

Agreement on salary transparency between Danske Bank Group ("Group") and Finansforbundet i Danske Bank ("FiDB")

1. Background

With this agreement, the parties want to ensure implementation of the remuneration transparency Directive and the coming implementation legislation as well as the Group's PTP programme.

When the section 2025 of the collective agreement is concluded, these changes are not finalised, and the design of an end-to-end model is unknown.

3. Pension's pay provisions

2. General provisions and principles

When this local agreement enters into force, the existing provisions on pay system in the collective agreement is transferred to this local agreement article 23, article 23 article 23A, article 23B, article 23C, article 23D, article 25, article 26, article 27 and article 30.

References in other provisions to the above provisions of the group collective agreement therefore shall be construed as references to the following provisions.

As work on the pay transparency directive progresses, the parties can agree on a text in the local agreement which can later be written into VOK28.

During this period, the pay committee will be working on the changes to the local agreement and propose an adaptation of the local agreement K03.

3. Salary provisions

Article 23 Job-based salary

(1) Employees with a fixed monthly salary of at least DKK 56,050. (as of 1 July 2025, DKK 57,400, as of 1 July 2026 DKK 58,850 and as of 1 July 2027 60,300) excl. the employer's pension contribution and with independent work organisation are on job-based salary. This means that the employee and manager jointly organise the working hours with regard to a flexible and efficient assignment management and regarding the individual employee's need for flexibility.

(2) Independent work organisation means that the employee has a say in the performance of the work, as well as the temporal planning and performance of work assignments. Beyond this, the employee manages their own working hours, taking into account the work assignments. Independent work organisation does not affect the obligation to participate in necessary meetings, training and departmental or group-related activities.

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Reference is made to Guidelines on job-based salary and independent work organisation in section 2 of the collective agreement – salary tables, working hours, paragraph 3, which elaborates on the description of the contents and assumptions for independent work planning.

[3] Based on the annual standard in the collective agreement, cf. article 3, the manager and employee shall jointly and continuously evaluate whether there is a reasonable coherence and balance between working hours and the scope of work assignments. This assessment takes into account that there may be periods of work that exceed a normal working week, but such periods may also counterbalance periods that make it possible to work less than a normal working week. Employees with independent work organisation do not receive additional pay.

[4] in connection with transition to job-based salary, managers and employees must have a dialogue about the salary determination, which must include the value of any historical additional work.

[5] The agreed salary reflects the independent work organisation and mutual flexibility. Extra hours are thus not remunerated separately.

[6] Employees with a fixed monthly salary lower than DKK 56,050. (as of 1 July 2025 DKK 57,400, as of 1 July 2026 DKK 58,850 and as of 1 July 2027 60,300) excl. the employer's pension contribution may choose to enter into an agreement on employment on job-based salary, cf. the above.

[7] The Group and Finansforbundet in Danske Bank may enter into a local agreement that employees with a fixed monthly salary higher than DKK 47,600 kr. (as of 1 July 2025 DKK 48,750, as of 1 July 2026 DKK 49,950 kr. and as of 1 July 2027 DKK 51,200 kr.) excl. the employer's pension contribution are employed on job-based salary.

[8] Employees with a fixed monthly salary of at least DKK 56,050. (as of 1 July 2025 DKK 57,400, as of 1 July 2026 DKK 58,850 and as of 1 July 2027 60,300) excl. the employer's pension contribution, whose work function is not compatible with the rules of job-based salary and independent work organisation, are covered by the working time rules for employees without job-based salary. If the manager and employee cannot agree, the Group and Finansforbundet in Danske Bank shall discuss the individual case and enter into a possible agreement applicable to the area/employee. In the event of a change in working conditions, the agreement lapses at the request of one of the parties.

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(9) Employees with a fixed monthly salary of at least DKK 77,350 (as of 1 July 2025 DKK 79,200, as of 1 July 2026 DKK 81,200 and as of 1 July 2027 DKK 83,250) and above, excluding the Group's pension contributions, care days, 6th holiday week and special holiday allowance, are employed on individual contracts.

(10) The salary for employees covered by article 23 is agreed individually between the Group and the employee and must reflect the individual's efforts, behaviour, qualifications, education and skills, as well as the content and responsibility of the position.

(11) The employee is entitled to an annual salary review.

(12) During the collective agreement period, the following general salary increases have been agreed:

- 2.4% as of 1 July 2025
- 2.5% as of 1 July 2026
- 2.5% as of 1 July 2027

(13) Employees covered by article 23 are covered by the provisions on temporary function allowance and car allowance in article 23A.

