

Aggregated quantitative disclosures on Nordea's remuneration 2024

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 12 March 2025

For additional Quantitative and Qualitative disclosures, please refer to:

Annual Report 2024, Board of Directors Report, pages 74 to 77

Annual Report 2024, Note G8 on Staff Costs, pages 256 to 269

Remuneration Policy for governing bodies on nordea.com

<https://www.nordea.com/en/doc/remuneration-policy-for-governing-bodies-1.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	15	2	11	440
2		Total fixed remuneration	2.031.250	3.001.006	9.502.870	111.136.651
3		Of which: cash-based	2.031.250	3.001.006	9.502.870	111.136.651
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	10	261
10		Total variable remuneration ⁵⁾	0	2.503.534	8.599.078	49.532.705
11		Of which: cash-based	0	699.304	3.328.199	22.846.635
12		Of which: deferred	0	419.582	1.339.383	9.132.962
EU-13a		Of which: shares or equivalent ownership interests	0	1.804.230	5.270.879	20.599.141
EU-14a		Of which: deferred	0	1.082.538	3.162.527	15.790.164
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	6.086.929
EU-14b		Of which: deferred	0	0	0	4.418.452
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)		2.031.250	5.504.539	18.101.948	160.669.356

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 2024 variable remuneration programmes and 2024 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	2,0
2 Guaranteed variable remuneration awards -Total amount	0	0	0	258.644
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	258.644
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	0,0
5 Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
Severance payments awarded during the financial year				
6 Severance payments awarded during the financial year - Number of identified staff	0	0	2	9,0
7 Severance payments awarded during the financial year - Total amount	0	0	1.095.894	1.728.541
8 Of which paid during the financial year	0	0	0	22.350
9 Of which deferred	0	0	0	89.400
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	22.350

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 explicit 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	6.364.413	2.036.654	4.327.759	-2.299	-2.963	-5.262	1.390.628	646.025
8	Cash-based	1.622.122	493.699	1.128.423	0	0	0	493.699	0
9	Shares or equivalent ownership interests	4.658.675	1.495.592	3.163.083	0	0	0	849.567	646.025
10	Share-linked instruments or equivalent non-cash instruments	83.615	47.362	36.253	-2.299	-2.963	-5.262	47.362	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	19.684.570	6.664.576	13.019.994	-32.542	-52.640	-85.181	4.725.134	1.939.441
14	Cash-based	4.944.118	1.520.824	3.423.294	0	0	0	1.520.824	0
15	Shares or equivalent ownership interests	13.425.676	4.473.176	8.952.500	0	0	0	2.533.735	1.939.441
16	Share-linked instruments or equivalent non-cash instruments	1.314.777	670.576	644.201	-32.542	-52.640	-85.181	670.576	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	93.912.535	36.421.378	57.491.157	-21.326	2.584.718	2.563.392	28.384.917	8.036.461
20	Cash-based	33.545.057	14.957.256	18.587.801	0	0	0	14.957.256	0
21	Shares or equivalent ownership interests	37.973.138	16.600.503	21.372.635	0	0	0	8.564.043	8.036.461
22	Share-linked instruments or equivalent non-cash instruments	22.394.340	4.863.619	17.530.721	-21.326	2.584.718	2.563.392	4.863.619	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	119.961.517	45.122.607	74.838.910	-56.167	2.529.116	2.472.949	34.500.680	10.621.927

¹⁾ Includes 2018-2024 deferrals

²⁾ Includes indexation of 2018-2024 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	18
2	1 500 000 to below 2 000 000	4
3	2 000 000 to below 2 500 000	3
4	2 500 000 to below 3 000 000	1
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									467
2	Of which: members of the MB	15	2	17	0					
3	Of which: other senior management			1	1	0	6	3	0	
4	Of which: other identified staff			118	66	3	228	25	0	
5	Total remuneration of identified staff	2.031.250	5.504.539	7.535.789	55.470.044	22.087.045	1.273.386	87.371.303	12.569.527	0
6	Of which: variable remuneration	0	2.503.534	2.503.534	22.255.675	6.358.532	345.718	26.811.770	2.360.089	0
7	Of which: fixed remuneration	2.031.250	3.001.006	5.032.256	33.214.369	15.728.514	927.667	60.559.533	10.209.438	0