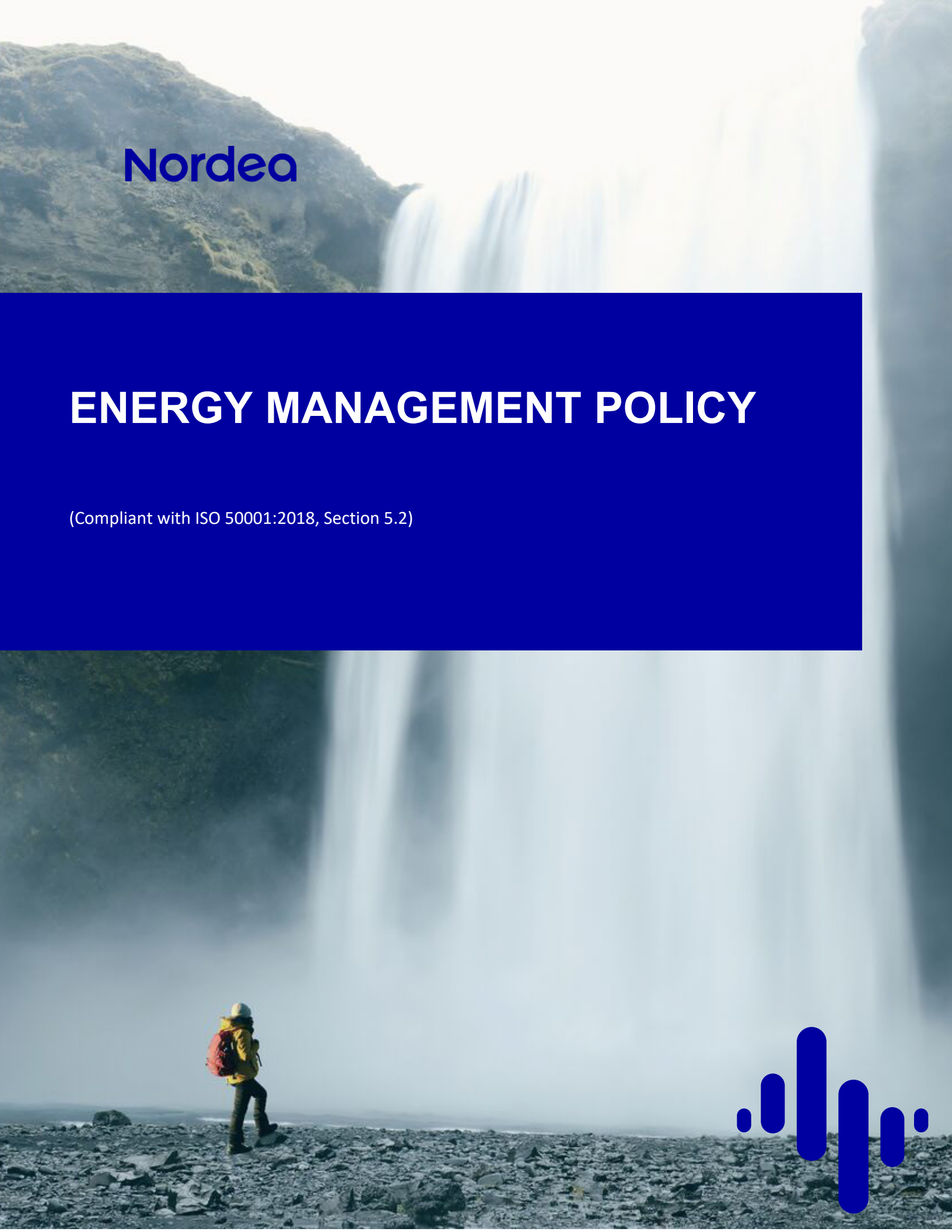


The background of the entire page is a photograph of a powerful waterfall. The water is white and turbulent as it falls from a high, dark, mossy cliff. In the lower-left foreground, a hiker wearing a yellow jacket, a red backpack, and a white helmet stands on a rocky, grey shore, looking towards the waterfall. The sky is bright and slightly hazy.

Nordea

ENERGY MANAGEMENT POLICY

(Compliant with ISO 50001:2018, Section 5.2)



Energy Management Policy

Nordea's energy management policy reflects our commitment to sustainability and effective operational energy management. As a banking group playing a key role in the transition to a sustainable future, Nordea's direction is clear, to become a bank with net-zero emissions by 2050 at the latest, by engaging with and supporting our customers and portfolio companies in reducing their climate impact, while reducing our own.

Nordea's mission is to deliver banking services to clients in a sustainable manner, with focus on energy efficiency and environmental impact. We recognise our responsibility to conserve energy and enhance the use of low-carbon energy in all of Nordea's activities—both internally and in relation to our clients and suppliers.

Nordea continually strives to improve energy performance and have a robust Energy Management System (EnMS) covering all internal banking operations.

The energy management policy is applicable to Nordea Bank Abp and its branches and subsidiaries in the Nordics.

We are committed to:

- Continually improving energy performance of our internal operations by setting new targets, implementing action plans, and reviewing progress at regular intervals
- Collecting, compiling, and analyzing energy information and data in an optimal way to support efficient implementation of the EnMS
- Preparing action plans for energy performance improvements of our internal operations
- Allocating sufficient resources for the continual improvement and proper maintenance of the EnMS
- Keeping up to date with legal, regulatory and other requirements concerning energy and energy consumption relevant to the EnMS and Nordea operations
- Integrating considerations for energy performance in the design and modification of all Nordea facilities, as well as in the procurement of products and services

Upon mandate from Group Leadership Team (GLT), Head of Group Workplace Management is accountable for Nordea's energy management policy, and has appointed an Energy Manager and an Energy Management Team, entrusted with the authority and responsibility to:

- Develop, implement, and maintain all necessary processes and procedures for the EnMS.
- Oversee the implementation of this policy, monitor energy performance, and report to Nordea's top management.
- Promote awareness throughout the organisation and service partners.

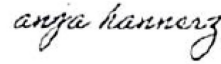
- Ensure effective internal and external communication about the energy management process.

This policy shall be communicated to all employees and relevant stakeholders. The Energy Management Team will ensure that all staff are aware of their roles in energy management and will keep the organisation informed about relevant progress and developments to the EnMS.

The energy management policy will be reviewed at least annually as part of the Management review of the ISO 50001 Energy Management System and updated as necessary to ensure its continued suitability, adequacy, and effectiveness in supporting Nordea's sustainability strategy.

Signed by:


Christina Gadeberg,
Chief People Officer, GLT
Nordea
Date: 18/5 - 2026


Anja Hannerz
Head of Group Sustainability
Nordea
Date: 7/5 - 2026


Jakob Stilov,
Head of Group Workplace Management
Nordea
Date: 13/5 - 2026