Article 23A Employees without job-based salary

Stk. 1 Employees with a fixed monthly salary below DKK 56,050 (as of 1 July 2025 DKK 57,400, as of 1 July 2026 DKK 58,850 and as of 1 July 2027 60,300) excluding the employer's pension contribution are covered by the Group's salary system, unless the employee agrees to be covered by section 25.

(2) Trainees/apprentices, IT aspirants, newly graduated financial economists in trainee courses, bell-boys/office girls, service/technician trainees, temporary staff and fixed-term employments are not covered by the salary system.

The pay of such employee groups is set out in:

Trainees/apprentices:	Article 26
IT probationers:	Article 26
Financial economist trainees:	Article 23B
Messengers:	Article 23B
Service assistant/technician trainees:	Article 23B
Temporary workers and employees in fixed-term employment:	Article 32-35

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(3) The employee is entitled to an annual salary review

(4) The salary system consists of the following salary elements

A. Basic elements

- Basic salary
- Individual allowance

B. Other allowances:

- Market value allowance
- Temporary function allowance
- Allowance for moving to lower-ranking position
- Special allowances

C. Historical allowances

- Special allowances (e.g. cashier allowance, bank messenger allowance)
- IT compensation allowance
- IT market value allowance
- Guarantee allowances
- GO Market Value allowance
- System allowances

D. Non-pensionable allowances

- Car allowance (job-relevant allowance)

Basic elements

Basic salary

The system consists of a number of job levels, each of which describe the characteristics of the job. Within the individual job level, a basic salary has been determined.

The placement of the position in terms of job level is done by an assessment of the job based on the following criteria:

- Responsibility and management
- Assignment complexity

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Scoring Criteria	1	2	3	4	5	Score
<u>Responsibility and management.</u> The scoring may include powers as well as requirements for staff management, independence, planning, development and results	Minor demands	Moderate demands	Medium-sized demands	High demands	Very high demands	
<u>Assignment complexity:</u> When scoring, emphasis is placed on the complexity of the work assignments and/or whether the assignments are simply predefined or also contain new issues.	Routine assignments solved on the basis of guidelines and general practice	Partly routine assignments. Partly independent assignments solved partly through own decision-making	Predominantly independent assignments and partly complex assignments with predominantly own decisions	Primarily independent and partly complex assignments with primarily own decisions	Independent and complex assignments with own decisions. Strategic assignments can occur	
Total score						

A job evaluation committee has been set up, which is responsible for maintaining the job evaluation criteria.

The job evaluation committee is composed of representatives from HR and Finansforbundet in Danske Bank. Job assessment of the positions takes place in compliance with the guidelines in force at any given time, in accordance with the Local Agreement on a Joint Job Assessment Committee in the Danske Bank Group.

The basic salary for the individual job levels has been agreed to be the following amounts in the period:

1 April - 30 June 2025:

Joblevel	Step 1	Step 2	Step 3
1	287,753	301,384	328,645
2	337,175	355,907	374,638
3	374,638	393,369	412,102
4	412,102	430,836	458,932
5	458,932	487,030	515,127
6	515,127	543,224	571,321
7	571,321	599,420	636,883
8	636,883	674,348	711,812
9	711,812	749,275	786,740
10	786,740	824,206	861,670

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1 July 2025 – 30 June 2026 increased by 2.4%:

Joblevel	Step 1	Step 2	Step 3
1	294,659	308,617	336,532
2	345,267	364,449	383,629
3	383,629	402,810	421,992
4	421,992	441,176	469,946
5	469,946	498,719	527,490
6	527,490	556,261	585,033
7	585,033	613,806	652,168
8	652,168	690,532	728,895
9	728,895	767,258	805,622
10	805,622	843,987	882,350

1 July 2026 – 30 June 2026 increased by 2.5%:

Joblevel	Step 1	Step 2	Step 3
1	302,026	316,333	344,946
2	353,899	373,560	393,220
3	393,220	412,880	432,542
4	432,542	452,205	481,695
5	481,695	511,187	540,677
6	540,677	570,168	599,659
7	599,659	629,151	668,472
8	668,472	707,796	747,118
9	747,118	786,439	825,762
10	825,762	865,087	904,409

Grundlønnen bliver pr. 1. juli 2027 reguleret med 2,5%:

Joblevel	Step 1	Step 2	Step 3
1	309,576	324,241	353,569
2	362,746	382,899	403,051
3	403,051	423,202	443,356
4	443,356	463,511	493,737
5	493,737	523,966	554,194
6	554,194	584,422	614,650
7	614,650	644,880	685,184
8	685,184	725,491	765,796
9	765,796	806,100	846,406
10	846,406	886,714	927,019

Step 1, 2 and 3

The employee can be placed at step 1, 2 or 3. The standard job is at step 2.

