

Social responsibility and sustainability policy

Ringkjøbing Landbobank's policy in the areas of social responsibility and sustainability is based on the bank's long-term position in the local communities in which it operates 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 through responsible financing and responsible investment etc.

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 social responsibility and sustainability policy is supplemented by and reflected in a number of other policies etc., which are also published at the bank's website. The following are the policies etc.:

- The bank's code of conduct
- The bank's anti-money laundering principles
- Information on the processing of your personal data in Ringkjøbing Landbobank
- Remuneration policy
- Responsible purchasing policy
- Policy for handling conflicts of interest in Ringkjøbing Landbobank
- Policy for integration of sustainability risks
- Policy on conditions for employees
- Privacy policy for shareholders etc.
- Policy for a sound corporate culture
- Tax policy
- Transition plan for climate and environment

The social responsibility and sustainability policy is also supplemented by the bank's credit policy, data ethics policy, target figures and policy for the under-represented gender and policy for diversity on the board of directors.

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.

We also wish to be a bank which offers our customers responsible financing. This will be achieved through the bank's credit policy and responsible creditworthiness assessment of the bank's customers to ensure that the customers have the means of repaying their loans and are not put in untenable financial situations.

We want to offer our customers a broad range of investment opportunities and concepts and we will also provide self-service solutions.

When managing investments for our customers, we also aim to help them invest sustainably, which is in accordance with the bank's policy for integration of sustainability risks.

Employees

In Ringkjøbing Landbobank, we want our employees to enjoy attractive terms and possibilities – irrespective of gender, gender identity and perception, age, nationality, race, ethnic origin, any disabilities, sexual orientation, religion and/or political allegiance.

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 wellbeing, diversity, inclusion and health at the workplace,
- ensuring employees have equal access to dialogue on personal development and possible managerial positions, irrespective of gender or other background,
- ensuring flexibility in the employees' work situation,
- maintaining the best possible relations with relevant employee organisations,
- paying our employees equal remuneration for equal work, responsibility, and performance etc. irrespective of gender etc., 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 recruit from a broad pool of qualified candidates, which will help ensuring diversity and inclusion in the bank,
- a wish to provide ongoing education and in-service training for our employees,
- an annual employee satisfaction survey and at least one annual development interview with each employee, where the employee's career aspirations and need for skills development are discussed,
- a health policy comprising healthcare and dental insurance for all employees, a stress management and alleviation plan, a smoking and alcohol policy and a seniors policy permitting tailor-made agreements, all of which contribute to employee health and wellbeing,
- attractive parental leave possibilities for both the birth-giving and the non-birth-giving parent through a collective agreement entered into,
- an offer to our employees to examine their workplaces periodically to reduce the risk of occupational accidents etc.,
- 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,
- guidelines for procedures on handling threatening behaviour etc. from customers and others,
- 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' contractual interests,
- a data ethics policy which helps protect employee privacy,
- guidelines for employee conduct etc. in the bank's code of conduct and employee handbook, and
- a whistleblower scheme in accordance with applicable legislation.

Climate and environment

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

The bank wishes

- to adopt targets for the carbon intensity – comprising CO₂ equivalents (referred to below as CO₂e) – of the bank's loan portfolio, as well as the investments made on behalf of customers and the bank's own securities portfolio,
- to reduce the bank's own negative effect on the environment via a continuous focus on reduction of the bank's resource consumption, the introduction of decarbonisation initiatives and regular assessment of the possibilities of alternative and energy-saving initiatives,
- to pursue the objective of operating as a CO₂e-neutral bank,
- to increase our employees' environmental awareness and expertise, and
- to continue to develop the bank's loans for climate-friendly and sustainable energy, including wind turbines and other environmentally friendly technologies.

The bank's climate and environment work, including objectives and decarbonisation initiatives, is implemented via a separate transition plan for climate and the environment published on the bank's website.

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 physically represented under the two brands Ringkjøbing Landbobank and Nordjyske Bank.

With our position in the different local areas, we naturally wish to support their 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 wish and goal are 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 with the Danish financial sector to secure a financial infrastructure in Denmark, and with the Danish authorities we contribute to ensuring 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 Export and Investment Fund of Denmark, the Nordic Investment Bank, The European Investment Bank, The European Investment Fund and the German KfW Bankengruppe.

In addition, we wish to have close ties with a number of educational institutions and to 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 18 december 2024.