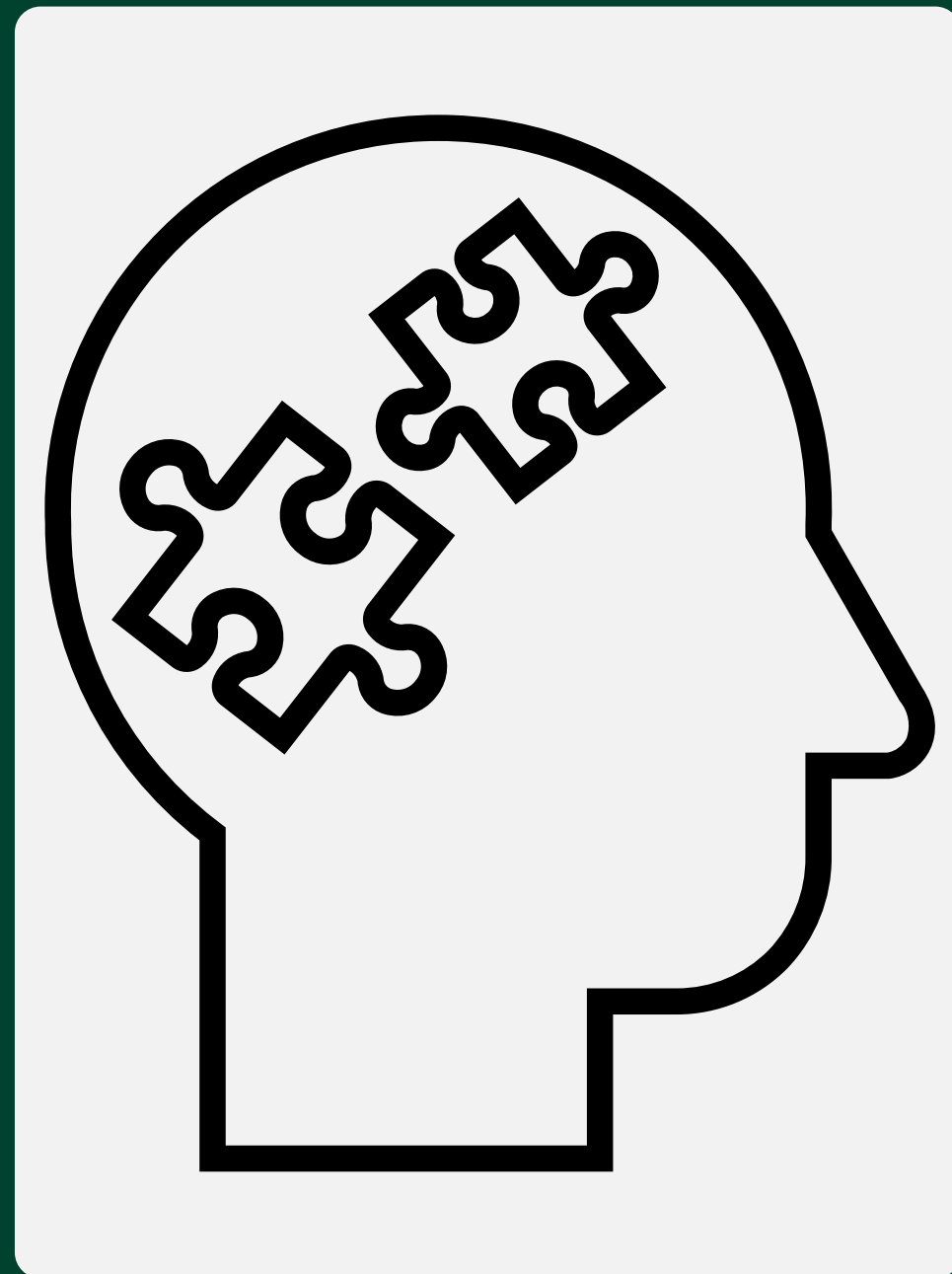


Jyske Bank

# Competency Profile Group Supervisory Board

Jyske Bank A/S

April 2026



PERSONAL BACKGROUND

Board Member	Kurt B. Pedersen	Anker L. Andersen	Rina Asmussen	Birgitte Haurum	Lisbeth Holm	Bente Overgaard	Per Schnack	Glenn Söderholm	Line Skov Fuglkjær	Henriette Hoffmann	Michael Mariegaard	Sine Møller
Year of birth	1959	1956	1959	1966	1970	1964	1961	1964	1976	1976	1970	1975
Gender	Male	Male	Female	Female	Female	Female	Male	Male	Female	Female	Male	Female
Education	Cand.scient. pol.	Cand.jur.	Cand.merc.	Bankudd. MBA	Korrespondent	Cand.scient. pol.	Civiløkonom HD(F) (IØ)	Civiløkonom	Bankudd. Dipl. ledelse	Akademiuddannelse	Bankudd. MBA	Cand.comm.
Nationality	Danish British	Danish	Danish	Danish	Danish	Danish	Danish	Swedish	Danish	Danish	Danish	Danish
Member since	2014	2019	2014	2025	2024	2020	2019	2024	2026	2024	2022	2026
Term expires	2029	2028	2029	2028	2027	2027	2027	2027	2030	2030	2030	2030
Independence (1)	No	Yes	No	Yes	Yes	Yes	Yes	Yes	No (ER)	No (ER)	No (ER)	No (ER)
Number of shares (2)	2.697	6.493	1.325	419	0	3.753	4.499	500	2.054	294	5.977	276
Other Board positions (3)	0	0	0	0	0	1	0	0	0	0	0	0
Geographical belonging (4) South Jutland & Fyn (South)				X	X							
Geographical belonging (4) Zealand (East)	X		X			X	X	X				
Geographical belonging (4) North & West Jutland (North)		X										

Notes:

(1) Independence - defined according to item 3.2.1 of Report on Recommendations on Corporate Governance

(2) Number of shares published in the annual report

(3) Limited to directorships in listed companies

(4) Geographical belonging - defined according to Rules of Procedure for Shareholders' Representatives of Jyske Bank (address and/or branch affiliations)

# INTERNATIONAL & PROFESSIONAL EXPERIENCE – PROPOSED RATING\*

Board Member	Kurt B. Pedersen	Anker L. Andersen	Rina Asmussen	Birgitte Haurum	Lisbeth Holm	Bente Overgaard	Per Schnack	Glenn Söderholm	Line Skov Fuglkjær	Henriette Hoffmann	Michael Mariegaard	Sine Møller
International Experience	●	●	●	●	●	●	●	●	○	○	●	◐