Step 1

The employee independently performs the less complex work assignments in the position. Other assignments are performed with support. The employee is expected to contribute to some extent to the development of the area. (such as the business development).

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Employees who are graded at this pay scale must be provided with a development plan defining the skills and qualifications to be acquired by the employee, how to acquire them and the time by which they should be acquired.

Grading at pay scale 1 generally lasts a maximum of 12 months. If there is a need to extend placement at step 1, this shall be justified in a new/extended development plan. The trade union representative may attend meetings on the extension and design of a development plan.

Step 2

The employee independently performs most of the assignments in the position, and it is expected that the employee contributes with suggestions for the development of the area (e.g. business development). The majority of employees will be at this pay scale.

Employees placed in step 2 cannot be relegated to a lower pay scale point (with an unchanged job profile).

Step 3

Employees are graded at step 3 when they meet the following criteria:

- The employee independently performs all assignments forming part of the position. The employee contributes to a wide extent to developing the area or has special assignments in the job.
- The employee is a role model (e.g. takes the lead as a good example) and high-performing in every context, full of initiative and trains and coaches colleagues, etc.

Employees placed in step 3 cannot be relegated to a lower pay scale (with an unchanged job profile).

Promotion to higher step

Any promotion from one step to the next happens in accordance with the manager's assessment, and after a dialogue with the employee. Promotion can take place from the first of a month at any time of the year, or in connection with the annual staff development interview.

Individual allowance

The individual allowance is calculated as a percentage (a whole percentage rate) of the base salary of between 0 and 25%.

- 20 - 25 %: Excellent performance
- 10 - 20 %: Very satisfactory to exceedingly satisfactory performance
- 1 - 10 %: Satisfactory to very satisfactory performance

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- 0%: Less satisfactory performance

The allowance is determined on the basis of an overall assessment of the employee's efforts and results in relation to the following criteria:

Teamwork

The assessment includes: information, loyalty, communication, knowledge sharing and collaboration with managers, employees, other colleagues and the organisation.

Quality

The assessment includes the extent to which the employee sets high standards for quality and also encourages others to deliver high quality.

Customer service

The assessment includes both service to external and internal customers and the employee's ability to identify solutions that create value for the customer.

Effectiveness

The assessment includes the extent to which the employee works on the basis of established standards/guidelines, including using the Group's IT systems optimally. The employee complies with agreements entered into and performs the assignments on time.

As a rule, the 4 criteria are weighted equally. The manager may decide that one criterion or several criteria are weighted more highly than others, and that the individual allowance will reflect this weighting.

Special weighting can be used by focusing on a criterion to which particular focus is given in the individual unit. A criterion can be assigned a maximum weighting of 75%. Weighting can only be done in relation to the whole group and not to individuals.

The employee shall be informed that some criteria are weighted more highly than others. As a rule, this information must be given at the staff development interview the year before or at the follow-up interview. However, conditions may arise which cause the weighting to change, e.g. in connection with changing the business objectives.

Increase in the individual allowance

When receiving an increase in their individual allowance, employees receiving a system allowance and/or a guarantee allowance may not have the increase in the individual allowance offset in the system allowance or the guarantee allowance.

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Other allowances

Market value allowance

The Group may grant discretionary and individual market value allowances in selected areas/units. HR will recommend to the job assessment committee the areas to be given allowances, and the committee will then provide its comments.

When changing jobs, a decision is made as to whether the market value allowance should lapse or be changed.

Note: A business procedure has been prepared for handling market value allowances, as an annex to local agreement K2 on job assessment committees.

Temporary function allowance

Employees who temporarily work in a position at a higher level will be granted a temporary function allowance. The employee receives the allowance at the time he/she begins the function at the higher level. The allowance constitutes the difference between the employee's current salary and the salary which the employee would have received if he/she was employed in the position.

No function allowance is awarded when the employee works for their manager or a colleague in their absence due to leave, short-term illness or the like. If it turns out that the absence extends beyond 3 months, the employee receives a function allowance with retroactive effect from the start of the function.

