

More detailed information about Nordea's remuneration 2017

QUANTITATIVE DISCLOSURES ACCORDING TO CRR / REGULATION (EU) no 575/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL OF 26 JUNE 2013, THE CONSOLIDATED AND ENHANCED FRAMEWORK FOR DISCLOSURE REQUIREMENTS ISSUED MARCH 2017 AND THE EBA GUIDELINE FOR SOUND REMUNERATION PRACTISES OF 21 DECEMBER 2015

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Nordea has clear remuneration policy, instructions and processes, securing sound remuneration structures throughout the organisation. The Board of Directors decides on the Nordea Remuneration Policy, based on an analysis of the possible risks involved, and ensures that it is implemented as proposed by the Board Remuneration Committee (BRC).

The Nordea Remuneration Policy applies to Nordea Bank AB (publ) and to all subsidiaries within the Nordea Group unless legal or supervisory requirements or proportionality considerations determine otherwise and shall:

- Support Nordea's ability to recruit, develop and retain highly motivated, competent and performance-oriented employees and hence the People strategy.
- Supplement excellent leadership and challenging tasks as driving forces for creating high commitment among employees and a Great Nordea.
- Ensure that remuneration at Nordea is aligned with efficient risk management and the Nordea values.

The Remuneration policy was significantly updated in 2017 reflecting the implementation of EBA guidelines on sound remuneration policies in Swedish legislation, amendments from business and/or jurisdiction specific regulation, as well to reflect the change in Nordea's legal structure in 2017 where bank subsidiaries in Denmark, Finland and Norway were merged into Nordea Bank AB as its branches.

Nordea offers competitive, but not market-leading total remuneration. Nordea has a total remuneration approach to compensation that recognises the importance of well-balanced but differentiated remuneration structures, based on business and local market needs, as well as the importance of remuneration being consistent with and promoting sound and effective risk management not encouraging excessive risk-taking or counteracting Nordea's long-term interests.

Risk analysis and Identification of Identified Staff in Nordea

Nordea has for several years analysed all parts of the Group and all types of risks, including lending risks and has applied risk-adjusted key measures in the variable pay systems. For identification of risk takers special emphasis has been placed on market, credit, operational and reputation risks. Please refer to the description in the Capital and Risk report for 2017 on page 162 for further details.

To identify risk takers at Nordea Markets, our analysis has been based on hierarchical structures as well as individual risk mandates, considering the size and complexity of Nordea's operations. Within lending activities, managers of many business areas as well as all employees in the Group Credit organisation have been defined as risk takers. When identifying risk takers within control functions, Nordea has followed the principle of including senior managers in the relevant units irrespective of the individual person's capacity to influence risks. Members of Group and divisional credit committees have also been defined as risk takers.

Fixed remuneration

Fixed base salary should remunerate employees for role and position, and is impacted by: job complexity, responsibility, performance and local market conditions

Allowance is a predetermined fixed remuneration component. Fixed base salary is the primary fixed remuneration component, while allowances can be used as a supplement to the Fixed base salary as Role Based Allowance or Benefit Allowance and should not be linked to performance or otherwise incentivising risk taking, and be compliant with regulation. Allowances are widely used in the Nordic markets as an integrated part of the collective agreements.

Please refer to page 69 in the Board of Directors report in the Annual Report 2017 for further details on fixed remuneration.

Variable remuneration

Please refer to page 69 in the Board of Directors report in the Annual Report 2017 for details on variable components in the Remuneration Policy and on page 71 for description of the Variable Remuneration programs offered at Nordea. For CEO and members of GEM the "Guidelines for remuneration of executive officers 2017" approved by AGM 2017 are disclosed on page 70 in the Annual Report 2017.

The main performance criteria for Nordea Group performance in 2017 were Return on Capital at Risk, development of Return on Equity against competitors, Customer Engagement Index both absolute and relative to Nordic peers and Total Costs.

Financial and non-financial criteria are based on the business' expectations and forecast and stretched targets are approved by the Board of Directors to ensure alignment with shareholders and business priorities.

