. When calculating emissions from air travel, a distinction is made between domestic and international travel when selecting an emission factor. Emissions from train and taxi journeys are based on costs incurred (spend-based method) divided by random sample-based DKK per kilometre. Distance driven in employee cars is based on the recorded number of kilometres driven and average CO₂ emissions in passenger vehicles.

Downstream leased assets

Jyske Bank leases properties in whole or in part to several companies. Consumption data is received from tenants and details the companies' consumption of natural gas, district heating, and electricity. An emission factor based on electricity labels is used for the electricity statement.

The category also includes emissions data from the Jyske Finans leasing portfolio where the emissions are calculated in accordance with Finance Denmark's CO₂ model (source 4).

Investments

Financed emissions

This category consists of the Jyske Bank Group's financed CO₂ emissions from asset management, own holdings, and business lending as well as house and car loans to personal customers. The emissions are calculated in accordance with Finance Denmark's CO₂ model (source 4) and company-specific data, where available. For more information on the methodology, please refer to the methodology document on our website (source 5).

Bankdata and JN Data

Jyske Bank's ownership interests in Bankdata and JN Data respectively are used as a key for proportions of Bankdata's and JN Data's scope 1 and 2 emissions.

Water consumption

Water consumption is estimated based on average m³ per FTE (full-time equivalents) for five locations within the Jyske Bank Group. The five locations are: Helsingør, Sønderborg, Horsens, Hillerød, and Allerød. The locations are all properties owned by Jyske Bank that contain a branch to which customers have access. The average m³ per FTE is then multiplied by the total number of FTE in the Jyske Bank Group.

Energy consumption

Total energy consumption in gigajoules (GJ) from gas, district heating and electricity.

Energy intensity per FTE

Total energy consumption for 2021 divided by FTE as at 31/12/2021.

Renewable energy share

Renewable energy share is calculated based on the proportion of renewable electricity and district heating in relation to total energy consumption. The renewable energy share for district heating is calculated annually by the Danish Energy Agency in its energy statistics. The renewable electricity share calculation takes into account the production of electricity by Jyske Banks Vindmølle A/S from 01/01/2021 to 31/12/2021, which covers the Group's total electricity consumption.

Social data

Social data regarding employees, management, salaries, etc. only covers the Jyske Bank Group. Unless otherwise specified, social data are provided as at 31/12/2021.

Full-time workforce

Full-time workforce is calculated in full-time equivalents and include permanent and temporary employees.

Gender diversity

The number of women in relation to the number of employees. Both permanent and temporary employees are included in the calculation.

Gender diversity in management team

The number of female managers in proportion to the total number of managers at the bank. Managers are defined as members of the Executive Board and employees with personnel responsibility and/or professional responsibility.

Pay difference between genders

Median pay for men in relation to median pay for women.

Employee turnover

The number of employees who have left during the year in relation to the average number of employees as at 01/01/2021 and 31/12/2021.

Sickness-related absence

Total number of employee sick days in relation to FTE. Employee sick days include the employee's own sick leave, child illness, and partial illness. Maternity/paternity leave is not included.

Taxes paid

The Jyske Bank Group's total tax payments, including property tax, VAT, payroll tax, and corporation tax costs.

Governance data

The governance data covers data for the Jyske Bank Group only. Data is provided as at 31/12/2021.

Supervisory Board gender diversity

Proportion of female Board members in relation to the number of members of the Supervisory Board. Members elected by the employees are included in the calculation.

Attendance at Board meetings

The number of Board meetings at which the individual Board member has been present, in relation to the total number of Board meetings held.

Pay difference between CEO and employees

CEO's total remuneration (including senior employee allowance) in relation to median salary for employees.

EU Taxonomy

The calculations are based on the same data basis as the Jyske Bank Group's FINREP reporting and on guidelines from the EU Commission, the EU's Platform on Sustainable Finance, EBF, UNEP FI and dialogues under the auspices of Finance Denmark.