If the employee's job changes significantly over a period of time (new responsibilities, new assignments, project participation, special functions and special initiatives), the employee shall also receive a temporary function allowance. The size of this allowance is determined individually.

The employee may receive a temporary function allowance for a maximum of 2 years.

Allowance for moving to a lower-ranking position

The scaling-down allowance reflects the difference arising as a result of the employee changing jobs, whether at the employee's or the Group's initiative, to a position assessed to be at a lower level than the employee's previous position.

Moving to a lower-ranking position is subject to the rules set out in section 27.

Special allowances

These allowances may, by agreement between the Group and Finansforbundet in Danske Bank, be allocated to special employee groups. The terms for allocation and discontinuation of the allowance, including set-off against the allowance if the

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employee advances to a higher job level, are described in a separate agreement between the Group and Finansforbundet in Danske Bank. It must be agreed:

- Why the allowance is given (assignment, function or similar)
- Which groups of employees receive the allowance
- In what period it is given
- How the allowance lapses

Historical allowances

Special allowances (e.g., cashier allowance and bank messenger allowance)

Special allowances have been awarded in connection with the placement in the salary model in 2002. These groups are not entitled to any new special allowances.

IT compensation allowance

The allowance is at 4.17% and is granted to IT employees employed before 1 April 2012 and who have chosen to work 37 hours per week at 1 July 2012. Allowances are pensionable. In connection with a job change to a higher job level, the allowance will be offset. The allowance may not be granted after 1 July 2012.

Guarantee allowances

The guaranteed allowance reflects the difference arising as a result of the employee changing jobs at the Group's initiative to a job assessed to be at a lower level than the employee's previous position. Under the rules in sections 26 and 27 of the collective agreements dated prior to 1 April 2014, the employee would receive guaranteed allowance. The guaranteed allowance may not be scaled down. The guarantee allowance is regulated with the agreed collective salary increases. The guarantee allowance can be set off against salary increases, although not against increases in the individual allowance.

GO Market Value allowance

GO market value allowances are awarded in connection with the implementation of new job profiles in Group Operations, as well as when placing employees from other business areas who, due to organisational changes, are moved to Group Operations along with their work assignments, and where the assessment of job responsibilities and complexity results in placement on a lower job level.

GO market value allowances may not be notified in accordance with the general market value allowance rules. The employee retains the allowance for as long as the employee works in the current job profile, and when rising to a higher job level within the same job profile, the GO market value allowance remains unchanged. In the event of future job changes, the general provisions in section 27 of the collective agreement on adjustment of salary in the event of a job change apply.

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System allowances

Employees who, before the placement in the salary model in 2002, had a higher net salary than the net salary in the new salary system, received a system allowance. The system allowance ensured that no employees saw their salaries reduced in terms of actual amounts at the time of placement. The system allowance is an expression of the difference that existed between the salary setting in the new salary system and a possible higher salary in the old salary system.

The system allowance is reduced according to the following rules:

- If the system allowance is up to 12½% of the salary, the employee's salary will be set off against half of the collective salary increases. The other half of the collective salary increases will be set off against the system allowance.
- If the system allowance exceeds 12½% of the salary, the employee's salary will not be adjusted. The collective salary increases are set off against the system allowance until the system allowance is 12½% of the salary. Thereafter, the employee's salary will be set off against half of the collective salary increases, cf. above.

Employees at job levels 1 - 4 will always have their salary offset by half of the collective salary increases, regardless of the size of the system allowance. System allowances cannot be reduced. No new system allowances can be granted.

IT market value allowance

IT market value allowance in connection with the implementation of new job profiles in Group IT. IT market value allowances cannot be notified to lapse according to the general rules for market value allowances. The employee retains the allowance as long as the employee works in the current job profile. In the event of future job changes, the general provisions in section 27 of the collective agreement on adjustment of salary in the event of a job change apply.

Non-pensionable allowance

Car allowance (Job-relevant allowance)

The Group may grant a fixed car allowance in addition to the government's mileage allowance rates. As a general rule, employees receive car allowance when they need to visit customers or support units in the Group.

The employee and his/her immediate superior must discuss and determine whether the employee should use his/her own car on the job. Such determination includes considerations relating to infrastructure and the overall financial aspects of the mileage requirement. The mileage requirement will be estimated for periods of one year and will apply as from 1 April.

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In special cases, the employee may be required to make his/her own car available. This must be stated in the job profile.

Since the allowance is either agreed between the employee and his/her immediate superior or is tied to the requirement that the employee must make his/her own car available for the job, it is not part of the employee's salary in connection with a change of job, see section 27, or in the employee's severance pay in the event of termination of the employment.

