

Board of directors - competencies

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Information about the board members' competencies from an evaluation and self-evaluation process completed in Q4 2025.

The members of the bank's board of directors together possess all the competencies required for the overall management of the bank on the basis of the business model for the bank's operations.

The members of the bank's full board of directors thus possess competencies concerning:

- The business model and relevant related matters
- Credit risks and relevant related matters
- Market risks and relevant related matters
- Liquidity risks and relevant related matters
- Operational risks and relevant related matters
- IT risks/IT security and relevant related matters
- Risks of outsourcing
- Other risks and areas including risks of money laundering, terrorist financing, other financial crime, and the areas of GDPR, good practice and compliance
- Budgets, accounting and auditing
- Capital structure including capital adequacy and solvency requirement
- Insurance risks
- Risk management including interdisciplinary risk management
- General managerial experience including business conduct
- Managerial experience from other financial undertakings
- Legal insight into relevant legislation and legal issues, including in relation to financial legislation
- ESG aspects and reporting

We advise as follows concerning the individual board members' competencies etc. within specific areas:

- Martin Krogh Pedersen has particular competencies, knowledge and experience within the areas of business model, credit risks, market risks, liquidity risks, other risks/areas including risks of money laundering, financing of terrorism and other financial crime and the areas of GDPR, good practice and compliance, within budgets, accounting and auditing, capital structure including capital adequacy and solvency requirements, and within insurance risks, and has general managerial experience including business conduct.
- Jacob Møller has particular competencies, knowledge and experience within the areas of business model, other risks/areas including risks of money laundering, financing of terrorism and other financial crime and the areas of GDPR, good practice and compliance, within budgets, accounting and auditing, capital structure including capital adequacy and solvency requirement, within insurance risks, general managerial experience including business conduct, legal insight including in relation to financial legislation, and ESG aspects and reporting, and within sections of credit risk and market risk areas.
- Morten Jensen has particular competencies, knowledge and experience within the areas of credit risks, operational risks, risks of outsourcing, other risks/areas including risks of money laundering, financing of terrorism and other financial crime and the areas of GDPR, good practice and compliance, within budgets, accounting and auditing, risk management including interdisciplinary risk management, general managerial experience including business conduct, and legal insight including in relation to financial legislation, and ESG aspects and reporting, and within sections of business model and liquidity risk areas.
- Jon Steingrim Johnsen has particular competencies, knowledge and experience within the areas of business model, market risks, liquidity risks, operational risks, IT risks/IT security, risks of outsourcing, other risks/areas including risks of money laundering, financing of terrorism and other financial crime and the areas of GDPR, good practice and compliance, within budgets, accounting and auditing, capital structure including capital adequacy and solvency requirement, and within insurance risks and risk management including interdisciplinary risk management, has general managerial experience including business conduct, managerial experience from other financial undertakings, legal insight including in relation to financial legislation, and has experience with ESG aspects and reporting, and within sections of the credit risk area.
- Anne Kaptain has particular competencies, knowledge and experience within the areas of operational risks, other risks/areas including risks of money laundering, financing of terrorism and other financial crime and the areas of GDPR, good practice and compliance, within insurance risks, general managerial experience including business conduct, and legal insight including in relation to financial legislation, and within sections of the business model and credit risk areas.

- Karsten Madsen has particular competencies, knowledge and experience within the areas of business model, credit risks, operational risks, IT risks/IT security, other risks/areas including risks of money laundering, financing of terrorism and other financial crime and the areas of GDPR, good practice and compliance, within budgets, accounting and auditing and within insurance risks and risk management including interdisciplinary risk management, has general managerial experience including business conduct, legal insight including in relation to financial legislation, and has experience with ESG aspects and reporting, and within sections of the market risk areas.
- Lone Rejkjær Söllumann has particular competencies, knowledge and experience within the areas of budgets, accounting and auditing and within sections of the business model and credit risk areas.
- Lene Weldum has particular competencies, knowledge and experience within the areas of operational risks, IT risks/IT security, risks of outsourcing, other financial crime and the areas of GDPR, good practice and compliance, insurance risks, and has general managerial experience including business conduct, and managerial experience from other financial undertakings, and within sections of the business model area.
- Lisa Munkholm has particular competencies, knowledge and experience within sections of the business model and credit risk areas.
- Nanna G. Snogdal has particular competencies, knowledge and experience within the areas of business model and credit risk areas.
- Martin Wilche has particular competencies, knowledge and experience within the area of business model and within sections of the credit risk areas.
- Finn Aaen has particular competencies, knowledge and experience within sections of the business model and credit risk areas.

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