

# Nordea SASB Index 2024

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## 1 SASB Index 2024

The table below provides references on where to find information in relevant external public reports and policies available at [nordea.com](https://nordea.com) related to metrics applied in the Sustainability Accounting Standards Boards (SASB) industry-specific standards for; asset management & custody activities (AC), commercial banks (CB), consumer finance (CF), investment banking & brokerage (IB) and mortgage finance (MF).

In the below table, references are made to Nordea Annual Report 2024 (AR) and Pillar 3 disclosures in Nordea Group Capital and Risk Management Report 2024 (P3). Both reports can be found at [nordea.com](https://nordea.com). The below table does not necessarily provide a complete reference to information related to the below metrics as that may also be found in other reports or policies at [nordea.com](https://nordea.com).

Topic	Accounting metric	Code	Reference
Transparent Information & Fair Advice for Customers	(1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	FN-AC-270a.1	Not reported
	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	FN-AC-270a.2	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254
	Description of approach to informing customers about products and services	FN-AC-270a.3	AR 2024: pages 27-35
Employee Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees	FN-AC-330a.1	AR 2024: pages 23 and 63; Note S1 "Own workforce", pages 177-184
		FN-IB-330a.1	
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	FN-AC-410a.1	AR 2024: page 89
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	FN-AC-410a.2	AR 2024: pages 88-89
	Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	AR 2024: pages 88-92
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	FN-AC-510a.1	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254
		FN-CB-510a.1	
		FN-IB-510a.1	
	Description of whistleblower policies and procedures	FN-AC-510a.2	AR 2024: pages 179, 192 and 308
		FN-CB-510a.2	
	FN-IB-510a.2		

Topic	Accounting metric	Code	Reference
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	FN-CB-550a.1 FN-IB-550a.1	<a href="https://www.nordea.com/en/investors/g-sibg-sii-systematic-importance-indicators">https://www.nordea.com/en/investors/g-sibg-sii-systematic-importance-indicators</a>
	Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long term corporate strategy, and other business activities	FN-CB-550a.2 FN-IB-550a.2	AR 2024: Note G11 "Risk and liquidity management" section 4 "Market risk", pages 305-306
Customer Privacy	Number of account holders whose information is used for secondary purposes	FN-CF-220a.1	General information on Nordea's privacy policy can be found at <a href="https://www.nordea.com/en/privacy-policy">https://www.nordea.com/en/privacy-policy</a>
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	FN-CF-220a.2	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	FN-CB-230a.1 FN-CF-230a.1	Not reported
	Card-related fraud losses from (1) card-not present fraud and (2) card-present and other fraud	FN-CF-230a.2	Not reported
	Description of approach to identifying and addressing data security risks	FN-CB-230a.2 FN-CF-230a.3	AR 2024: Note S4 "Consumers and end-users", page 189
Financial Inclusion & Capacity Building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	FN-CB-240a.1	Not reported
	(1) Number and (2) amount of past due and nonaccrual loans or loans subject to forbearance that qualify for programmes designed to promote small business and community development	FN-CB-240a.2	Not reported
	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	FN-CB-240a.3	Not reported
	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	FN-CB-240a.4	AR 2024: page 25; Note S4 "Consumers and end-users", pages 185-190
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	FN-CB-410a.2	AR 2024: page 60
Selling Practices	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	FN-CF-270a.1	AR 2024: pages 74-77; Note G8 "Employee benefits and key management personnel remuneration", page 256
	Approval rate for (1) credit and (2) pre-paid products for applicants	FN-CF-270a.2	Not reported
	(1) Average fees from add-on products, (2) average APR of credit products, (3) average age of credit products, (4) average number of credit accounts, and (5) average annual fees for pre-paid products	FN-CF-270a.3	Not reported
	(1) Number of customer complaints filed, (2) percentage with monetary or nonmonetary relief	FN-CF-270a.4	Not reported
	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	FN-CF-270a.5	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254

