

## Remuneration Report

The Remuneration Report has been prepared on the basis of the recommendations from the Committee on Corporate Governance and the rules applicable to Greenland

The BANK of Greenland's remuneration policy is intended to ensure that the Bank can attract, motivate and retain qualified members of the Board of Directors and management, as well as other employees.

The remuneration policy will ensure an appropriate balance between the Executive Management's fixed remuneration and any variable remuneration. The remuneration is intended to ensure long-term value creation. The remuneration policy must therefore promote sound and effective financial management by not creating incentives for exaggerated risk-taking or promoting unilateral short-term and unilateral decisions, to the detriment of the long-term needs and goals of customers and shareholders, as well as the Bank.

### **Remuneration of the Executive Management.**

The Executive Management consists of one person. The table below presents the remuneration of the Executive Management for 2020 and previous years:

TDKK	2020	2019	2018	2017	2016
Fixed salary, including value of free car, etc.	2,855	2,783	2,732	2,685	2,631
Pension	483	471	460	448	442
Provision for conditional pension/severance scheme	278*	271*	265*	259*	245*
In total (TDKK)	3,616	3,525	3,457	3,392	3,318
Annual change in total remuneration (%)	2.52	1.93	1.88	2.18	8.8

\*In 2016, the Bank established a defined-benefit and conditional severance/pension scheme for the Bank's Managing Director. Under this scheme, subject to certain specifically agreed terms, the Bank is obliged to pay a fixed benefit for a period of time following the Managing Director's retirement. The present value of the year's share of the accumulated conditional obligation for the year 2020 is TDKK 278, which is recognised under pension to the Executive Management. This obligation, which is earned during the 2016-2028 period, may in total comprise 0-24 months' salary and consist of 50% shares and 50% cash payment. A clawback clause is incorporated in the agreement, and also that the agreement may lapse in particular situations. There are no other variable salary elements in the Executive Management's remuneration.

Distribution of the remuneration of the Executive Management	2020
Fixed salary, including value of free car, etc.	79%
Pension	13%
Provision for conditional pension/severance scheme	8*%
In total (TDKK)	100%)

The severance scheme may in total amount to 0-200% of the total annual remuneration as of the termination date, with the addition of remuneration during the notice period of up to 12 months. The metrics applied to eligibility for the severance package are employment for a specific number of years (retention), achievement of a minimum return on equity, and compliance with mandatory orders issued by

the Danish FSA. The Executive Management will be employed to the end of the calendar year in which the Executive Director reaches the age of 62.

### Remuneration of the Board of Directors:

The remuneration for Board work for 2020 is maintained at DKK 125,000, whereby the Chairman of the Board of Directors receives double remuneration, and the Vice Chairman receives one and half times the remuneration. The remuneration for the audit committee work and the risk committee work amounts to DKK 25,000 in both cases, whereby the Chairman of the committee receives double remuneration. The remuneration for other committee positions, as before, amounts to DKK 10,000 to each member. No members receive special remuneration for consulting work for the BANK of Greenland. The members' travel and accommodation expenses are covered.

The remuneration of the Board of Directors of the BANK of Greenland is distributed as follows:

	Chairman	Vice Chairman	Board member
Board remuneration	250,000	187,500	125,000
Audit Committee	50,000	25,000	25,000
Risk Committee	50,000	25,000	25,000
Nomination Committee	10,000	10,000	0
Remuneration Committee	10,000	10,000	10,000
In total	370,000	257,500	185,000/175,000

The table below presents the remuneration of the individual Board members in total for both Board and committee work.

TDKK	2020	2019	2018	2017	2016
Gunnar í Liða	370	370	370	270	270
Kristian F. Lennert	257.5	257.5	257.5	183	183
Frank O. Bagger	-	-	43.25 (resigned)	125	125
Anders J. Brøns	-	-	175 (resigned)	125	125
Christina F. Bustrup	175	175	175	125	125
Lars Holst	175	175	175	125	125
Ben Arabo	-	-	92.5 (joined and resigned)	-	-
Maliina B. Abelsen	175	175	131.25 (joined)	-	-
Peter A. Wistoft	175	131.25 (joined)	-	-	-
Arne G. Petersen	-	-	-	104 (resigned)	125
Allan Damsgård	-	-	-	115 (resigned)	125
Hans N. Boassen	-	43.25 (resigned)	175	10 (joined)	-
Yvonne J. P. Kyed	185	185	185	135	135
Elise Zeeb	-	43.25 (resigned)	175	21 (joined)	-
Malene Christensen	175	131.25 (joined)	-	-	-
Peter F. Rex	175	131.25 (joined)	-	-	-
In total (TDKK)	1,862.50	1,817.75	1,954.5	1,338	1,338

The remuneration policy has been adopted on the basis of an objective to ensure stable, long-term development in the Bank's business results. The business results are described in the key financial indicators. The Bank also has the objective to contribute to the social, economic and sustainable development of Greenland's society.

Overview of the Bank's key financial indicators in recent years:

	2020	2019	2018	2017	2016
Profit before tax	130.9	150.5	140.3	132.6	113.4
Difference	-14.97	6.78	5.49	14.48	5.97
Profit after tax	96.2	129.9	112.9	107.6	108.8
Difference (%)	-35.03	13.09	4.69	-1.12	33.16

Overview of the Bank's gross remuneration of full-time employees in recent years:

	2020	2019	2018	2017	2016
Average employee remuneration	646.7	634	607,9	605.9	587.7
Difference (%)	1.96	4.12	0.33	3.00	1.02

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