The award from Variable remuneration for identified risk takers for 2017 are partly (40% to 60%) deferred and/or retained according to Swedish FSA regulation and relevant local FSA regulation on deferrals and/or retention. In addition, Nordea's Executive Incentive Programme 2017 (EIP 2017), offered to up to 400 managers and key employees, follows known regulations on deferral and retention regardless if participant is an identified risk taker or not.

Deferred amounts are indexed with the development of Nordea's share price during both the deferral and retention period ensuring that, in line with regulatory requirements, awards are made in the form of instruments linked to the Group's shares. Dividends are excluded from the indexation due to regulatory requirements.

The general provisions for malus and claw-back in Nordea are set out in the Nordea Remuneration Policy, which is approved by the Board of Directors of Nordea Bank AB (publ). A formal, senior body named the Consequence Management Committee ("CMC") was established early 2017 and is constituted of the heads of Control Functions. The CMC provides governance and oversight of risk performance related adjustments of relevant Nordea employees in the first line of defence. Ex-ante and ex-post adjustments are proposed by the CMC to individually or collectively adjust any awards due to Risk & Compliance related performance prior to awarding.

Deferred compensation will be paid only if it is sustainable according to the financial situation of Nordea, and justified according to the performance of Nordea, relevant division, if any, and the individual concerned.

Qualitative and quantitative information

Nordea has provided qualitative and quantitative disclosures according to CRR regulation (EU) no 575/2013 of the European Parliament and of the council of 26 June 2013, the consolidated and enhanced framework for disclosure requirements issued during 2017 and the EBA guideline for sound remuneration practises. The disclosures are included in the Annual Report 2017 (Board of Directors Report (page 69-71), the G7 remuneration note page (page 111-115), the Capital and Risk report (page 162) and in the report on the subsequent pages.

Variable remuneration data is based on reported available information by 1 March 2018.

A "*" in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed separate due to confidentiality reasons. The compensation is instead included in Total Group column or Other employees table.

QUANTITATIVE DISCLOSURES ACCORDING TO CRR / REGULATION (EU) no 575/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 26 June 2013

Salaries and remuneration per business areas and group functions 2017.

Total expensed remuneration¹⁾

Function²⁾	Retail Banking	Investment Banking	Asset Management	Group Functions	Independent Control Functions and other personnel costs	Total Group
EURm						
Nordea Bank AB	- 1.145,6	- 477,6	- 64,6	- 628,0	- 89,9	- 2.405,7
Other Nordea entities ³⁾	- 133,2	- 28,6	- 239,7	- 2,2	- 0,0	- 403,7
Total expensed remuneration	- 1.278,8	- 506,2	- 304,3	- 630,2	- 89,9	- 2.809,4

¹⁾ Including fixed & variable compensation, pensions and benefits, excluding social security contributions.

²⁾ Retail Banking including total lending activity (to individuals and enterprises). Investment Banking including corporate finance advice services, private equity, capital markets, trading and sales. Asset Management including portfolio management, managing of UCITS funds etc. Group Functions including all functions that have responsibilities for the whole Nordea Group at the consolidated level and for subsidiaries with such functions at the solo level, e.g. Human Resources, IT. Independent control functions including staff active in the independent risk management, compliance and internal audit functions as described in the EBA's guidelines on internal governance. Other personnel costs including personnel related costs which cannot be split into one of the other areas.

³⁾ All legal entities in Nordea except for Nordea Bank AB.

To identify risk takers at Nordea Markets, our analysis has been based on hierarchical structures as well as individual risk mandates, considering the size and complexity of Nordea's operations. Within lending activities, managers of many business areas as well as all employees in the Group Credit organisation