The employee receives the following annual allowances:

Expected mileage	1 April 2025	1 July 2025	1 July 2026	1 July 2027
1,000 - 5,000 km	DKK 19,780	DKK 20,255	DKK 20,760	DKK 21,280
5,001 - 15,000 km	DKK 26,370	DKK 27,005	DKK 27,680	DKK 28,370
15,001 - 20,000 km	DKK 32,980	DKK 33,770	DKK 34,615	DKK 35,480
20,001 - 30,000 km	DKK 39,565	DKK 40,515	DKK 41,230	DKK 42,260
Annual mileage more than 30,000 km	DKK 52,775	DKK 54,042	DKK 55,395	DKK 56,780

Employees with an annual mileage of less than 1,000 km may not be ordered to make a car available for their job, but a local agreement may be made between the employee and the superior to the effect that the employee is required to make a car available, and as a result the employee will be entitled to receive at least the lowest car allowance.

The car allowance will be discontinued in connection with a job change to a new job in which the use of a car is not required. If the employee changes jobs at the Group's initiative, the allowance will be discontinued subject to a notice corresponding to the employee's statutory notice under the Danish Salaried Employees Act. If the job change takes place on the employee's initiative, the allowance lapses in connection with the job change.

No pension contributions are payable by the Group and the employee in respect of the car allowance.

§ 23B Minimumsløn

The minimum salary per month is excl. the employer's pension contribution:

- DKK 27,650, as of 1 April 2025,
- DKK 28,300 as of 1 July 2025
- DKK 29,000 as of 1 July 2026
- DKK 29,750 as of 1 July 2027

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(2) Young people under the age of 18 are paid at least 60% of the minimum wage. From the 1st of the month in which the employee turns 18, remuneration takes place in accordance with the general rules of the collective agreement.

Article 23C Pay adjustment in the event of a job change at the employee's initiative

(1) In connection with a job change between jobs at different levels, the base salary and allowances must be adjusted to the new current level.

Salary increase in connection with a job change to a position at a higher level

(2) The salary increase takes place in connection with the employee starting the new job. Salary increases will be set off against scaling-down allowances and/or guaranteed allowances to the effect that such allowances will be reduced or discontinued. Any reduction takes place in the order mentioned.

Employees who receive a system allowance can have the salary increase set off in the allowance, so that it is reduced or lapses.

The original guaranteed salary to the employee shall always be met.

The basic salary is changed in relation to the job's job assessment and the employee's pay scale placement.

The individual allowance is assessed in relation to the requirements of the position and the employee's skills. The assessment can result in the supplement being increased, remaining unchanged or being reduced. However, it must be at least 1%.

Employees advancing to a higher job level are entitled to a salary increase. This applies regardless of whether individual or collective advancements are at issue. Scaling-down allowances, guaranteed allowances, system allowances, market value allowances, IT compensation allowances and/or special allowances may be offset against any salary increase to the effect that the employee will receive a negligible salary increase or even an unchanged salary.

Note: The parties agree that a salary increase is defined as an increase in the order of DKK 500-DKK 1,500 per month, provided that no set-off is made.

Salary increase when changing jobs to a job at the same level

(3) The adjustment of salary will take effect at the date of commencement of the job and the grading of the employee at a higher pay scale. Salary increases will be set off against scaling-down allowances and/or guaranteed allowances to the effect that such allowances will be reduced or discontinued. Any reduction takes place in the order mentioned.

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Employees who receive a system allowance can have the salary increase set off in the allowance, so that it is reduced or lapses.

The individual allowance is assessed in relation to the requirements of the position and the employee's skills. The assessment can result in the supplement being increased, remaining unchanged or being reduced. However, it must be at least 1%.

The salaries of employees advancing from pay scale 1 to pay scale 2 or from pay scale 2 to pay scale 3 may not be reduced.

The original guaranteed salary to the employee shall always be met.

Salary reduction when changing jobs to a job at a lower level, lower step and/or lower individual allowance

(4) Salary adjustment takes place in connection with the employee starting work. The pension contribution follows the new job level and is adjusted at the same time, although so that rules regarding senior or child-related part-time are respected.

Note: The employee's own desire for another job in the Group is covered by section 26, if the employee has the opportunity to remain in his or her current position in the Group. This is regardless of whether such jobs are offered by the Group (internal recruitment/"headhunting"). Conversely, if a job application is made at the request of the Group/manager, the change will be covered by section 27, regardless of whether the employee subsequently officially applies for such other position.