Sources:

Source 1: <https://fsr.dk/Files/Files/Dokumenter/Faglig/CSR/Publikationer/ESG%20engelsk%20december%202020.pdf>

Source 2 (in Danish): <https://ens.dk/service/statistik-data-noegletal-og-kort/maanedlig-og-aarlig-energistatistik>

Source 3 (in Danish): <https://virksomhedsguiden.dk/content/ydelser/beregn-din-virksomheds-klimaaftryk-med-co2-beregneen/88420008-422f-4449-94e9-71bc601c6e38/>

Source 4: <https://finansdanmark.dk/media/47145/finance-denmark-co2-model.pdf>

Source 5: <https://investorjyskebank.com/wps/wcm/connect/jbc/f2224c49-fc61-47cd-b6ab-122cb799e209/Impact+analysis+methodology.pdf?MOD=AJPERES&CVID=nEFA29z>

ESG ratings

Jyske Bank has chosen to update data and have a dialogue with selected ESG raters. We regularly consider which ESG raters are most relevant to Jyske Bank.

ESG raters	Score	Comment
MSCI (CCC to AAA)	AAA	Jyske Bank is in the absolute top (3%) of financial institutions
Sustainalytics (Negligible to Severe Risk)	Medium Risk	Jyske Bank is in the top 35% of best-rated financial institutions
ISS ESG (D- to A+)	C-	Jyske Bank is one of the 20% best-rated financial institutions
Moody's ESG Solutions (formerly V.E)	46	Performance above sector average
CDP (D- to A)	C	The financial sector's average score is B



For the third year in a row, Jyske Bank is included in the Bloomberg Gender-Equality Index.

The Index is an international standard for publication and reporting on data within five gender diversity areas: Female leadership & talent pipeline; Equal pay & gender pay parity; Inclusive culture; sexual harassment policies; and Pro-women brand.



Jyske Bank also updates data on Nasdaq's ESG platform.

Policies and principles

Policies

Our policies are central to our work on sustainability. The policies that have a particularly great impact on our work are listed below.

General

Policy on sustainability and corporate social responsibility

Sustainable business

Credit policy

Policy on responsible and sustainable investments

Responsible banking

Anti-bribery and anti-corruption policy

Diversity policy

Policy for the prevention of money laundering, financing of terrorism and violations of sanctions

Whistleblower policy

Tax policy

Data ethics policy

Policy promoting a healthy corporate culture

Policy for handling conflicts of interest

HR policy

IT security policy

Privacy policy

Remuneration policy

Policy for freedom of association and collective agreements

Procurement policy

Company car policy

Principles

Our work on sustainability and corporate social responsibility is based on a number of national and internal standards.



20 recommendations from the Forum for Sustainable Finance

Signatory of:



WE SUPPORT



Since 2016, Jyske Bank has been committed to the UN Global Compact's corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-corruption.



A proud participant of:





Reporting and Self-Assessment Requirements	High-level summary of bank's response	Reference(s)/ Link(s) to the bank's full re- sponse/relevant information
<p>Principle 1: Alignment We will align our business strategy to be consistent with and contribute to individuals' needs and society's goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement and relevant national and regional frameworks.</p>		
<p>1.1 Describe (high-level) your bank's business model, including the main customer segments served, types of products and services provided, the main sectors and types of activities, and where relevant the technologies financed across the main geographies in which your bank has operations or provides products and services.</p>	<p>Jyske Bank has Denmark as the focal point of the Group's business model and has only limited business activities with customers outside of Denmark. However, the underlying investing activities for Jyske Bank's customers are global by nature.</p> <p>Jyske Bank has a full-service set-up for Danish customers and a nationwide network of branches.</p> <p>Jyske Bank's main activities consist of: Banking, mortgage and investing activities for personal customers, private banking customers and business customers, as well as trading and investing activities aimed at large business customers and institutional clients as well as automotive and equipment leasing and financing activities.</p> <p>Jyske Bank has a market share of approx. 11%.</p>	<p>Sustainability Report 2021, Business model p. 5 Role in society pp. 6–7</p>
<p>1.2 Describe how your bank has aligned and/or is planning to align its strategy to be consistent with and contribute to society's goals, as expressed in the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and relevant national and regional frameworks.</p>	<p>Jyske Bank's overall approach to sustainability is 'All progress counts'.</p> <p>Taking this approach, we work both on the responsible activities, which are already integrated into the bank's operations, and with a sharp focus on how we can promote sustainability through business activities such as lending and investing. In other words, we focus on supporting customers' progress and facilitating customers' sustainable choices and decisions, thereby increasing positive impact and reducing negative impact.</p> <p>At present, there is a particular focus on the climate, which is a significant impact area for Jyske Bank.</p>	<p>Sustainability Report 2021, Strategy p. 10</p> <p>Policy on sustainability and corporate social responsibility pp. 2–5 https://investor.jyskebank.com/investorrelations/governance/code-of-conduct</p>



Principle 2: Impact and Target Setting

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

2.1 Impact Analysis:

Show that your bank has identified the areas in which it has its most significant (potential) positive and negative impact through an impact analysis that fulfils the following elements:

- Scope: The bank's core business areas, products/services across the main geographies that the bank operates in as described under 1.1 have been considered in the scope of the analysis.
- Scale of Exposure: In identifying its areas of most significant impact the bank has considered where its core business/its major activities lie in terms of industries, technologies and geographies.
- Context & Relevance: Your bank has taken into account the most relevant challenges and priorities related to sustainable development in the countries/regions in which it operates.
- Scale and intensity/salience of impact: In identifying its areas of most significant impact, the bank has considered the scale and intensity/salience of the (potential) social, economic and environmental impacts resulting from the bank's activities and provision of products and services.

((your bank should have engaged with relevant stakeholders to help inform your analysis under elements c) and d))

Show that, building on this analysis, the bank has

- Identified and disclosed its areas of most significant (potential) positive and negative impact
- Identified strategic business opportunities in relation to the increase of positive impacts/reduction of negative impacts

Since the last self-assessment Jyske Bank has published two impact analyses. The analysis published in June 2021 consisted of two parts, Climate and Waste. For Waste, the focus of attention was on assessing how Jyske Bank can affect the volume of non-recycled waste in Denmark but since indicators for the area have not yet been determined, and the data accessibility is highly limited, it was concluded that Jyske Bank's opportunities are limited to dialogue and information to the clients, and additional analyses of the area will not be performed until better data and KPIs are available for the area.

As far as Climate is concerned, Jyske Bank has estimated financed CO₂ emission for loans and investments for 2020 published in June 2021 and for 2021 published in February 2022. Hence, we have estimated our financed emission three times. The last calculation is based on a business volume of DKK 628 bn and estimates a CO₂ emission of 2.1 million tonnes, corresponding to a reduction of 9% relative to 2020. The calculation in June 2021 estimated a fall of 13% in the CO₂ emission from 2019 to 2020.

The reduction from 2019 to 2020 was primarily driven by new initiatives for asset management whereas the reduction from 2020 to 2021 was primarily driven by lower emission factors for loans and advances.

The majority of the estimated indirect CO₂ emissions are included in Jyske Bank's CO₂ accounts under Scope 3 (Categories 13 and 15).

Jyske Bank's methodology for impact analysis is based on the UN's Portfolio Impact Analysis Tool for Banks and is described in more detail in our methodology document.

We have designated five sustainable lending areas within the Group's Green Finance Framework, increasing positive impact in relation to climate initiatives. In 2021, Jyske Bank extended its offering of sustainable products so that the lending areas are now supported by both green mortgage products and green construction loans for business customers. Jyske Bank also offers energy loans to personal customers.

