

Statutory Report on Corporate Social Responsibility

vestjyskBANK's Policy for Corporate Social Responsibility (CSR) details its voluntary efforts to integrate social and environmental considerations into its business activities and stakeholder partnerships.

It is vestjyskBANK's Supervisory Board that maintains overall 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 and executing 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 proactively 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.
- vestjyskBANK will work to achieve an impairment ratio that is at the average level of Group 2 banks.

Mission

We provide our customers with the financial freedom they need through steadfast and responsible banking.

- At vestjyskBANK customers will be serviced by "complete individuals" who share a common set of values.
- Customers as well as the Bank will experience value creation—which will result in mutual loyalty.
- Personal contact and service remain high priority.
- The Bank aspires to be an attractive workplace that attracts and retains highly dedicated employees.

Values

Based on vestjyskBANK's values—steadfast, attentive, competent and dynamic—the Bank's ambition is to remain an attractive partner for both retail and business customers. We will endeavour, with our solid professional and personal capabilities, to always put our revenue-generating customers' present and potential needs front and centre. This task is handled by expert and dedicated employees who see personal contact and service as an absolute top priority.

- **Steadfast**—the core of how we operate our business. Our drive to remain steadfast is at the core of our basic values. Our steadfast conduct is reflected in our honesty, responsibility and trustworthiness. As far as we are concerned, a deal is a deal, and we remain loyal to our customers and colleagues.
- **Attentive**—commitment and responsiveness to others. We keep an open mind and remain committed to listening to and discovering other people. We seek to understand and learn from the people around us through respect and dialogue.
- **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. Everything we do must be of value to the individual customer.

- Dynamic—we are prepared to change and take initiative to benefit our customers, the Bank and to grow as colleagues. We must constantly be at the forefront, identify new opportunities—and be ready to seize those opportunities when they arise. A dynamic environment can only be created alongside others—positive energy is infectious. We all need that in our daily lives.

Customers

vestjyskBANK aspires to provide expert and professional advice to our customers. We offer simple and clear products based on the individual customer's financial situation and needs.

In terms of investing, we offer the products Værdipleje, which focuses on asset management, and Puljeordning, which deals with pooled funds. These products contain only securities that are easily understood by 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.

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

At vestjyskBANK, employee remuneration cannot be permitted to influence the advice we give customers. For this reason, vestjyskBANK does not give performance bonuses or offer incentive plans to Management or any of 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 complied with not only in our employees' contact with customers but also among our employees themselves.

vestjyskBANK's ambition is to be a healthy workplace. Employees are offered resources to avoid occupational injuries, most significantly carpal tunnel syndrome. To this end, vestjyskBANK has also established projects such as "Get into a healthy habit," and every year the Bank organises such activities as "Workplace exercise" and "Let's bike to work."

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

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

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

The Bank prioritises employee requests for flexitime and sets aside a fixed consideration for employee care—an amount that may, among other things, be used for healthy snacks in the workplace. vestjyskBANK has employees working in flex jobs.

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

Community

vestjyskBANK prioritises local community involvement. 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 re-modelled premises in order to reduce our energy consumption.

We have also established videoconference facilities, so we can reduce travel to and from meetings, etc. We expect that our use of videoconferencing vis-à-vis physical meetings will continue to increase.

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 and discretion. We have therefore posted information about energy conservation and the environment on vestjyskBANK's website.

vestjyskBANK has not issued any supplier requirements.

Human Rights and Climate Change

vestjyskBANK is furthermore committed to the Danish government's efforts to place human rights and climate change high on the agenda. However, as a local bank we have a particularly local emphasis and therefore do not have any specific policies in these two areas.