§ 23D Salary reduction

Switch to a new job on the Group's initiative

(1) If the employee chooses to accept the Group's offer of a new job (redeployment) or the employee applies for a new job in the Group after a resignation or job loss has been made known or announced, or restructurings in the Group will otherwise lead to significant changes in the employee's position, the employee's salary in the new job shall be adjusted upon starting in the new job.

If the salary in the future job is up to 10% lower than the current salary (the percentage is calculated as a salary reduction relative to the total new salary), the employee shall retain the current salary for a period corresponding to the notice period under the Employers' and Salaried Employees' Act from acceptance of the position.

If the salary in the future job is more than 10% lower than the current salary, the employee shall retain the current salary for a period corresponding to the employee's notice period under the Employers' and Salaried Employees' Act and then, for another

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period corresponding to the employee's notice period under the Employers' and Salaried Employees' Act, retain half of the salary difference as a salary allowance. The difference is paid as a pensionable allowance to the salary during the period.

Where an employee has been notified of significant changes or is employed in a terminated position at the time of accepting the position, the notice under the Employers' and Salaried Employees' Act is counted from the time of notice or termination, respectively.

The pension contribution also follows the new job level and is also adjusted after the expiry of the above-mentioned notice periods, although so that rules regarding senior or child-related part-time are respected.

Salary reduction in existing jobs

(2) A salary reduction in the employee's current position is subject to a change in the job content, see the criteria under base salary, or to the assessment of the employee's performance being changed, see the definitions under individual allowance. A significant change in the position's demands and responsibilities, or a lack of maintenance of the employee's own skills or a failure on the part of the employee to meet the requirements of the job, must exist. The salary reduction takes place after the expiry of the employee's notice period under the Employers' and Salaried Employees' Act. The difference is paid as a pensionable allowance to the salary during the period.

Information to Finansforbundet in Danske Bank

(3) Finansforbundet in Danske Bank must be informed of implemented salary reductions in order to be able to follow up on members.

The local trade union representative must receive notification before the salary of a member of the Financial Services Union Denmark is reduced.

Such information must be given in due time for the trade local union representative to be in the best possible position to safeguard the interests of the member, e.g. by consulting Finansforbundet in Danske Bank or the Financial Services Union Denmark, i.e. normally one day – and preferably 48 hours – prior to the employee receiving the notification.

If a member's salary is reduced, the manager must ensure that the trade union representative is present. If the employee does not want the trade union representative to attend the meeting, the manager shall subsequently inform the trade union representative of the outcome of the meeting. The trade union representative has the right to subsequently inform Finansforbundet in Danske Bank or Finansforbundet about the salary reduction.

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The Financial Services Union Denmark may commence legal proceedings under labour or employment law. If the case only concerns an assessment of the individual member's personal efforts, action can only be brought with the written consent of the member.

Article 25 Job functions

All employees, except students, trainees and special employee groups, shall be allocated to one of the following job functions:

1. Financial employees are employees who do not fall under 2 or 3 below.

2. IT employees are employees who:

Perform IT work and has one of the following, listed disco codes from Statistics Denmark:

- 133010 Management of the main activity within IT (Business to Business)
- 133020 Management of internal IT
- 251110 General IT architecture professionals
- 251210 IT project management
- 251300 Web and multimedia development
- 252100 Database designers and administrators
- 251120 IT system designers and business process analysts.
- 251220 Software development consulting and programming
- 251400 Maintenance and documentation of software
- 251900 Software and applications developers and analysts not elsewhere classified, including testing and quality assurance
- 252200 System administration
- 252300 Working with computer networks
- 252900 Other work with databases and networks
- 351300 Network and systems engineering work

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- 351400 Internet engineering work
 - 351100 Operations technician work
 - 351200 User support work
 - 413200 Data entry work
3. Service/technical employees are employees who perform canteen, cleaning, craft, technical or other service-related work.

If the Group requires certain workwear, this is made available by the Group.

Article 26 Remuneration of trainees

(1) **Finance trainees** are remunerated as follows:

	Monthly salary			
Pay scale	1 April 2025	1 July 2025	1 July 2026	1 July 2027
1	18,684.75	19,133.17	19,611.50	20,101.75
2	20,377.67	20,866.75	21,388.42	21,923.17

Trainees whose trainee period exceeds 2 years will not advance to pay scale 2 until they have 1 year left of their trainee period.