We make it simple for our customers to invest sustainably by integrating sustainability elements into our broad investment universe and offer investment funds from selected external asset managers, such as an impact equity sub-fund specifically focused on companies that deliver tomorrow's climate solutions.

As of 3 January 2022, 61% of Jyske Invest's funds are classified as Type 8 due to using sustainability properties.

Sustainability Report 2021,
Simplifies sustainable investment
pp. 18-21
Offers financing solutions that support sustainable transition,
pp. 15-17

PRB Impact analysis – Method, June 2021
pp. 2-7
Impact analysis – Climate, June 2021
pp. 2-7
Impact analysis – Waste, June 2021
pp. 2-5
Impact analysis – Climate, February 2022 pp. 2-6
<https://investor.jyskebank.com/investorrelations/sustainability/impact>



Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing the Principles for Responsible Banking.

We have completed our second and third impact analyses. The analyses materially cover our entire scope of business. For Climate, estimated CO₂ emissions were 2.1 m tonnes at the end of 2021, corresponding to a reduction of 9% and a reduction of 13% in emission intensity. In 2022, work will continue on collecting customer-specific CO₂ data. The impact area of Waste will not be analysed in detail until better data and KPIs are available for this area.

2.2 Target Setting

Show that the bank has set and published a minimum of two Specific, Measurable (can be qualitative or quantitative), Achievable, Relevant and Time-bound (SMART) targets, which address at least two of the identified "areas of most significant impact", resulting from the bank's activities and provision of products and services.

Show that these targets are linked to and drive alignment with and greater contribution to appropriate Sustainable Development Goals, the goals of the Paris Agreement, and other relevant international, national or regional frameworks. The bank should have identified a baseline (assessed against a particular year) and have set targets against this baseline.

Show that the bank has analysed and acknowledged significant (potential) negative impacts of the set targets on other dimensions of the SDG/climate change/society's goals and that it has set out relevant actions to mitigate those as far as feasible to maximize the net positive impact of the set targets.

At present, Jyske Bank has the following sustainability targets:

Sustainable business

1. Financing of 5 TWh renewable energy production by 2025.
2. Financing of DKK 50 bn for sustainable commercial properties by 2025.
3. 40% of lending for the financing of vehicles shall be for low-emission vehicles by 2025.
4. Jyske Bank will develop products that assist and motivate clients to renovate their properties
5. Reducing the CO₂ footprint of our equity investments under management by 75% by 2030 compared to 2019.
6. Reducing the CO₂ footprint of our funds with investments in Danish mortgage investments by 40% by 2030 compared to 2019.

Targets 1-4 aim to make a positive contribution to the climate initiative. The ambition level for targets 1-2 was adjusted upwards at the end of 2021. Targets 5-6, which relate to investment, are intended to reduce the negative impact on the climate and has just been established.

The focus areas are based on the bank's impact analyses. Our first impact analysis from 2020 (based on 2019 figures) and the analysis results represent our baseline and we will update these targets on the basis of results, including determining milestones for sustainable business targets.

Sustainable banking

7. Offsetting CO₂ emissions from electricity, heating, and driving company cars by producing our own renewable energy by the end of 2022.

Sustainability Report 2021, Targets p. 11
Offers financing solutions that support sustainable transition, pp. 15-17
Simplifies sustainable investment pp. 18-21

Green Finance Framework Impact Report 2022 p. 13
<https://investor.jyskebank.com/investorrelations/sustainability/gff>

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Target Setting.

Our current targets are climate-oriented. This focus will be based on the bank's impact analysis. The targets meet the requirement of being SMART and contribute to relevant Sustainable Development Goals. The two new investment targets are both intended to increase positive and reduce negative impacts. Going forward we will add targets in another impact area.