1) Executive Management¹⁾

EURm	Nordea Bank AB	Other Nordea entities ²⁾	Total Group
Earned fixed compensation, pensions and benefits ³⁾	- 9,6	-	- 9,6
- Number of individuals in the group ⁴⁾	10	0	10
Earned variable compensation ⁵⁾	- 5,2	-	- 5,2
- Of which cash	- 1,0	-	- 1,0
- Of which shares, share-linked instruments and other financial instruments ⁶⁾	- 4,1	-	- 4,1
- Of which to be paid in 2017	- 1,0	-	- 1,0
Deferred compensation at 1 Jan 2017 ⁷⁾	- 18,9	*	- 19,1
Accrued deferred compensation during the year ⁸⁾	- 2,7	- 0,0	- 2,7
Payments related to prior years deferral ⁹⁾	4,8	*	5,0
Deferred compensation at 31 Dec 2017	- 16,8	*	- 16,8
Severance pay commitments in new employee contracts entered into during the year ¹⁰⁾	-	-	-
- Number of individuals in the group	0	0	0
Committed guaranteed performance-related compensation during the year	-	-	-
- Number of individuals in the group	0	0	0
Severance pay expensed during the year ¹¹⁾	*	-	*
- Number of individuals in the group	2	0	2
- Highest individual expensed severance pay	- 0,4	-	- 0,4

¹⁾ Executive Management include CEO, Group Executive Management (GEM) for the period appointed to such positions. All remuneration amounts exclude social contribution.

²⁾ All legal entities in Nordea except for Nordea Bank AB.

³⁾ Including pension costs.

⁴⁾ Total number of Executives employed during the period.

⁵⁾ Total earned variable remuneration includes GEM EIP 2017 and EIP 2017. No GEM members have received profit sharing.

⁶⁾ Includes share-linked deferral and retention of GEM EIP 2017 and EIP 2017.

⁷⁾ Includes deferral 2011-2016.

⁸⁾ Includes deferred part of GEM EIP 2017 and EIP 2017 and indexation of 2011-2016 deferral schemes and shares deferred under LTIP 2010-2012.

⁹⁾ Forfeitures imposed have reduced deferred variable remuneration from previous years reward amounting to EUR 0,2m and 10.308 Nordea shares (LTIP)

¹⁰⁾ Excluding committed, expensed and paid severance pay in accordance with collective agreements and local labour laws, where applicable.

¹¹⁾ Includes severance paid during 2017 to former members of GEM.

2) Other risktakers¹⁾

EURm	Nordea Bank AB	Other Nordea entities ²⁾	Total Group
Earned fixed compensation, pensions and benefits ³⁾	- 146,3	- 37,6	- 183,9
- <i>Number of individuals in the group</i> ⁴⁾	634	206	840
Earned variable compensation ⁵⁾	- 42,9	- 13,7	- 56,5
- <i>Of which cash</i>	- 18,0	- 6,2	- 24,2
- <i>Of which shares, share-linked instruments and other financial instruments</i> ⁶⁾	- 24,8	- 7,1	- 31,9
- <i>Of which to be paid in 2017</i>	- 17,4	- 5,4	- 22,9
Deferred compensation at 1 Jan 2017 ⁷⁾	- 90,9	- 26,4	- 117,2
Accrued deferred compensation during the year ⁸⁾	- 42,6	- 14,3	- 56,9
Payments related to prior years deferral ⁹⁾	35,2	9,4	44,6
Deferred compensation at 31 Dec 2017	- 98,2	- 31,2	- 129,5
Severance pay commitments in new employee contracts entered into during the year ¹⁰⁾	-	-	-
- <i>Number of individuals in the group</i>	0	0	0
Committed guaranteed performance-related compensation during the year	- 2,3	*	- 2,8
- <i>Number of individuals in the group</i>	11	3	14
Severance pay expensed during the year	- 1,2	*	- 1,7
- <i>Number of individuals in the group</i>	9	2	11
- Highest individual expensed severance pay	- 0,6	- 0,4	- 0,6

¹⁾ Other risk takers includes employees within those categories of staff whose professional activities could impact the Group risk profile of the Nordea Group as identified per 31 Dec 2017.

All remuneration amounts exclude social contribution.

²⁾ All legal entities in Nordea except for Nordea Bank AB.

³⁾ Including pension costs.

⁴⁾ Number of full time employees in the group employed during 2017.

⁵⁾ Total variable compensation includes earned costs of EIP 2017, variable salary part (VSP), bonus, one time payments (OTP), and profit sharing for other risktakers not receiving any other form of variable pay.