(2) **Office trainees** are remunerated as follows:

	Monthly salary			
Pay scale	1 April 2025	1 July 2025	1 July 2026	1 July 2027
1	17,976.33	18,407.75	18,867.92	19,339.58
2	19,349.67	19,814.08	20,309.42	20,817.17

(3) Annual advancement to a higher pay scale is effective 12 months after commencement of employment. If the employee commenced his/her employment on the 15th day of a month or earlier, the advancement will be effective on the 1st day of the same month. If the employee commenced his/her employment on the 16th day of a month or later, the advancement will be effective on the 1st day of the following month.

(4) In the event of an extension of the trainee period, see sections 58(2) or 62(2), the annual advancement to a higher pay scale must be postponed by a time period of the same duration as the absence causing the extension.

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(5) IT trainees at VET (EUD) level

IT trainees are remunerated as follows:

Pay scale	Monthly salary			
	1 April 2025	1 July 2025	1 July 2026	1 July 2027
1	13,022.00	13,334.50	13,66.83	14,009.50
2	14,770.67	15,125.17	15,503.33	15,890.92
3	15,864.92	16,245.67	16,651.83	17,068.17
4	18,365.83	18,806.58	19,276.75	19,758.67
5	22,205.00	22,737.92	23,306.33	23,889.00

(6) For other trainees, the salary is determined individually. However, the salary must at least correspond to the salary determined by the collective agreement within the field of education, cf. the rules in the Act on Vocational Education, article 55(2).

The concept of salary in the Act on Vocational Education, article 55(2) includes money or benefits of economic value to an employee as remuneration in an employment relationship. Apart from salary terms, the trainee is covered by the agreement between FA and Finansforbundet.

Trainees can only be employed if the company has been approved for training the individual trainee type.

Article 27 Salary payment

1/12 of the annual salary is paid out monthly in arrears and must be available no later than the end of the month.

Employees paid in advance continue to be paid in advance unless they request to be paid in arrears.

Article 30 Pension contributions

(1) The employee must join the Group's pension plan with effect from the first day of the month following his/her 18th birthday. Trainees will be covered by the pension plan as from the date of employment.

The Group and the employee must pay the following pension contributions.

Job level	Employee contribution in %	Employer contribution in %
1 - 7	5.25	11.90
8 - 10	6.25	13.90
Job-based sal-	6.25	13.90

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(2) Pension contributions are calculated on the basis of the employee's base salary, individual allowance, market value allowance, special allowances (e.g. cashier allowance, bank messenger allowance), IT compensation allowance, temporary function allowance, guaranteed allowance, allowance for moving to a lower-ranking position and system allowance.

(3) When the employee was graded in the new salary system, he/she was also graded in the above pension model. If the amount of the Group's pension contributions was higher, the employee would retain the higher contribution.

(4) Employees with other pension contribution rates will have their group contribution increased by resp. 0.25% from 1 July 2020, 0.25% from 1 July 2021 and 0.15% from 1 July 2022. Employees with civil servant-like (tjenestemand) terms receive the increase in a supplementary pension scheme.

Pension for employees employed by Realkredit Danmark before 5 March 1999

(5) On 1 July 2008, the Group pays pension contributions of 16.25% and the employee pays pension contribution of 0.25% of the pay. Employees graded at job levels 8-10 may choose to contribute an additional 3% to the effect that the total pension contributions correspond to 19.50%.

Members of the pension company of Bikubens and Frederiksberg Sparekasse

(6) Members of Bikuben's and Frederiksberg Sparekasse's pension fund have been transferred to new salary forms according to the same rules as other employees.

Salary adjustment when changing jobs

In connection with a job change at the Group's initiative or a reassessment of the base salary pertaining to the position, the employee's salary may not be reduced to a salary that is lower than the salary received by the employee at the time of transition to new pay models. In this connection, a shadow salary is calculated. (see (9))

Individual allowance

The employee follows the rules in the agreement on individual allowances. The individual allowance is assessed once a year in the staff development interview. The individual allowance can either be increased or reduced in the assessment.

However, the employee's salary can never drop below the salary the employee had at the time of the transition to new forms of salary. In this connection, a shadow salary is calculated (see (9)).

Pension

Pension contributions are calculated from the employee's current salary.

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If the employee is dismissed or otherwise declared of unsound mind, the employee receives a pension according to the shadow salary calculation. If the employee's current salary is higher than the shadow salary, the employee will be entitled to pension benefits on the basis of his/her current salary.

