

Policy on Corporate Social Responsibility (CSR) in Vestjysk Bank A/S

Policy This policy on Corporate Social Responsibility has been prepared based on section 99a of the Danish Financial Statements Act.

Responsibility The scope of the policy is to establish how the bank responds to the areas covered by the provision.

Scope of Application This policy applies to all employees.

Vestjysk Bank's corporate social responsibility and business model Vestjysk Bank is part of the local and regional community and as such wishes to be an active player that stimulates positive development in the local communities and creates a positive development for the bank's customers.

Also, Vestjysk Bank has an ethical responsibility as a societal player in the banking sector. This means that the bank in its work with corporate social responsibility has a special focus on the development of the local areas through its activities as a bank.

Principles of Vestjysk Bank's corporate social responsibility Vestjysk Bank's principles for corporate social responsibility are described under the following five headings:

- environment and climate
- community,
- employees,
- human rights, and
- anti-corruption and bribery.

Environment and climate To the greatest extent possible, Vestjysk Bank will ensure that energy-saving and eco-friendly solutions are applied.

Internally, our eco-friendly efforts include pre-sorting of waste, whereby non-confidential papers are being recycled; and lights are switched on/off by motion sensors in newly built or refurbished premises in order to reduce energy consumption.

Also, we have established video conference facilities, so that we can reduce travel to and from meetings, etc. We expect that the use of video conferencing will increase in the years to come. Vestjysk Bank to the greatest extent possible aims at utilizing digital solutions in respect of all types of documents, thereby avoiding having to print.

Vestjysk Bank aims to contribute to a cleaner environment and a more healthy way of living for everyone - but we also rely on each individual's own initiative. We have therefore posted information about energy and the environment on Vestjysk Bank's website.

Vestjysk Bank has not issued any supplier requirements.

Vestjysk Bank 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 aim and therefore we have no specific policies in these two areas.

Community Vestjysk Bank prioritises involvement in the local community. This is reflected in Vestjysk Bank's many sponsorships in sports, culture and charitable causes. The sponsorships cover a wide array of organisations - from local sports clubs to elite sports - and our employees and executives boost donations by performing volunteer work in various clubs.

To Vestjysk Bank 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 this sector. Each year, it is therefore a priority for us, to give a number of financial economy students and finance undergraduate students the opportunity to become trainees in the bank as they complete their studies. It is the bank's intention to recruit financial and business trainees once they have completed their financial economist or finance bachelor studies.

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

It is Vestjysk Bank's ambition to be a healthy workplace. Employees are offered resources to avoid occupational injuries and in particular injuries caused by excessive use of mouse. Every year, Vestjysk Bank organises activities such as

"Exercise in the Workplace" and "Let's bike to work".

Workplace evaluations are carried through every 2½ years. Vestjysk Bank has a well-functioning Workplace Environment Committee and a Works Committee as well as a local agreement the purpose of which is to strengthen and streamline collaboration relating to the work environment and other areas of cooperation for the benefit of both Vestjysk Bank and the individual employees.

A workplace care policy designed to meet the needs of employees in crises has been implemented. Such crises include serious illness, divorce, death, abuse, smoking and absence due to illness.

Employees can take out private health insurance on favourable terms through Codan Care.

The Bank prioritises employee requests for flex-time and pays employees a fixed consideration that may, among other things, be used for healthy snacks in the workplace. Vestjysk Bank has employees who work flexible jobs. Vestjysk Bank prioritises involvement in the local community. This is reflected in Vestjysk Bank's many sponsorships in sports, culture and charitable causes. The sponsorships cover a wide array of organisations - from local sports clubs to elite sports - and our employees and executives boost donations by performing volunteer work in various clubs.

The Bank on competitive terms offers, among other things, supplementary training, health insurance, pension plan, canteen scheme, the option of 5 or 6 weeks' holiday, family days and a senior employee policy.

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

Human rights

Vestjysk Bank treats everybody equally, regardless of race, gender, sexual orientation, political affiliation etc. and has in this respect prepared a policy for diversity.

No customer or employee must at any time be subject to discrimination, just as the bank and its employees must at all times respect the individual person's human rights as set out in national legislation and international conventions.

Anti-corruption and bribery

Vestjysk Bank will never in any situation or at any level take part in corruption or bribery.

Review Compliance with the policy on corporate social responsibility will on a current basis be reviewed by Vestjysk Bank's audit committee, including in particular in connection with the annual publication of the "CSR Report for Vestjysk Bank A/S".

Updates The Policy on Corporate Social Responsibility is updated as required on a current basis and at least once annually.

It is primarily the responsibility of the Board of Directors to prepare Vestjysk Bank's Policy on Corporate Social Responsibility. In practice the responsibility has been delegated to HR.

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