<p>2.3 Plans for Target Implementation and Monitoring</p> <p>Show that your bank has defined actions and milestones to meet the set targets.</p> <p>Show that your bank has put in place the means to measure and monitor progress against the set targets. Definitions of key performance indicators, any changes in these definitions, and any rebasing of baselines should be transparent.</p>	<p>Jyske Bank's Sustainability Committee follows up on measures established on a quarterly basis and targets set on a six-monthly basis.</p> <p>In addition to the Sustainability Committee, initiatives are followed up on in the business unit champions' group.</p> <p>The Board has sustainability on the agenda on a quarterly basis.</p>	<p>Sustainability Report 2021, Governance p. 12</p>
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Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Plans for Target Implementation and Monitoring.

Jyske Bank has established overall targets and will follow up on these on a quarterly and six-monthly basis respectively. Specific measures in the area of sustainable business are implemented on a continual basis in the individual business units, which will allow more opportunities to follow the progress of each individual unit.

<p>2.4 Progress on Implementing Targets</p> <p>For each target separately:</p> <p>Show that your bank has implemented the actions it had previously defined to meet the set target.</p> <p>Or explain why actions could not be implemented/needed to be changed and how your bank is adapting its plan to meet its set target.</p> <p>Report on your bank's progress over the last 12 months (up to 18 months in your first reporting after becoming a signatory) towards achieving each of the set targets and the impact your progress resulted in (where feasible and appropriate, banks should include quantitative disclosures).</p>	<p>Sustainable business:</p> <ol style="list-style-type: none"> Jyske Bank has financed an additional 0.7 TWh of renewable energy in 2021 Lending to finance sustainable commercial properties has risen by DKK 8 bn in 2021 At the end of 2021, 17% of lending for the financing of vehicles is for low-emission vehicles. For personal customers who want to renovate their properties in a way that increases their energy performance, Jyske Bank offers energy loans, land purchase credits, Jyske Energi- og Boligeftersyn [Jyske Energy and Home Inspection], and a green building credit and a green mortgage product to finance commercial properties with energy ratings A and B. <p>Sustainable banking operations:</p> <ol style="list-style-type: none"> In 2021, the wind turbine produced 16.8 GWh, thereby offsetting 99% of the bank's emissions from electricity, heating and the use of the bank's vehicles. 	<p>Sustainable business: Sustainability Report 2021, Offers financing solutions that support sustainable transition, pp. 15-17 Green Finance Framework Impact Report 2022, p. 13 https://investor.jyskebank.com/investorrelations/sustainability/gff</p> <p>Responsible banking operations: Sustainability Report 2021, Sustainable banking operations, p. 27</p>
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Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Target Setting.

2021 has seen progress on all the targets set, and for selected targets this has resulted in an upward adjustment of the level of ambition. The targets are expected to be met by 2025. Jyske Bank will continually assess the need to set new targets, e.g. within impact areas other than climate (as mentioned in point 2.2 above).