Topic	Accounting metric	Code	Reference
Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities	Revenue from (1) underwriting, (2) advisory, and (3) securitization transactions incorporating integration of environmental, social, and governance (ESG) factors, by industry	FN-IB-410a.1	Not reported
	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	FN-IB-410a.2	AR 2024: pages 88-89
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	FN-IB-410a.3	AR 2024: pages 88-89; Responsible Investment Policy <a href="https://www.nordea.com/en/doc/nordea-responsible-investment-policy-january-2025.pdf">https://www.nordea.com/en/doc/nordea-responsible-investment-policy-january-2025.pdf</a>
Professional Integrity	(1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	FN-IB-510b.1	Not reported
	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party	FN-IB-510b.2	Not reported
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	FN-IB-510b.3	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254
	Description of approach to ensuring professional integrity, including duty of care	FN-IB-510b.4	AR 2024: pages 71-73; Note G11 "Risk and liquidity management" section 6 "Compliance risk", page 308
Employee incentives & Risk taking	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	FN-IB-550b.1	AR 2024: pages 74-76; Note G8 "Employee benefits and key management personnel remuneration", page 256; Additionally the Remuneration Report for Governing Bodies 2024 published on <a href="https://www.nordea.com">nordea.com</a>
	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	FN-IB-550b.2	AR 2024: pages 74-76; Note G8 "Employee benefits and key management personnel remuneration", page 256; Additionally the Remuneration Report for Governing Bodies 2024 published on <a href="https://www.nordea.com">nordea.com</a>
	Discussion of policies around supervision, control, and validation of traders' pricing of Level 3 assets and liabilities	FN-IB-550b.3	AR 2024: Note G3.4 "Fair Value", pages 219-225
Lending Practices	(1) Number and (2) value of residential mortgages of the following types: (a) combined fixed- and variable-rate, (b) prepayment penalty, and (c) total	FN-MF-270a.1	Not reported
	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure	FN-MF-270a.2	AR 2024: Note G3.8 "Loans", pages 231-233
	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	FN-MF-270a.3	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254
	Description of remuneration structure of loan originators	FN-MF-270a.4	AR 2024: Note G11 "Risk and liquidity management", page 280
Discriminatory Lending	(1) Number, (2) value, and (3) weighted average loan-to-value ratio of mortgages issued to (a) minority and (b) all other borrowers	FN-MF-270b.1	AR 2024: Note G11 "Risk and liquidity management", page 284
	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	FN-MF-270b.2	AR 2024: Note G6 "Provisions", page 253; Note G7.1 "Contingent Liabilities", page 254
	Description of policies and procedures for ensuring non-discriminatory mortgage origination	FN-MF-270b.3	AR 2024: Note G11 "Risk and liquidity management" section 1.1 "Internal Control Framework", page 280; Nordea Code of Conduct, <a href="https://www.nordea.com">nordea.com</a>
Environmental Risk to Mortgaged Properties	(1) Number and (2) value of mortgage loans in 100-year flood zones	FN-MF-450a.1	Not reported
	(1) Total expected loss and (2) Loss Given Default (LGD) attributable to mortgage loan default and delinquency due to weather-related natural catastrophes, by geographic region	FN-MF-450a.2	Not reported
	Description of how climate change and other environmental risks are incorporated into mortgage origination and underwriting	FN-MF-450a.3	P3 2024: Section "Climate-related transition risks", page 23; AR 2024: Section "Sustainable financing and facilitation", page 88

Topic	Accounting metric	Code	Reference
Activity Metric	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	FN-CB-410b.1 FN-AC-410b.1	AR 2024: Note E1 "Climate change", pages 161-162
	Gross exposure for each industry by asset class	FN-CB-410b.2	AR 2024: Note E1 "Climate change", page 163
	Percentage of gross exposure included in the financed emissions calculation	FN-CB-410b.3	AR 2024: Note E1 "Climate change", pages 162-163 and 168
	Description of the methodology used to calculate financed emissions	FN-CB-410b.4 FN-AC-410b.4	AR 2024: Note E1 "Climate change", page 171
	Total amount of assets under management (AUM) included in the financed emissions disclosure	FN-AC-410b.2	AR 2024: Note E1 "Climate change", page 168
	Percentage of total assets under management (AUM) included in the financed emissions calculation	FN-AC-410b.3	AR 2024: Note E1 "Climate change", page 168
	Total assets under management (AUM)	FN-AC-000.A	AR 2024: page 43; Note P9.7 "Customer assets under management", page 356
	Total assets under custody and supervision	FN-AC-000.B	AR 2024: page 43; Note P9.7 "Customer assets under management", page 356
	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	FN-CB-000.A	AR 2024: page 44; Note G2.1 "Segment reporting", page 204
	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	FN-CB-000.B	AR 2024: page 44; Note G2.1 "Segment reporting", page 204
	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account	FN-CF-000.A	Not reported
	Number of (1) credit card accounts and (2) pre-paid debit card accounts	FN-CF-000.B	Not reported
	(1) Number and (2) value of (a) underwriting, (b) advisory, and (c) securitization transactions	FN-IB-000.A	Not reported
	(1) Number and (2) value of proprietary investments and loans by sector	FN-IB-000.B	Not reported
	(1) Number and (2) value of market making transactions in (a) fixed income, (b) equity, (c) currency, (d) derivatives, and (e) commodity products	FN-IB-000.C	Not reported
	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	FN-MF-000.A	AR 2024: Note G11 "Risk and liquidity management", page 284
	(1) Number and (2) value of mortgages purchased by category: (a) residential and (b) commercial	FN-MF-000.B	AR 2024: Note G11 "Risk and liquidity management", page 284