

Social responsibility policy

Ringkjøbing Landbobank's policy in the area of social responsibility is based on the bank's long-term position in the local communities in which we operate and on the bank's core values: competent, responsive and proper.

We want to be a responsible and value-creating bank that shows social responsibility.

We work to create good, long-term results for our shareholders and wish to contribute to creating a sustainable society, focusing on:

- Customers
- Employees
- Climate and environment
- Society – both the local communities of which we are a natural part and at national level.

We thus desire to be known by all our stakeholders as a **SOUND AND SOCIALLY CONSCIOUS** partner.

This policy should be read with the bank's various policies and Code of conduct, which supplement it and are published at the bank's website.

The bank has joined the UN Global Compact. We also support the UN Sustainable Development Goals.

Customers

Ringkjøbing Landbobank is a relationship bank and we attach a high level of importance to personal contact and dialogue in the interaction with our customers. We always want to meet our customers as equals and at a personal and committed level.

We see it as our most important task to give our customers trustworthy and constructive advice and to earn their trust which is critical for the bank's success and, all things considered, our right to exist.

We will work to ensure

- that customers meet committed and competent advisers,
- that customers have easy access to the bank, its employees and the expert advice which we offer, and
- that customers perceive us as a trustworthy and sound partner.

Employees

In Ringkjøbing Landbobank, we want our employees to enjoy attractive terms and possibilities – irrespective of age, gender, ethnic origin and religion.

We work actively to create the framework for a good and challenging working life by

- ensuring a good and attractive workplace for all employees,
- ensuring employees a healthy working environment, physically as well as socially,
- ensuring a constant focus on employees' professional development,
- supporting initiatives which promote health and wellbeing at the workplace,
- ensuring employees of both genders equal access both to personal development and to management opportunities,
- maintaining the best possible relations with relevant employee organisations,
- paying our employees equal salary for equal work, responsibility and performance irrespective of gender, and
- maintaining a remuneration policy without any form of incentive payments and variable components for the board of directors and general management.

In specific terms, we have

- a wish to provide ongoing education and in-service training for our employees,
- at least an annual development interview with each employee, where the employee's wishes concerning development and the need for professional development are discussed,
- a health policy which means among other things that all employees have health insurance,
- a policy for older employees which permits tailor-made agreements for the benefit of both the individual employee and the bank,
- a policy to minimise stress – among other things in consultation with a psychologist,
- an offer to our employees to examine their workplaces periodically,
- a wish to prevent problems by providing advice and guidance to our employees and branches as needed with a view to helping individual employees with optimal handling of their daily IT tools,
- a staff association which arranges regular social and cultural events for which the bank provides an annual subsidy, and a professional staff association which will safeguard the employees' professional interests, and
- a whistleblower scheme in accordance with applicable legislation.

Climate and environment

Ringkjøbing Landbobank seeks to minimise its environmental impact and related risks as far as possible.

We strive to

- reduce our own negative effect on the environment via continuous focus on reduction of our resource consumption and regular assessment of the possibilities of alternative and energy-saving initiatives,
- ensure carbon-neutral operation of the bank in terms of Scopes 1 and 2 carbon emissions, which can also be achieved by forestry and buying carbon credits,
- increase our employees' environmental awareness and expertise, and
- continue development of our loans for climate-friendly and sustainable energy, including wind turbines and other environmentally friendly technologies.

The bank also wants to offer sustainable investment products and focuses on reducing CO₂ emissions from our own portfolio of securities and from the securities we manage on behalf of our customers.

The bank will report at portfolio level the CO₂ emissions from our own portfolio of securities and from the securities we manage on behalf of our customers. The bank will also report at customer level in accordance with the Disclosure Regulation, and sustainability aspects are included in the risk profiling of customers.

There will be a similar focus on the CO₂ emissions from the bank's loan portfolio.

In 2023, the bank will report the CO₂ emissions from our loans at portfolio level.

Portfolio level reporting of the CO₂ emissions from the bank's own securities portfolio and from securities managed on behalf of customers, as well as from its loan portfolio, are two of the recommendations of the Forum for Sustainable Finance that the bank thus supports.

The local community

Ringkjøbing Landbobank was founded in 1886. It has grown substantially since, organically and through mergers, including with Nordjyske Bank in 2018.

Although we now have activities throughout Denmark – mainly in West, Central and North Jutland – we remain a local bank with strong roots in the local communities where we are represented under the two brands Ringkjøbing Landbobank and Nordjyske Bank.

With our position in the different local areas, we naturally wish to support development locally, and will therefore use our thorough knowledge of the different local areas, their residents and businesses and business people to combine the responsible granting of credit and honest and competent advice mainly for the benefit of our customers, but also of the local areas.

We thus see it as our role to be a major and responsible partner in the financing of local business.

Given that we wish to be an integral part of our local communities, we play an active role in them, and the bank's policy is to contribute to our local communities' development at both cultural and social levels.

We do this by supporting local sporting and cultural life in the areas we serve, because both sporting and cultural experiences create solidarity and contribute to a healthy and interesting life.

Specifically, we wish to support a wide range of associations in the local communities in which we are present.

Danish society

Ringkjøbing Landbobank wants to contribute positively to the development of Denmark and of a sustainable society.

As a business, we work closely with the Danish authorities to ensure financial stability, create transparency and facilitate public tasks within tax reporting, monitoring of money-laundering and digitalisation. We thus support the authorities' combating of crime.

We work closely with the authorities to ensure responsible financing in society – through The Danish Growth Fund, The Danish Green Investment Fund, the Nordic Investment Bank, EKF – Denmark's Export Credit Agency and the German KfW Bankengruppe.

In addition, we have close ties with a number of educational institutions and participate actively in the education of trainees in the financial sector. We also work to give students at post-compulsory level a basic financial understanding.

As a bank we also contribute to society with considerable corporation tax and payroll tax payments.

Approved by the board of directors of Ringkjøbing Landbobank on 19 December 2022.