General Experience & Behavior	●	●	●	●	●	●	●	●	●	●	●	●
Accounting & Auditing (incl. Sustainability Reporting)	●	◐	●	●	◐	●	●	●	○	◐	◐	○
Funding & Capital Structure	◐	◐	●	●	○	●	●	●	○	○	◐	○
Financial & Capital Markets	●	●	●	●	◐	●	●	●	○	◐	●	○
Regulatory & Legal Requirements	●	●	●	◐	○	●	●	●	○	○	◐	○
Human Capital & Corporate Culture	●	◐	●	●	●	●	◐	●	◐	◐	◐	◐
Remuneration & Compensation	●	●	●	◐	●	●	◐	●	◐	○	◐	○
Risk & Credit Management (financial & non-financial)	●	◐	●	●	◐	●	●	●	◐	○	◐	○
Compliance	●	●	●	◐	◐	●	●	●	○	◐	●	○
IT & Data (incl. cybersecurity)	◐	◐	●	◐	◐	●	●	●	○	○	◐	○
Digitalization & New Technologies	◐	◐	◐	◐	◐	◐	◐	◐	○	○	◐	○
Strategy & Business Development	●	●	●	●	●	●	●	●	○	○	●	○
Leadership of Complex Organizational Structures	●	◐	●	●	●	●	◐	●	◐	◐	◐	◐
External Communication & Stakeholder Management	●	●	◐	◐	●	●	●	●	◐	○	○	◐

\*Self-assessment of Board Members, facilitated and calibrated by Russell Reynolds Associates

CUSTOMER/BUSINESS EXPERIENCE – PROPOSED RATING\*

Board Member	Kurt B. Pedersen	Anker L. Andersen	Rina Asmussen	Birgitte Haurum	Lisbeth Holm	Bente Overgaard	Per Schnack	Glenn Söderholm	Line Skov Fuglkjær	Henriette Hoffmann	Michael Mariegaard	Sine Møller
Retail Banking	●	●	●	◐	●	●	◐	●	●	◐	●	○
Private Banking & Wealth Management	◐	●	●	◐	●	◐	◐	●	◐	○	●	○
Business Banking	●	●	●	●	◐	●	●	●	○	◐	●	○
Capital Markets	◐	●	●	●	○	◐	●	●	○	○	●	○
Leasing	◐	●	◐	◐	○	●	●	●	○	◐	●	○
Commercial Properties	●	●	◐	●	○	●	◐	◐	○	○	●	○
Sustainable Finance & Investments	●	●	●	●	◐	●	◐	●	○	○	●	○

\*Self-assessment of Board Members, facilitated and calibrated by Russell Reynolds Associates

# GRADING LOGIC

Grade	Illustration	Definition
No knowledge	○	No or minor knowledge of the subject area.
Basic knowledge	◐	Basic knowledge in essential parts of the subject area, acquired through training / education or less than 5 years of practical experience.
Good knowledge or expert knowledge	●	Good knowledge in essential parts of the subject area, acquired through practical experience of no less than 5 years.