⁶⁾ Shares, share-linked instruments and other financial instruments here includes share-linked deferral and retention for employees classified as identified staff as of 31 Dec 2017.

⁷⁾ Includes deferral 2011-2016 and shares deferred under LTIP 2010-LTIP 2012 for employees classified as identified staff as of 31 Dec 2017.

⁸⁾ Includes earned variable remuneration 2017 subject to deferral and indexation of 2011-2016 deferral schemes and shares deferred under LTIP 2010-LTIP 2012.

⁹⁾ Forfeitures imposed have reducing deferred variable remuneration from previous years reward amounting to EUR 0,3m and 27.624 Nordea shares (LTIP)

¹⁰⁾ Excluding committed, expensed and paid severance pay in accordance with collective agreements and local labour laws, where applicable.

3) Other employees¹⁾

	Nordea Bank AB	Other Nordea entities ³⁾	Total Group
EURm			
Earned fixed compensation, pensions and benefits ²⁾	- 2072,5	- 299,5	- 2372,0
- Number of FTE in the group ³⁾	25931	3617	29549
Expensed variable compensation ⁴⁾	- 158,8	- 52,9	- 211,7
- Of which cash	- 133,6	- 52,9	- 186,5
- Of which shares, share-linked instruments and other financial instruments ⁵⁾	- 25,2	- 0,0	- 25,2
- Of which to be paid in 2017	- 139,9	- 52,9	- 192,8
Deferred compensation at 1 Jan 2017 ⁶⁾	- 20,5	- 5,3	- 25,7
Accrued deferred compensation during the year ⁷⁾	- 29,3	- 0,5	- 29,8
Payments related to prior years deferral ⁸⁾	15,3	1,4	16,7
Deferred compensation at 31 Dec 2017	- 34,5	- 4,3	- 38,9
Severance pay commitments in new employee contracts entered into during the year ⁹⁾	- 29,3	- 2,1	- 31,4
- Number of individuals in the group	425	43	468
Committed guaranteed performance-related compensation during the year	- 1,9	-	- 1,9
- Number of individuals in the group	25	0	25
Severance pay expensed during the year	- 29,1	- 2,0	- 31,1
- Number of individuals in the group	735	56	791
- Highest individual expensed severance pay	- 0,5	- 0,2	- 0,5

¹⁾ All legal entities in Nordea except for the four main Nordic banks and their branches, excluding discontinuous operations and group adjustments. All remuneration amounts exclude social contribution.

²⁾ Including pension costs.

³⁾ Number of full time employees per 31 Dec 2017.

⁴⁾ Expensed variable compensation includes expensed costs of VSP, bonus, OTP, and profit sharing and booked costs of EIP 2017.

⁵⁾ Shares, share-linked instruments and other financial instruments here includes share-linked deferral and retention in EIP 2017, excludes profit sharing for Finnish and Swedish employees.

⁶⁾ Includes deferral 2013-2016 and shares deferred under LTIP 2010-LTIP 2012.

⁷⁾ Includes deferred part of EIP 2017.

⁸⁾ There have been no adjustments due to forfeitures in 2017.

⁹⁾ Excluding severance pay commitments in accordance with collective agreements and local labour laws, where applicable.

4) Individuals being remunerated EUR 1 million or more per financial year 2017¹⁾

	Nordea Bank AB	Other Nordea entities ²⁾	Total Group
Number of individuals			
EURm 1.0 - 1.5	16	5	21
EURm 1.5 - 2.0	3	2	5
EURm 2.0 - 2.5	2		2
EURm 2.5 - 3.0	1		1
EURm 3.0 - 3.5		2	2
Total	22	9	31

¹⁾ Total remuneration includes fixed salary, earned variable remuneration, benefits, pension for the year.

²⁾ All legal entities in Nordea except for Nordea Bank AB.

QUANTITATIVE DISCLOSURES ACCORDING TO CRR / REGULATION (EU) no 575/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 26 June 2013

Salaries and remuneration 2017

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed separate due to confidentiality reasons. The compensation is instead included in Other employees.

