

Remuneration to Board of directors, executive board and other executives

| Executive remuneration: | 2017 | 2016 |
|---|--------------|--------------|
| Board of Directors | 2.075 | 1.875 |
| Executive Board: | | |
| Salaries | 2.200 | 2.234 |
| - less fees received from directorships | 183 | 78 |
| The Bank's expense, salaries | 2.017 | 2.156 |
| Pension | 330 | 333 |
| Bonus | 165 | 187 |
| Bonus (Share-based payment) | 165 | 187 |
| Total executive board | 2.677 | 2.863 |
| Total executive remuneration | 4.752 | 4.738 |

Remuneration of the senior executives

The Board of Directors in P/F BankNordik

| | | |
|------------------------------------|--------------|--------------|
| Stine Bosse | 625 | 625 |
| Rúni Vang Poulsen | 425 | 425 |
| Súsanna Poulsen (until March 2017) | 50 | 200 |
| Jógvan Jespersen | 200 | 200 |
| Kim Jacobsen (from March 2017) | 175 | 0 |
| Barbara Vang (from March 2017) | 175 | 0 |
| Tórhallur Olsen | 225 | 225 |
| Kenneth M. Samuelson | 200 | 200 |
| Total | 2.075 | 1.875 |

In all the consolidated companies, the remuneration of the Board of Directors is a fixed monthly salary.

The Executive Board of P/F BankNordik

Árni Ellefsen :

| | | |
|---|--------------|--------------|
| Fixed salary | 2.200 | 2.234 |
| - less fees received from directorships | 183 | 78 |
| The Bank's expense, salaries | 2.017 | 2.156 |
| Pension | 330 | 333 |
| Bonus | 165 | 187 |
| Bonus, Share-based payment | 165 | 187 |
| The Executive Board Total | 2.677 | 2.863 |

The number of shares in P/F BankNordik held by the Board of Directors and the Executive Board at the end of 2017 totalled 6,322 and 5,010 respectively (end of 2016: 3,542 and 5,010).

| Remuneration of other executives | 2017 | 2016 |
|---|--------------|--------------|
| Fixed salary | 4.200 | 4.088 |
| Pension | 693 | 606 |
| Bonus | 263 | 168 |
| Bonus, Share-based payment | 263 | 168 |
| Total | 5.420 | 5.030 |

The executives included in this group are:

Rune Nørregaard, Chief Credit Officer

Henrik Jensen, Chief Investment Officer (Until 30th of August 2017)

Turið F. Arge, Chief Commercial Officer

Per Sjørup Christiansen, Head of Personal Banking (from 1st of September 2017)

| | | |
|---|--------------|--------------|
| The Executive Board and other executives Total | 8.096 | 7.893 |
|---|--------------|--------------|

Variable/performance-based remuneration

Remuneration of members of the Executive Management Team consists of a fixed salary including pension contributions and any variable/performance-based remuneration based on business and value creation targets.

The yearly variable/performance-based remuneration to members of the Executive Management Team cannot exceed 25% of the yearly fixed salary excluding pension contributions.

The variable/performance-based remuneration of members of the Executive Management Team is determined on the basis of an assessment of the Group's financial results and a number of key performance indicators (KPIs) reflecting the Group's principal strategic, business and value creation priorities.

Variable/performance-based remuneration components to members of the Executive Management Team only consist of cash bonus payments and BankNordik shares.

Variable/performance-based remuneration components awarded to members of the Executive Management Team must at the calculation moment consist of not less than 50% BankNordik shares.

Shares allocated to the members of the Executive Management Team are allocated at a price corresponding to the average closing-rate for the BankNordik share on Nasdaq Copenhagen the last five trading days after the publication of the Group's Annual Report.

BankNordik reserves own shares corresponding to the outstanding shares comprised by the above mentioned variable/performance-based remuneration, and thereby has eliminated the risk related to a possible increase in the price of the BankNordik share.

Termination notion periods

Pension and termination conditions:

Árni Ellefsen

| | |
|---|---|
| Notice of termination by the Bank, months | 18 |
| Notice of termination by the Executive Board member, months | 12 |
| Type of pension plan | Defined contribution through pension fund |
| Annual contribution | Bank contributes 15% of salary |