

Statutory Report on Corporate Social Responsibility

vestjyskBANK's Policy for Corporate Social Responsibility (CSR) details the Bank's voluntary efforts to integrate social and environmental considerations into our business activities and partnerships with our stakeholders.

vestjyskBANK's Supervisory Board maintains general responsibility for preparing the Bank's CSR Policy.

Vision

- vestjyskBANK will be the most attractive financial partner in the market.
- vestjyskBANK will be a recognised, regional bank that creates value for its customers and shareholders via a full-service concept.
- vestjyskBANK will maintain solid core earnings by implementing continuous efficiency measures.
- vestjyskBANK will ensure that it can maintain a high-quality loan portfolio measured by both creditworthiness and returns by intensifying its focus on credit management.
- vestjyskBANK will work actively with the composition of its balance sheet through a controlled reduction in lending and a controlled increase in deposits for the purpose of narrowing the gap between loans and deposits.

Mission

Our steadfast and responsible approach to banking gives our customers the financial freedom they need.

- At vestjyskBANK, our customers will be serviced by "complete people" who share their basic values.
- Both the Bank and our customers will experience value creation, which will result in mutual loyalty.
- Personal contact and service will be a high priority.
- The Bank will be an attractive workplace that attracts and retains dedicated employees.

Values

Based on vestjyskBANK's values—steadfast, attentive, competent and dynamic—our ambition is for the Bank to be an attractive partner for both retail and business customers. A partner that, with its strong professional and personal capabilities, will put our revenue-generating customers' present and potential needs in the forefront. This task is handled by expert and dedicated employees who see personal contact and service as a high-priority area.

- **Steadfast**—the core of how we operate our business. Our drive to remain steadfast is therefore also at the core of our basic values. Our steadfast conduct is reflected in our honesty, responsibility and trustworthiness. As far as we are concerned, an agreement is an agreement, and we remain loyal to our customers and colleagues.
- **Attentive**—commitment and responsiveness to others. This is about keeping an open mind and be committed to listening to and discovering other people. Through respect and dialogue, we will seek to understand and learn from the people around us.
- **Competent**—the ambition to appear professionally and socially capable. Each of us must have the capacity to make decisions and deliver the advice and service to which our customers are entitled. What we do must be of value to the customer.

- Dynamic—we are prepared to change and take initiative for the benefit of our customers, for the Bank and for our employees' development. We must constantly be at the forefront, identify new opportunities—and be ready to seize those opportunities. A dynamic environment is created together with others, and positive energy is infectious. We need that in our daily lives.

Customers

vestjyskBANK aspires to provide expert and substantive advisory services. We offer simple and clear products based on the individual customer's financial situation and needs.

In terms of investing, we offer the products vestjyskVÆRDIPLEJE (vestjyskASSETMANAGEMENT) and vestjyskPENSIONSPULJE (vestjyskPENSIONPOOLEDFUNDS), which contain only securities easily understood by our customers. Other securities are offered to customers only upon request.

At vestjyskBANK, we always place our customers' needs for advisory services front and centre; and we primarily base our decisions on individual assessments and long-term considerations.

Since our customers are an indispensable part of our business, it is important to vestjyskBANK that they be given the opportunity to provide feedback to their advisor and submit complaints via our website. Our relationships with our customers are characterised by maintaining the highest ethical standard.

At vestjyskBANK, the remuneration of employees cannot be permitted to influence the advice we give customers. vestjyskBANK therefore does not give bonuses or have incentive plans to either Management or its employees.

Under the law, our employees are subject to a duty of confidentiality, which gives our customers added protection.

At the present time, vestjyskBANK has not taken a position on whether there are objectives/sectors to which we do not wish to provide loans. We have also not taken a position on investing in securities based on the perspective of accountability.

Employees

It is important for vestjyskBANK that our vision be implemented in our day-to-day work. Our vision must be followed not only in our employees' contact with customers but also among our employees themselves.

vestjyskBANK endeavours to be a healthy workplace. Employees are offered resources to avoid occupational injuries, most significantly carpal tunnel syndrome. vestjyskBANK has also established such programmes as "Get into a healthy habit" (health checkups), "Workplace exercise" and "Let's bike to work."

Workplace assessments are carried out every 2½ years. vestjyskBANK has an well-organized Occupational Environment and Works Committee and a local agreement whose purpose it is to strengthen and streamline work environment partnerships and other areas of collaboration for the benefit of both vestjyskBANK and individual employees.

A care policy has been implemented for the workplace that aims at caring for employees in crises, such as serious illness, or in the event of divorce or death, abuse, smoking and sick leave.

Employees can take out private health insurance policies at favourable terms in Codan Care.

The Bank prioritises employee requests for flextime and pays employees a fixed consideration that may, among other things, be used for healthy snacks in the workplace. vestjyskBANK has employees working flex jobs.

For retired long-term employees to be able to stay in touch with the Bank, vestjyskBANK maintains a pensioners' club.

Community

vestjyskBANK prioritises involvement in the local community. This is evidenced in vestjyskBANK's many sponsorships of sports, culture and charitable causes. The sponsorships cover a wide array of organisations—from local athletic associations to elite sports—and our employees and executives boost donations by performing volunteer work in the associations.

To vestjyskBANK, it is important that students looking for a future in the financial sector be given the opportunity to complete their studies and subsequently obtain employment in the sector. Each year, it is therefore a priority for us to give a number of financial economy students and finance undergraduate students the opportunity for traineeships in the Bank as they complete their studies. The Bank's plan is to recruit financial and business trainees after completing their financial economist or finance bachelor studies.

Environment

Internally, our eco-friendly efforts include pre-sorting waste, so that non-confidential papers are sent for recycling, and lights are turned on or off by motion sensors in newly built and remodelled premises in order to reduce our power consumption.

We have also established videoconference facilities, so we can reduce travel to and from meeting, etc. We expect that our use of videoconferencing will increase over the next years.

vestjyskBANK wants to contribute to a cleaner environment and a more healthy way of living—but we prefer to leave it to each individual's initiative. We have therefore posted information about energy and the environment on vestjyskBANK's website.

vestjyskBANK has not issued any supplier requirements.

Adopted at the Supervisory Board Meeting on 12 December 2012