1) Executive Management¹⁾

	Nordea Investment Mngt AB	Nordea Finans Sverige AB	Nordea Hypotek AB	Nordea Livförsäking Sverige AB	Nordea Realkreditaktie selskab	Nordea Livförsäkrings selskab A/S	Nordea Finans Denmark	Nordea Mortgage Bank Plc
EURm								
Earned fixed compensation, pensions and benefits ²⁾	*	*	*	*	- 0,5	*	*	*
- Number of individuals in the group ³⁾	1	1	1	1	4	2	2	1
Earned variable compensation ⁴⁾	*	*	*	*	- 0,2	*	*	*
- Of which cash	*	*	*	*	- 0,1	*	*	*
- Of which shares, share-linked instruments and other financial instruments ⁵⁾	*	*	*	*	- 0,1	*	*	*
<i>to identify risk takers at Nordea Markets, our analysis has been based on hierarchical structures as well as individual risk mandates considering the size and complexity of Nordea's operations. Within</i>	*	*	-	*	- 0,1	*	*	*
Deferred compensation at 1 Jan 2017 ⁶⁾	*	*	*	*	- 0,5	*	*	-
Accrued deferred compensation during the year ⁷⁾	*	*	*	*	- 0,2	*	*	-
Payments related to prior years deferral ⁸⁾	*	*	*	*	- 0,1	*	*	-
Deferred compensation at 31 Dec 2017	*	*	*	*	- 0,5	*	*	-
Severance pay commitments in new employee contracts entered into during the year ⁹⁾	-	-	-	-	-	-	-	-
- Number of individuals in the group	0	0	0	0	0	0	0	0
Committed guaranteed performance-related compensation during the year	-	-	-	-	-	-	-	-
- Number of individuals in the group	0	0	0	0	0	0	0	0
Severance pay expensed during the year	-	-	-	-	-	-	-	-
- Number of individuals in the group	0	0	0	0	0	0	0	0
- Highest individual expensed severance pay	-	-	-	-	-	-	-	-

¹⁾ Executive Management include CEOs in all legal entities, members of Direktionen and Board of Director-members in Denmark paid by the legal entity. All remuneration amounts exclude social contribution.

²⁾ Including pension costs.

³⁾ Number of Executives employed at the end of the year.

⁴⁾ Total expensed variable compensation includes expensed costs of EIP 2017, variable salary part, bonus, one time payments, and profit sharing (if applicable). All amounts excluding social security contributions.

⁵⁾ Deferred compensation at 1 Jan 2017 relates to share-linked deferrals 2011-2016.

⁶⁾ Includes deferral 2011-2016.

⁷⁾ Includes earned variable remuneration 2017 subject to deferral and indexation of 2011-2016 deferral schemes and shares deferred under LTIP 2010-LTIP 2012.

⁸⁾ There has been no adjustments due to forfeitures in 2017.

⁹⁾ Excluding committed, expensed and paid severance pay in accordance with collective agreements and local labour laws, where applicable.

2) Other risktakers¹⁾

	Nordea Investment Mngt AB	Nordea Finans Sverige AB	Nordea Hypotek AB	Nordea Livförsäking Sverige AB	Nordea Realkreditaktie selskab	Nordea Livförsäkrings selskab A/S	Nordea Finans Denmark	Nordea Mortgage Bank Plc
EURm								
Expensed fixed compensation, pensions and benefits ²⁾	- 10,1	- 1,2	- 0,4	- 0,7	-	- 2,6	- 1,2	*
- Number of individuals in the group ³⁾	19	10	4	5	0	12	9	3
Earned variable compensation ⁴⁾	- 8,2	- 0,2	- 0,0	- 0,0	-	- 0,6	- 0,2	*
- Of which cash	- 4,0	- 0,1	- 0,0	- 0,0	-	- 0,3	- 0,1	*
- Of which shares, share-linked instruments and other financial instruments ⁵⁾	- 4,0	- 0,2	- 0,0	- 0,0	-	- 0,4	- 0,1	*
- Of which to be paid in 2017	- 3,2	- 0,1	-	- 0,0	-	- 0,3	- 0,1	*
Deferred compensation at 1 Jan 2017 ⁶⁾	- 7,3	- 0,1	- 0,0	-	*	- 0,3	-	-
Accrued deferred compensation during the year ⁷⁾	- 7,6	- 0,2	- 0,0	- 0,0	*	- 0,5	- 0,1	-
Payments related to prior years deferral ⁸⁾	- 2,6	- 0,0	- 0,0	-	*	- 0,1	-	-
Deferred compensation at 31 Dec 2017	- 12,3	- 0,2	- 0,0	- 0,0	*	- 0,7	- 0,1	-
Severance pay commitments in new employee contracts entered into during the year ⁹⁾	-	-	-	-	-	-	-	-
- Number of individuals in the group	0	0	0	0	0	0	0	0
Committed guaranteed performance-related compensation during the year	*	-	-	-	-	*	-	-
- Number of individuals in the group	1	0	0	0	0	1	0	0
Severance pay expensed during the year	*	-	-	-	-	-	-	-
- Number of individuals in the group	2	0	0	0	0	0	0	0
- Highest individual expensed severance pay	- 0,4	-	-	-	-	-	-	-

