

Policy on Corporate Social Responsibility

Policy vestjyskBANK's Policy on Corporate Social Responsibility (CSR) sets out the Bank's voluntary efforts to integrate social and environmental considerations into its business activities and stakeholder partnerships.

Responsibility vestjyskBANK's Supervisory Board maintains general responsibility for drafting the Bank's CSR Policy. The practical responsibility has been delegated to HR.

Scope of Application The present policy applies to all employees.

Vision, Mission and Values

Vision

- vestjyskBANK will be an attractive and reputable financial partner;
- vestjyskBANK will be a recognised, local and regional bank that creates value for its customers and shareholders via a customer-customised concept;
- vestjyskBANK will realise solid core earnings by implementing continuous efficiency measures;
- vestjyskBANK will ensure the quality of its loan portfolio measured by both creditworthiness and returns through steadfast focus on credit management;
- vestjyskBANK will work proactively with both the size and structure of its balance sheet through sharp focus on its lending and controlled growth in deposits for the purpose of generating robust liquidity; and
- vestjyskBANK will endeavour to strengthen the creditworthiness of its loan portfolio and thereby achieve an impairment ratio that is at the average level of Group 2 banks.

Mission

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

- To have our customers serviced by "complete individuals" who share their basic values;
- To have both the Bank and our customers experience value creation—which will result in mutual loyalty;
- To ensure that personal contact and service remain top priorities; and
- To make vestjyskBANK 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 be an attractive partner for both retail and business customers. The Bank's revenue-generating customers'

present and potential needs must be met with strong professional and personal competencies. 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 the Bank's basic values. Our steadfast conduct is reflected in the Bank's honesty, responsibility and trustworthiness. As far as the Bank is concerned, a deal is a deal, and the Bank remains loyal to its customers and colleagues.
- **Attentive**—Commitment and responsiveness to others. We keep an open mind and remain committed to listening to people and finding out who people are. The Bank seeks to understand and learn from the people around it through respect and dialogue.
- **Competent**—The ambition to appear professionally and socially capable. The Bank's employees must have the capacity and authority to make decisions and deliver the advice and service to which our customers are entitled. Everything the Bank does must be of value to the individual customer as well as the Bank.
- **Dynamic**—The Bank is prepared to change and take the initiative to benefit its customers, its shareholders and to grow its employees. The Bank must constantly be at the forefront to identify new opportunities—and be ready to seize those opportunities when they arise.

Customers

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

For investing, we offer the products Værdipleje and Puljeordning: The first focuses on asset management, the latter specialises in 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.

Customers are an indispensable part of our business. It is therefore important to vestjyskBANK that they be given every opportunity to provide feedback to their advisors and the capacity to submit complaints via our website. Our customer relationships are characterised by maintaining the highest ethical standard.

At vestjyskBANK, employee remuneration is not 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 followed not only in our employees' contact with customers but also among our employees themselves.

The Bank must be an attractive workplace that attracts and retains dedicated employees who are offered competency-relevant and personal growth through continuous training.

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

Workplace evaluations 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 designed to meet the needs of employees in crises has been implemented. Such crises can include serious illness, divorce, 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 pays employees a fixed consideration that may, among other things, be used for healthy snacks in the workplace. vestjyskBANK has employees who work flex jobs.

vestjyskBANK also maintains a pensioners' club for retired long-term employees so that they can stay in touch with the Bank.

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 various 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 attend 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 switched on or off by motion sensors in newly built and remodelled premises in order to reduce our energy consumption.

We have also established videoconference facilities, so that 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.

We aim to contribute to a cleaner environment and a more healthy way of living— but we also rely on each individual's own initiative. We have therefore posted information about energy and the environment on vestjyskBANK's website.

vestjyskBANK has not issued any supplier requirements.

**Human rights
and climate
impact**

vestjyskBANK is 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.

**Approval of
Supervisory
Board**

Adopted at the Supervisory Board Meeting on 16 December 2014:

Vagn Thorsager

Lars Holst

Anders Bech

Bent Simonsen

Kirsten Lundgaard-Karlshøj

Poul Hjulmand

Jacob Møllgaard

Malene Rønø

Palle Hoffmann

Approval Data This form lists the document's approval data:

Version number:	Approval Date:	Approved by:
5.0	12/16/2014	Per Vangkilde
Experit	Author	Auditor
Per Vangkilde	POLARIS	HR