Principle 3: Clients and Customers

We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

<p>3.1 Provide an overview of the policies and practices your bank has in place and/or is planning to put in place to promote responsible relationships with its customers. This should include high-level information on any programmes and actions implemented (and/or planned), their scale and, where possible, the results thereof.</p>	<p>Through our policies and our approach to our customers, we ensure a relationship characterised by responsibility, by emphasising a high level of competency for employees, transparency of our products and financial solutions, a healthy corporate culture and continuous focus on combating economic crime and misuse of the bank.</p> <p>As a financial services company, there are a number of regulatory requirements that the bank meets and that form the basis for our interactions with customers. The Executive Order on Good Business Practice for Financial Undertakings helps to generate the necessary confidence that Jyske Bank will not use misleading or incorrect information or omit important information that could affect customers' behaviour.</p> <p>In 2021 we also updated our product development policy and drew up a data ethics policy. The latter has been approved by the Board. In addition, the Consumer Ombudsman has published a quick guide setting out rules and practices for marketing with climate and environmental claims. The purpose of the quick guide is to help companies avoid misleading statements about the environmental properties of their products.</p>	<p>Sustainability Report 2021, Healthy Corporate Culture pp. 30-31</p> <p>https://www.forbrugerombudsmanden.dk/nyheder/forbrugerombudsmanden/pressemeddelelser/2021/ny-kvik-guide-skal-hjaelpe-virksomheder-med-groen-markedsfoering/</p>
<p>3.2 Describe how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. This should include information on actions planned/implemented, products and services developed, and, where possible, the impacts achieved.</p>	<p>In 2021, we introduced Jyske Kort Rente Grøn, our first green mortgage product for corporate clients, and a green building credit also for business customers. For personal customers, we have supplemented our energy loans and land purchase credits with Jyske Energi- og Boligeftersyn [Jyske Energy and Home Inspection], which enables customers to obtain a complete report on the condition of their home. As of 3 January 2022, 61% of Jyske Invest's funds are also classified as Type 8 (light green) due to various sustainability properties.</p> <p>As of the end of 2021, we have a comprehensive offering of sustainable products and solutions. The focus is now more on how we can best bring sustainability into play in the dialogue with customers – because it is through the customer dialogue that action and results are created.</p> <p>In 2021, we communicated to our customers about sustainability within a broad cross-section of topics, such as energy-efficiency refurbishment, sustainable investment and pensions, as well as the financing of low-energy commercial properties. Communication takes place through a number of different channels: Specific knowledge in news and blogs, informative webinars and mini-company portraits, where companies lead the way by telling their success stories of integrating sustainability into their business model.</p> <p>All our material can be found online on our websites – available to everyone, whether you are a customer of Jyske Bank or not.</p>	<p>Sustainability Report 2021, Offers financing solutions that support sustainable transition, pp. 15-17</p> <p>Simplifies sustainable investment pp. 18-21</p> <p>Foreword p. 3</p> <p>Provides knowledge of sustainability, pp. 22-23</p>



Principle 4: Stakeholders

We will proactively and responsibly consult, engage and partner with relevant stakeholders to achieve society's goals.

4.1 Describe which stakeholders (or groups/types of stakeholders) your bank has consulted, engaged, collaborated or partnered with for the purpose of implementing these Principles and improving your bank's impacts. This should include a high-level overview of how your bank has identified relevant stakeholders and which topics were addressed/results achieved.

Jyske Bank participates in many committees and working groups at Finance Denmark, including the Working Group for Sustainable Finance, where the focus is on the overall agenda. Jyske Bank also participates in the CO₂ working group, where the focal point in 2021 was on further development of the framework CO₂ model and calculation of the institution's own CO₂ footprint. In 2021, a working group was also set up to focus on EU Taxonomy and its first task was to calculate the Green Asset Ratio.

In addition to committees and working groups in the Danish sector, Jyske Bank participates in EBA working groups and a number of industry-specific initiatives and networks. For example, the Agricultural Advisory Board.

Sustainability Report 2021,
Role in society pp. 6-7
EU Taxonomy p. 9

Principle 5: Governance and Culture

We will implement our commitment to these Principles through effective governance and a culture of responsible banking

5.1 Describe the relevant governance structures, policies and procedures your bank has in place/is planning to put in place to manage significant positive and negative (potential) impacts and support effective implementation of the Principles.

Jyske Bank has a policy on sustainability and corporate social responsibility. This policy has been approved by the Supervisory Board and is publicly available on Jyske Bank's website.

The Supervisory Board has overall responsibility for the strategy and policy on sustainability and corporate social responsibility. The Executive Board has day-to-day responsibility across the Group and ensures implementation and compliance with the policy. In practice, the monitoring of this responsibility has been delegated to the Sustainability Committee.

Sustainability is an integral part of the operations and business development in all parts of the Group, and all units in the organisation contribute to implementing the strategy and compliance with Jyske Bank's sustainability objectives. The IR and Sustainability department is responsible for driving and coordinating the overall agenda.

Decisions on sustainable lending areas are dealt with by the Green Finance Framework Committee.