¹⁾ Other risk takers include employees within those categories of staff whose professional activities could impact the Group risk profile of the relevant legal entity as identified per 31 Dec 2017. All remuneration amounts exclude social contribution.

²⁾ Including pension costs.

³⁾ Number of full time employees in the group employed during 2017.

⁴⁾ Total earned variable compensation includes earned EIP 2017, variable salary part, bonus, one time payments, and profit sharing for other risktakers not receiving any other form of variable pay.

⁵⁾ Shares, share-linked instruments and other financial instruments here includes share-linked deferral and retention 2017.

⁶⁾ Includes deferral 2011-2016 and shares deferred under LTIP 2010-LTIP 2012 for employees classified as identified staff as of 31 Dec 2017.

⁷⁾ Includes earned variable remuneration 2017 subject to deferral and indexation of 2011-2015 deferral schemes and shares deferred under LTIP 2010-LTIP 2012.

⁸⁾ There have been no adjustments due to forfeitures in 2017.

⁹⁾ Excluding committed, expensed and paid severance pay in accordance with collective agreements and local labour laws, where applicable.

3) Other employees¹⁾

	Nordea Investment Mngt AB	Nordea Finans Sverige AB	Nordea Hypotek AB	Nordea Livförsäkring Sverige AB	Nordea Realkreditaktie selskab	Nordea Livförsäkrings selskab A/S	Nordea Finans Denmark	Nordea Mortgage Bank Plc
EURm								
Expensed fixed compensation, pensions and benefits ²⁾	- 57,5	- 12,8	- 1,4	- 14,0	- 9,5	- 47,1	- 13,1	- 1,3
- Number of FTE in the group ³⁾	484	208	17	224	108	456	141	16
Expensed variable compensation ⁴⁾	- 25,1	- 0,5	-	- 0,2	- 0,1	- 2,0	- 0,1	-
- Of which cash	- 25,1	- 0,5	-	- 0,2	- 0,1	- 2,0	- 0,1	-
- Of which shares, share-linked instruments and other financial instruments ⁵⁾	-	-	-	- 0,1	-	- 0,0	-	-
- Of which to be paid in 2017	- 25,1	- 0,5	-	- 0,2	- 0,1	- 2,0	- 0,1	-
Deferred compensation at 1 Jan 2017 ⁶⁾	- 1,9	-	- 0,3	- 0,2	- 0,1	- 0,0	-	-
Accrued deferred compensation during the year ⁷⁾	- 0,1	-	- 0,0	- 0,0	- 0,0	- 0,0	-	-
Payments related to prior years deferral ⁸⁾	- 0,5	-	- 0,0	- 0,1	- 0,1	- 0,0	-	-
Deferred compensation at 31 Dec 2017	- 1,5	-	- 0,3	- 0,2	- 0,1	- 0,0	-	-
Severance pay commitments in new employee contracts entered into during the year ⁹⁾	*	-	-	*	*	- 0,5	-	-
- Number of individuals in the group	1	0	0	1	3	13	0	0
Committed guaranteed performance-related compensation during the year	-	-	-	-	-	-	-	-
- Number of individuals in the group	0	0	0	0	0	0	0	0
Severance pay expensed during the year	*	*	-	*	*	- 0,8	*	-
- Number of individuals in the group	2	1	0	2	2	24	1	0
- Highest individual expensed severance pay	- 0,1	- 0,0	-	- 0,2	- 0,0	- 0,1	- 0,1	-

¹⁾ All employees except "Executive Management" and "Other risktakers". All remuneration amounts exclude social contribution.

