

## **Annual General Meeting of Jyske Bank A/S, 16 March 2016**

*Motions proposed by the shareholders: Nanna Bonde Ottosen, Anna Brændemose Østergaard, Karoline Vind Tipsmark Poulsen, Clara Karnøe Knudsen, Anton Thorell Steinø and Astrid Hørby Aller:*

### Item e. 1 of the Agenda:

Jyske Bank shall cease to make new investments in non-renewable energy and scale down existing investments.

*The Supervisory Board does not support the motion since the Supervisory Board does not consider Jyske Bank's annual general meeting a suitable forum for discussions and adoptions of energy political issues.*

### Item e. 2 of the Agenda:

At the next general meeting a ceiling on golden handshakes should be introduced.

*The Supervisory Board does not support the motion. The terms of employment of the Executive Board have been determined in accordance with the remuneration policy adopted by members in general meeting. The annual report describes the management's salary and remuneration in connection with resignation and such amounts consist of salary during the period of notice of six months and in addition severance pay in connection with termination on the part of the bank of up to two years' salary.*

### Item e. 3 of the Agenda:

Jyske Bank shall support the introduction of a tax on speculation (FTT tax) at a European level.

*The Supervisory Board does not support the motion since the Supervisory Board does not consider Jyske Bank's annual general meeting a suitable forum for discussions and adoptions of social political issues.*

### Item e. 4 of the Agenda:

At its next annual general meeting, Jyske Bank shall have created more traineeships than since the last annual general meeting.

*The Supervisory Board does not support the motion. The competence requirements of the theoretical knowledge of young new employees are today so high that the bank no longer employs trainees who only attended post secondary education. Instead Jyske Bank every year employs young people with higher education, for instance with backgrounds as Financial Economists, Bachelors of Financial Management and Services or Master's Degrees – also in years where the bank reduces the number of employees. In addition, the bank every year makes a number of traineeships and student assistant jobs available for young people in the process of training.*