Members of Danske Bank's defined benefit plan (rød tilsagn)

(7) Members of Danske Bank's defined benefit plan have been transferred to new pay models according to the same rules as those applying to other employees.

Pension

Pension contributions are calculated on the basis of the employee's shadow salary. Retirement pension also constitutes a percentage of the shadow salary, as defined in (9) below.

If the employee receives a salary higher than the calculated shadow salary, the calculation of both retirement pension benefits and pension contributions must be based on the higher salary.

Employees with civil servant-like (tjenestemand) terms

(8) Employees with civil servant-like (tjenestemand) terms are transferred to new forms of salary according to the same rules as other employees.

Salary adjustment when changing jobs

In connection with a job change at the Group's initiative or a reassessment of the base salary pertaining to the position, the employee's salary may not be reduced to a salary that is lower than the salary received by the employee at the time of transition to new pay models. In this connection, a shadow salary is calculated (see (9)).

Individual allowance

The rules of the collective agreement on individual allowances apply to the employee. The individual allowance is up for reassessment once a year at the staff development interview. The individual allowance can either be increased or reduced in the assessment.

However, the employee's salary can never drop below the salary the employee had at the time of the transition to new forms of salary. In this connection, a shadow salary is calculated (see (9)).

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Pension

Employees retain pension earnings according to the pay scale in the government's salary system they had at the time of transitioning to new salary forms, or according to the following conversion table:

Job level	Pay scale 1	Pay scale 2	Pay scale 3
	Pay scale		
2	17	17	19
3	19	21	22
4	22	24	26
5	26	30	32
6	32	36	38
7	38	40	42
8	47	47	48
9	48	48	48
10	48	48	48

Employees who transfer to job-based salary retain the pay scale in the state's salary system that they received before the transition. Employees who receive an individual salary increase will change their pay scale according to the following conversion table:

1 April 2025	1 July 2025	1 July 2026	1 July 2027	
Job-based salary				Pay scale
381,450	390,605	400,370	410,379	17
423,713	433,882	444,729	455,847	19
445,386	456,075	467,477	479,164	21
465,976	477,159	489,088	501,316	22
487,649	499,353	511,836	524,632	24
519,076	531,534	544,822	558,443	26
551,585	564,823	578,944	593,417	30
583,012	597,004	611,929	627,228	32
614,438	629,185	644,914	661,037	36
646,948	662,475	679,037	696,013	38
678,374	694,655	712,021	729,822	40
720,637	737,932	756,381	775,290	42
748,813	766,785	785,954	805,603	47
789,992	808,952	829,176	849,905	48

Pension contributions are calculated from the employee's current salary. The pension contributions serve to maintain the employee's public servant's pension:

- If the amount of the pension contributions under the collective agreement is lower than the amount to be paid to the state, the Group must pay an allowance equal to the balance.

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- If the amount of the pension contribution under the collective agreement is higher than the amount to be paid to the state, the surplus amount must be paid into a supplementary pension plan at the discretion of the employee.

In respect of employees whose own pension contributions have increased from 4% to 5% during the period from 1 April 2002 until 1 July 2003, an amount equal to such 1 percentage point increase will be paid into a supplementary pension plan at the employee's discretion, with effect from 1 July 2003.

The 0.25% pension contribution increase payable by the Group at 1 July 2004 must be paid into a supplementary pension plan at the discretion of the employee.

The increases of the pension contributions at 1 July 2005 of 0.25% in respect of the employee's contribution and 0.50% in respect of the Group's contribution must be paid into a supplementary pension plan. The 0.50% pension contribution increase at 1 July 2008 payable by the Group must be paid into a supplementary pension plan.

The increase in the Group's pension contribution per 1 April 2020 of 0.25%, 1 July 2021 of 0.25% and 1 July 2022 of 0.15% shall be paid into a supplementary pension scheme.

[9] Shadow salary

The shadow salary is the salary the employee had as of March 31, 2002 regulated by the agreed increases under the collective agreement. For example, an employee may as of 31 March 2002 (including any pay scale increases as of 1 April 2002) have been in salary class III at pay scale 9 with a personal allowance of DKK 10,000 and placed at job level 7 with a job allowance of 3% and a personal allowance of 10% ---

4. Commencement, amendments and termination

The Agreement enters into force on 1 April 2025 and expires without notice on 31 March 2028. The agreement may be amended or replaced by any subsequent local agreements between the parties.

Copenhagen, 3 July 2025



Danske Bank-koncernen

Finansforbundet i Danske Bank