Sustainability Report 2021,
Governance pp. 12-13

Policy on sustainability and corporate social responsibility pp. 5-6
<https://investor.jyskebank.com/investorrelations/governance/code-of-conduct>

Jyske Bank Group Green Finance Framework 2021 p. 12
<https://investor.jyskebank.com/investorrelations/sustainability/gff>



<p>5.2 Describe the initiatives and measures your bank has implemented or is planning to implement to foster a culture of responsible banking among its employees. This should include a high-level overview of capacity building, inclusion in remuneration structures and performance management and leadership communication, amongst others.</p>	<p>In internal communication, we are focusing on putting Jyske Bank's approach to sustainability into the context of PRB and sustainability as expressed in the 17 Sustainable Development Goals and building up a knowledge of these. It is also important for us that the individual business initiatives are perceived as part of our overall efforts. The latter takes place through co-ordination with the implementation department and development organisation.</p> <p>We do not have performance-related pay at Jyske Bank, nor with regard to sustainability/ESG.</p>	<p>Sustainability Report 2021, Healthy corporate culture pp. 30-31 How Jyske Bank works with the UN's 17 SDGs p. 8</p> <p>Remuneration policy https://investor.jyskebank.com/investorrelations/governance/code-of-conduct</p>
<p>5.3 Governance structure for Implementation of the Principles Show that your bank has a governance structure in place for the implementation of the PRB, including: a) target-setting and actions to achieve targets set b) remedial action in the event of targets or milestones not being achieved or unexpected negative impacts being detected.</p>	<p>Please refer to the description of our governance structure under point 5.1. above.</p>	<p>Sustainability report 2021, Governance p. 12-13</p>

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Governance Structure for Implementation of the Principles.

Our sustainability work is managed and organised to ensure the implementation of PRB. This also includes the setting of targets and following up on these. This implementation is managed by the Investor Relations and Sustainability department in cooperation with sustainability leads in the individual business unit within the Group.

Strategic decisions will be presented to the Board at their annual strategic meetings as a minimum. The Sustainability Committee's quarterly meetings serve as a focal point for the ongoing follow-up work and assessment of the level of ambition and principles for the Group's sustainability efforts. The Supervisory Board also receives quarterly reports.



Principle 6: Transparency & Accountability

We will periodically review our individual and collective implementation of these Principles and be transparent about and accountable for our positive and negative impacts and our contribution to society's goals.

<p>6.1 Progress on implementing the Principles for Responsible Banking</p> <p>Show that your bank has progressed on implementing the six Principles over the past year (up to 18 months in your first reporting after becoming a signatory) in addition to the setting and implementation of targets in minimum two areas (see 2.1-2.4).</p> <p>Show that your bank has considered existing and emerging international/regional good practices relevant for the implementation of the six Principles for Responsible Banking. Based on this, it has defined priorities and ambitions to align with good practice.</p> <p>Show that your bank has implemented/is working on implementing changes in existing practices to reflect and be in line with existing and emerging international/regional good practices, and has made progress on its implementation of these Principles.</p>	<p>We have updated our policies for responsible and sustainable investments and product development. We have also drawn up a new policy for data ethics.</p> <p>In 2022, we will focus on internal waste management and, by extension, formulate a climate, environment, and energy policy as a general framework for our work on sustainable banking operations. This will help to support us in leading the way with regard to sustainability in our own activities and – in addition to our focus on climate in a sustainable business – we want to contribute to the overall climate and environmental agenda by motivating employees and partners in order to increase awareness of the issue and help to reduce CO₂ emissions.</p> <p>In 2021, we set CO₂ reduction targets for managed equity and mortgage bonds. In 2022, together with our business units, we will explore the options for setting CO₂ reduction targets for selected parts of our loan portfolio, including considering the use of Science Based Targets to ensure alignment with the Paris Agreement.</p> <p>In 2021, Jyske Bank joined several international associations with principles and recommendations relevant to the implementation of PRB. Therefore, for the investment sector, Jyske Bank joined the Net Zero Asset Managers Initiative and Climate Action 100+. In relation to risk management, Jyske Bank has joined TCFD.</p>	<p>Sustainability Report 2021, Healthy corporate culture pp. 30-31</p> <p>Sustainable banking operations p. 26</p> <p>Foreword p. 3</p> <p>Governance pp. 12-13</p> <p>Simplifies sustainable investment pp. 18-21</p> <p>https://jyskebank.dk/privat/investering/investmentinformation</p>
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Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing the Principles for Responsible Banking.

