

February 7th, 2014

Proposal from the Remuneration Committee – agenda item 6. a

The Remuneration committee proposes that the remuneration of The Board of Directors for 2014 remain unaltered.

The Remuneration committee thereby proposes that the Annual General Meeting adopts that the remuneration of the Board of Directors is paid in accordance with the Bank's Remuneration policy, adopted by the Annual General Meeting in March 2013, based on the following rates:

Base rate:	DKK 200.000,00
Chairman of the Board:	3 x Base rate
Vice-chairman of the Board:	2 x Base rate
Other Board Members	1 x Base rate

Remuneration Committee