

Annual General Meeting of Jyske Bank A/S, 20 March 2012

Full wording of motion for consideration at the general meeting:

Item 4a on the agenda: Approval of Jyske Bank's pay policy

Now the legislation provides for payment of one-off amounts up to a threshold limit of DKK 100,000 per year to the Supervisory Board, the Executive Board and the so-called risk-takers without such payments entailing demands for deferred payment and partial payment in shares. The principle of Jyske Bank's pay policy is still that the Jyske Bank Group does not offer bonus schemes. Instead, as a flexible instrument in the day-to-day management and the continuous adjustment of remuneration, it is proposed that the possibility of paying one-off amounts below the threshold limit be introduced.