Jyske Bank uses the principles as a general framework for its work on integrating sustainability into both internal and customer-facing activities – and has done so since signing PRB in 2019. The Principles will therefore help guide whether activities relate to offsetting CO₂ emissions from electricity consumption, heating, and company cars, updating our sustainable business targets, conducting impact analyses, or internal and external communication. In 2022, we will focus, among other things, on the next step in sustainable banking operation, where the current target is close to being met. For sustainable business, this is a matter of further integration of sustainability into our dialogue with customers, including implementing new legislation, collecting sustainability data, and training.

Independent Auditors' Assurance Report on Sustainability Report

To the shareholders of Jyske Bank A/S

We have been engaged by Jyske Bank A/S to perform a 'limited assurance engagement', as defined by International Standards on Assurance Engagements, and to report on Jyske Bank A/S' Sustainability Report 2021 (the "Sustainability Report") for the period 1 January – 31 December 2021.

In preparing the Sustainability Report, Jyske Bank A/S applied the Accounting Policies described on pages 40-41.

Management's responsibilities

Jyske Bank A/S' management is responsible for selecting the Accounting Policies, and for presenting the Sustainability Report in accordance with these Accounting Policies, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates that are relevant to the preparation of the Sustainability Report, such that it is free from material misstatement, whether due to fraud or error.

Auditor's responsibilities

Our responsibility is to express a conclusion on the presentation of the Sustainability Report, based on our procedures and the evidence we have obtained. We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000') and additional

requirements under Danish audit legislation. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Sustainability Report, is presented in accordance with the Accounting Policies, and to issue a report hereon.

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Sustainability Report and related information and applying analytical and other appropriate procedures.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Our independence and quality control

We have maintained our independence and confirm that we have met the requirements of the ethical standards under International Ethics Standards Board for Accountants' international guidelines for Professional Account

ants (IESBA), which rely on general principles regarding integrity, objectivity, professional competence and due care, confidentiality, and professional conduct, and have the required competencies and experience to conduct this assurance engagement.

EY Godkendt Revisionspartnerselskab also applies International Standard on Quality Control 1, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Our procedures included:

- Review of Jyske Bank A/S' process for preparation and presentation of the Sustainability Report to develop an understanding of how the reporting is conducted within the business
- Interviewed those in charge of the Sustainability Report to develop an understanding of the process for the preparation of the Sustainability Report
- Analytical review procedures to support the reasonableness of the data
- Made inquiries to significant development in reported data
- Verified on a sample basis the information in the Sustainability Report against source

data and other information prepared by those in charge

- Considered the disclosure and presentation of the Sustainability Report against the Accounting Policies.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, nothing came our attention that causes us to believe that the Sustainability Report for the period 1 January to 31 December 2021, have not been prepared, in all material respects, in accordance with the Accounting Policies described on pages 40-41.

Copenhagen, 22 February 2022
EY Godkendt Revisionpartnerskab
CVR no. 30 70 02 28

Michael Laursen
State-Authorized Public Accountant
mne 26804

Carina Ohm
Head of Climate Change and Sustainability
Service

Would you like to know more

Questions and comments

We welcome questions and comments and they can be directed to ir@jyskebank.dk

or to

Jyske Bank

IR and Sustainability
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Read more about us at

Website

<https://www.jyskebank.dk/nyt>
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This report covers the following companies within the Jyske Bank Group



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