

Aggregated quantitative disclosures on Nordea's remuneration 2022

QUANTITATIVE AGGREGATED REMUNERATION FIGURES ARE DISCLOSED
ACCORDING TO CRR REGULATION (EU) no 575/2013 OF THE EUROPEAN
PARLIAMENT AND OF THE COUNCIL of 26 June 2013

Published 15 March 2023

For additional Quantitative and Qualitative disclosures, please refer to:

Annual Report 2022, Board of Directors Report, pages 79 to 82

Annual Report 2022, Note G8 on Staff Costs, pages 165 to 180

Remuneration Policy for governing bodies on nordea.com

<https://www.nordea.com/Images/35-367618/Nordea%20-%20Remuneration%20Policy%20for%20Governing%20Bodies%20-%20AGM%202020.pdf>

Corporate governance/Remuneration on nordea.com

<https://www.nordea.com/en/about-nordea/corporate-governance/remuneration/>

NORDEA GROUP QUANTITATIVE DISCLOSURES

Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function ¹⁾	MB Management function ²⁾	Other senior management ³⁾	Other identified staff ⁴⁾
1	Fixed remuneration	Number of identified staff	18	2	11	466
2		Total fixed remuneration	1.899.900	2.755.646	9.484.331	113.445.806
3		Of which: cash-based	1.899.900	2.755.646	9.484.331	113.445.806
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	0	0	0	0
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7	Variable remuneration	Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9		Number of identified staff	0	2	11	272
10		Total variable remuneration ⁵⁾	0	3.006.860	7.882.116	49.636.621
11		Of which: cash-based	0	667.966	2.133.064	26.727.385
12		Of which: deferred	0	400.780	1.253.362	8.928.439
EU-13a		Of which: shares or equivalent ownership interests	0	2.338.894	5.749.052	18.429.594
EU-14a		Of which: deferred	0	1.403.336	3.403.098	11.775.140
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	4.479.642
EU-14b		Of which: deferred	0	0	0	2.645.082
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2 + 10)		1.899.900	5.762.506	17.366.447	163.082.427

¹⁾ Includes the Board of Directors at Nordea Bank Abp

²⁾ Includes the CEO and the deputy Managing Director

³⁾ Includes Group Leadership Team (GLT) and Chief Audit Executive for the period appointed to such positions. CEO and deputy Managing Director are excluded. All amounts excluding social security contributions

⁴⁾ Includes employees whose professional activities could impact the risk profile of the Nordea Group, not identified staff locally identified in subsidiaries of the Nordea Group

⁵⁾ Includes awards from 2022 variable remuneration programmes and 2022 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	a	b	c	d
	MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards				
1 Guaranteed variable remuneration awards - Number of identified staff	0	0	0	4,0
2 Guaranteed variable remuneration awards -Total amount	0	0	0	1.040.311
3 Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	1.040.311
Severance payments awarded in previous periods, that have been paid out during the financial year				
4 Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	2,0
5 Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	511.979
Severance payments awarded during the financial year				
6 Severance payments awarded during the financial year - Number of identified staff	0	0	0	9,0
7 Severance payments awarded during the financial year - Total amount	0	0	0	1.368.763
8 Of which paid during the financial year	0	0	0	210.546
9 Of which deferred	0	0	0	0
10 Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11 Of which highest payment that has been awarded to a single person	0	0	0	0

Template EU REM3 - Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods ¹⁾	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments) ²⁾	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	2.385.136	639.531	1.777.717	0	0	-32.112	397.019	242.512
8	Cash-based	1.030.549	296.836	733.713	0	0	0	296.836	0
9	Shares or equivalent ownership interests	1.216.374	286.814	929.560	0	0	0	44.302	242.512
10	Share-linked instruments or equivalent non-cash instruments	138.213	55.881	114.443	0	0	-32.112	55.881	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	10.494.664	3.431.995	7.277.684	0	0	-215.015	2.807.553	624.442
14	Cash-based	3.348.148	1.086.903	2.261.245	0	0	0	1.086.903	0
15	Shares or equivalent ownership interests	4.520.282	1.196.861	3.323.420	0	0	0	572.419	624.442
16	Share-linked instruments or equivalent non-cash instruments	2.626.234	1.148.231	1.693.018	0	0	-215.015	1.148.231	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	78.304.744	35.395.732	43.973.723	0	0	-1.064.710	28.783.882	6.611.849
20	Cash-based	31.308.988	16.514.066	14.794.922	0	0	0	16.514.066	0
21	Shares or equivalent ownership interests	30.044.734	11.612.142	18.432.592	0	0	0	5.000.292	6.611.849
22	Share-linked instruments or equivalent non-cash instruments	16.951.022	7.269.524	10.746.208	0	0	-1.064.710	7.269.524	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	91.184.544	39.467.258	53.029.123	0	0	-1.311.836	31.988.454	7.478.804

¹⁾ Includes 2015-2021 deferrals

²⁾ Includes indexation of 2015-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year¹⁾

		a
	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	13
2	1 500 000 to below 2 000 000	4
3	2 000 000 to below 2 500 000	4
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	1
7	4 000 000 to below 4 500 000	2
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0

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

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										495
2	Of which: members of the MB	18	2	20							
3	Of which: other senior management				1	2	1	5	3	0	
4	Of which: other identified staff				127	148	18	147	26	0	
5	Total remuneration of identified staff	1.899.900	5.762.506	7.662.406	58.632.692	47.213.945	22.355.735	41.041.305	11.205.198	0	
6	Of which: variable remuneration	0	3.006.860	3.006.860	22.282.490	13.825.902	9.908.257	9.340.139	2.161.950	0	
7	Of which: fixed remuneration	1.899.900	2.755.646	4.655.546	36.350.201	33.388.043	12.447.479	31.701.166	9.043.248	0	