

# Aggregated quantitative disclosures on Nordea's remuneration 2023

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 13 March 2024

For additional Quantitative and Qualitative disclosures, please refer to:

Annual Report 2023, Board of Directors Report, pages 78 to 82

Annual Report 2023, Note G8 on Staff Costs, pages 183 to 197

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 <sup>1)</sup>	MB Management function <sup>2)</sup>	Other senior management <sup>3)</sup>	Other identified staff <sup>4)</sup>
1	Fixed remuneration	Number of identified staff	17	2	11	448
2		Total fixed remuneration	1.980.625	2.842.938	9.154.482	113.054.081
3		Of which: cash-based	1.980.625	2.842.938	9.154.482	113.054.081
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		Of which: other forms	0	0	0	0
8	(Not applicable in the EU)	0	0	0	0	
9	Variable remuneration	Number of identified staff	0	2	11	264
10		Total variable remuneration <sup>5)</sup>	0	3.344.117	10.315.637	54.915.030
11		Of which: cash-based	0	699.141	2.307.648	24.136.958
12		Of which: deferred	0	419.484	1.384.589	9.885.422
EU-13a		Of which: shares or equivalent ownership interests	0	2.644.977	8.007.989	24.287.831
EU-14a		Of which: deferred	0	1.586.986	4.804.793	17.869.222
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	6.490.241
EU-14b		Of which: deferred	0	0	0	4.736.359
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)		1.980.625	6.187.056	19.470.119	167.969.111

<sup>1)</sup> Includes the Board of Directors at Nordea Bank Abp

<sup>2)</sup> Includes the CEO and the deputy Managing Director

<sup>3)</sup> 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

<sup>4)</sup> 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

<sup>5)</sup> Includes awards from 2023 variable pay plans or multi-year variable pay plans ending in 2023 and 2023 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
<b>Guaranteed variable remuneration awards</b>				
1 Guaranteed variable remuneration awards - Number of identified staff	0	0	0	2,8
2 Guaranteed variable remuneration awards -Total amount	0	0	0	460.677
3 Of which guaranteed variable remuneration awards paid during the financial year, that are not	0	0	0	212.839
<b>Severance payments awarded in previous periods, that have been paid out during the financial year</b>				
4 Severance payments awarded in previous periods, that have been paid out during the financial year -	0	0	0	0,0
5 Severance payments awarded in previous periods, that have been paid out during the financial year -	0	0	0	0
<b>Severance payments awarded during the financial year</b>				
6 Severance payments awarded during the financial year - Number of identified staff	0	0	0	6,0
7 Severance payments awarded during the financial year - Total amount	0	0	0	1.556.903
8 Of which paid during the financial year	0	0	0	241.369
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	0	0	0	0
11 Of which highest payment that has been awarded to a single person	0	0	0	84.344

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 <sup>1)</sup>	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) <sup>2)</sup>	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	<b>MB Supervisory function</b>	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	<b>MB Management function</b>	<b>5.058.006</b>	<b>1.775.144</b>	<b>3.248.823</b>	<b>0</b>	<b>0</b>	<b>34.038</b>	<b>1.240.571</b>	<b>534.573</b>
8	Cash-based	1.401.408	478.385	923.022	0	0	0	478.385	0
9	Shares or equivalent ownership interests	3.474.250	1.237.357	2.236.893	0	0	0	702.784	534.573
10	Share-linked instruments or equivalent non-cash instruments	182.349	59.402	88.908	0	0	34.038	59.402	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	<b>Other senior management</b>	<b>15.443.456</b>	<b>5.013.063</b>	<b>10.201.564</b>	<b>0</b>	<b>0</b>	<b>228.829</b>	<b>3.217.130</b>	<b>1.795.933</b>
14	Cash-based	4.041.980	1.350.215	2.691.764	0	0	0	1.350.215	0
15	Shares or equivalent ownership interests	9.249.505	3.168.684	6.080.821	0	0	0	1.372.752	1.795.933
16	Share-linked instruments or equivalent non-cash instruments	2.151.971	494.163	1.428.979	0	0	228.829	494.163	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	<b>Other identified staff</b>	<b>84.859.809</b>	<b>33.566.984</b>	<b>50.829.516</b>	<b>0</b>	<b>0</b>	<b>463.309</b>	<b>25.679.156</b>	<b>7.887.828</b>
20	Cash-based	31.910.449	14.994.550	16.915.900	0	0	0	14.994.550	0
21	Shares or equivalent ownership interests	34.390.074	14.623.962	19.766.112	0	0	0	6.736.134	7.887.828
22	Share-linked instruments or equivalent non-cash instruments	18.559.286	3.948.473	14.147.504	0	0	463.309	3.948.473	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	<b>Total amount</b>	<b>105.361.272</b>	<b>40.355.192</b>	<b>64.279.904</b>	<b>0</b>	<b>0</b>	<b>726.176</b>	<b>30.136.858</b>	<b>10.218.334</b>

<sup>1)</sup> Includes 2015-2022 deferrals

<sup>2)</sup> Includes indexation of 2016-2022 deferral schemes

**Template EU REM4 - Remuneration of 1 million EUR or more per year<sup>1)</sup>**

		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	18
2	1 500 000 to below 2 000 000	3
3	2 000 000 to below 2 500 000	7
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	2
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	1
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

<sup>1)</sup> Total remuneration includes fixed salary, accrued variable pay awards, 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										475
2	Of which: members of the MB	17	2	19							
3	Of which: other senior management				1	2	1	4	3	0	
4	Of which: other identified staff				120	129	30	142	27	0	
5	Total remuneration of identified staff	1.980.625	6.187.056	8.167.681	60.377.115	43.613.213	28.089.060	42.406.218	12.953.625	0	
6	Of which: variable remuneration	0	3.344.117	3.344.117	25.330.768	13.676.934	12.149.522	11.291.393	2.782.050	0	
7	Of which: fixed remuneration	1.980.625	2.842.938	4.823.563	35.046.347	29.936.279	15.939.538	31.114.824	10.171.574	0	