

APPENDIX – ITEM 6 OF THE AGENDA OF THE ANNUAL GENERAL MEETING

Approval of the Board of Directors' remuneration for 2017 and the level of remuneration for 2018

The Board of Directors recommends that the actual remuneration of the Board of Directors for 2017 in the amount of DKK 3.5 million be approved by the shareholders at the Annual General Meeting. The amount is specified on page 62 of the 2017 Annual Report.

The Board of Directors proposes that the level of remuneration in 2018 remains unchanged relative to 2017.

Consequently, the following annual level is recommended for approval by the shareholders at the Annual General Meeting:

Board of Directors

Remuneration of ordinary board members	DKK 300,000 (unchanged)
Remuneration of Deputy Chairman	DKK 400,000 (unchanged)
Remuneration of Chairman	DKK 690,000 (unchanged)

Audit Committee

Remuneration of audit committee members	DKK 90,000 (unchanged)
Remuneration of audit committee chairman	DKK 150,000 (unchanged)

Risk Committee

Remuneration of risk committee members	DKK 65,000 (unchanged)
Remuneration of risk committee chairman	DKK 100,000 (unchanged)

Nomination and Remuneration Committee

All members	DKK 30,000 (unchanged)
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The actual remuneration of the Board of Directors for 2018 is subject to approval by the shareholders at the Annual General Meeting in 2019.