²⁾ Including pension costs.

³⁾ Number of full time employees per 31 Dec 2017.

⁴⁾ Expensed variable compensation includes expensed costs of variable salary part, bonus, one time payments, profit sharing and accrued costs of EIP 2017.

⁵⁾ Shares, share-linked instruments and other financial instruments here excludes profit sharing for Finnish and Swedish employees.

⁶⁾ Includes deferral 2013-2016 and shares deferred under LTIP 2010-LTIP 2012.

⁷⁾ Includes earned variable remuneration 2017 subject to deferral and indexation of 2011-2016 deferral schemes and shares deferred LTIP 2012.

⁸⁾ There has been no adjustments due to forfeitures in 2017.

⁹⁾ Excluding committed, expensed and paid severance pay in accordance with collective agreements and local labour laws, where applicable.

Pillar 3 disclosure requirements – Remuneration templates REM1 and REM2

	Senior management	Other material risk-takers
EURm		
Fixed remuneration		
Number of employees	10	840
Total fixed remuneration	9,6	183,9
- Of which cash	9,6	183,9
- Of which deferred	0,0	0,0
- Of which shares, share-linked instruments and other financial instruments	0,0	0,0
- Of which deferred	0,0	0,0
Variable remuneration		
Number of employees	10	840
Total variable remuneration	5,2	56,5
<p>To identify risk takers at Nordea Markets, our analysis has been based on hierarchical structures as well as individual risk mandates, considering the size and complexity of Nordea's operations. Within lending activities, managers of many business areas as well as all employees in the Group Credit organisation have been defined as risk takers. When identifying risk takers within control functions, Nordea has followed the principle of including senior managers in the relevant units irrespective of the individual person's capacity to influence risks. Members of Group and divisional credit committees have also been defined as risk takers.</p>		
- Of which deferred	0,0	12,3
- Of which shares, share-linked instruments and other financial instruments	4,1	31,9
- Of which deferred	3,1	31,9
Total remuneration	14,8	240,5

	Guaranteed bonuses		Sign-on awards		Severance payments	
	Number of employees	Total amount EURm	Number of employees	Total amount EURm	Number of employees	Total amount EURm
Senior management	0,0	0,0	0,0	0,0	2,0	*
Other material risk-takers	0,0	0,0	14,0	2,8	11,0	1,7

Pillar 3 disclosure requirements – Remuneration template REM3

	Total amount of outstanding deferred remuneration	Of which: Total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment	Total amount of amendment during the year due to ex post explicit adjustment	Total amount of amendment during the year due to ex post implicit adjustment ¹⁾	Total amount of deferred remuneration paid out in the financial year
Deferred and retained remuneration (EURm)					
Senior management	19,7	19,7	0,0	-0,8	2,6
Cash	0,6	0,6	0,0	0,0	0,6
Shares	0,0	0,0	0,0	0,0	0,0
Cash-linked instruments	19,1	19,1	0,0	-0,8	2,0
Other	0,0	0,0	0,0	0,0	0,0
Other material risk-takers	126,5	126,5	0,0	1,1	44,6
Cash	30,5	30,5	0,0	0,0	8,3
Shares	0,0	0,0	0,0	0,0	0,0
Cash-linked instruments	95,9	95,9	0,0	1,1	36,4
Other	0,0	0,0	0,0	0,0	0,0
Total	146,2	146,2	0,0	0,3	47,2

1) Total amount of GEM EIP TSR-indexation reflect annual indexation change measured over a ten day period from the release date of the Nordea Group Q4-report in line with terms and conditions of that programme whereas indexation for other TSR-linked variable pay programmes are measured over the calendar year.