

ESG Fact Book 2020



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Financial Key Figures

Jyske Bank in numbers	
Full-time employees	3,349 ¹
Loans and advances (DKKbn)	491.4
Assets under management (DKKbn)	175
Core income (DKKkm)	7,982
Core expenses (DKKkm)	4,848
Loan impairment charges (DKKkm)	968
Pre-tax profit (DKKkm)	2,110
Profit for the period (DKKkm)	1,609
Return on equity (%)	4.4
Common equity tier 1 ratio (%)	17.9
Total capital ratio (%)	22.9

See Jyske Bank's [Annual Report 2020](#)

¹ FTE if adjusted for employees who are financed externally

Environment

E - Our workplace

CO₂ emission by source

The following table shows direct and indirect emissions and contains data from Jyske Bank Group and the companies of which we are partial owners, unless otherwise stated.

Our greenhouse gas emissions are divided into the following three categories:

- Scope 1 – Direct greenhouse gas emissions from sources, such as combustion of fuels and our vehicle fleet, that are owned or controlled by the companies.
- Scope 2 – Indirect greenhouse gas emissions result from the consumption of the electricity and district heating we purchase.
- Scope 3 – Other indirect greenhouse gas emissions from sources that are not owned or controlled by the companies. They include third-party deliveries, business travel and use of products and services sold. The following elements are included: CO₂ emissions from air and rail travel, work-related own car travel, taxi travel and printing.

	Data	CO ₂ tonnes	Note/link
Scope 1			
Company cars (km)	1,815,444	236	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata
Heating: oil (l)	6,904	22	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata
gas (m ³)	218,100	480	
Scope 2			
Electricity (kWh)	14,988,838	5,473	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata Jyske Bank purchased a wind turbine in Juli 2020 to offset the carbon emission for electricity consumption. However, the Group had already purchased Renewable Energy Certificates to cover electricity and cooling across all Group units. See the Sustainability Report 2020
District heating (MWh)	7,045	609	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata
Scope 3			
Flights (km)	525,118	71	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata
Public transport, primarily train (km)	379,092	15	Jyske Bank Group included direct and indirect ownership of Bankdata
Employees' cars (km)	4,005,466	541	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata
Taxi (km)	19,880	3	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata
Cycling, number of electric bicycles	9	0	Owned by Jyske Bank Group
Printing and paper (kg)	56,521	75	Jyske Bank Group included direct and indirect ownership of JN Data and Bankdata. See the Sustainability Report 2020
Food waste and the <u>reduction</u> of carbon emissions as the food waste is processed into biofuel (kg)	70,992	- 51	Jyske Bank's food waste scheme encompassed all the large canteen kitchens in Silkeborg and Copenhagen. See the Sustainability Report 2020
CDP disclosure, score	C		Jyske Bank reports to CDP, and stakeholders have access to the most recent report on Jyske Bank's website

E - Our business

	Data	Note/Link
Investment		
Total assets in Socially Responsible Investment (SRI) funds (DKKbn)	8.6	At end-2020, assets invested in Jyske Invest's funds with special focus on social responsibility and sustainability amounted to DKK 8.6bn. An increase of 233% compared to end-2019. See the Sustainability Report 2020
Carbon footprint related to investments (%)	41	Jyske Bank has estimated the indirect CO ₂ e emission relating to the majority of the Jyske Bank Group's business volume of about DKK 600 bn distributed on loans and investments. See description and impact analysis
Equity funds with focus on sustainable development	✓	Jyske Bank also offers equity funds for professional investors, focusing on a sustainable development. The new sustainable equity product, Jyske Invest Bæredygtige Aktier KL, offers the clients the opportunity of investing in a broad global equity fund focusing on sustainability. See Jyske Invest Sustainable Funds (in Danish)
Fact sheet with focus on sustainability profile	✓	Jyske Invest Fund Management has launched a new fact sheet with focus on sustainability for pure equity and corporate bond funds. The purpose of the fact sheet is to increase transparency around sustainability and ensure better insight into the ESG key figures and help our investment clients make a conscious selection. See presentation of the fact sheet
Lending		
Mortgage loans, lending activities (%)	70	See The Danish Mortgage-Credit System or The Danish Mortgage Model from Finance Denmark for full understanding. See also the Annual Report 2020
Financing renewable energy, outstanding balance (DKKm)	3,597	See Jyske Bank's Green Finance Framework Report
Financing buildings (EPC A & B), outstanding balance (DKKm)	76, 413	See Jyske Bank's Green Finance Framework Report
Financing low emission transportation and infrastructure, outstanding balance (DKKm)	930	See Jyske Bank's Green Finance Framework Report
Financing sustainable management of natural resources, outstanding balance (DKKm)	1,812	See Jyske Bank's Green Finance Framework Report
Financing recycling and sustainable production, outstanding balance (DKKm)	610	See Jyske Bank's Green Finance Framework Report
Green mortgage loans to corporate clients	✓	Jyske Realkredit has introduced green mortgage loans to corporate clients as part of Jyske Bank's ambition to offer financial solutions to support the sustainable transition. See Green Mortgage Loans (in Danish)
Energy loans	✓	Jyske Bank offers energy loans which are attractive loans for personal clients who have specific plans of making energy renovations of their owner-occupied homes. It is a condition that the loan is used for green improvements of the property. See description (in Danish)
Carbon footprint related to lending activities (%)	59	Jyske Bank has estimated the indirect CO ₂ e emission relating to the majority of the Jyske Bank Group's business volume of about DKK 600 bn distributed on loans and investments. See description and impact analysis
Reduction of CO ₂ emission in households	✓	Jyske Bank has launched a new tool for homeowners who want to put their targets for CO ₂ reduction into action. Users of Bedste Hjem (Best homes) can, via a new CO ₂ calculator, simulate the effect from changes to the property itself or the behaviour pursued in the home. See the CO₂ calculator (in Danish)

E - Targets

Activity	From	To
We will finance production of 4 TWh of renewable energy in 2025	2.5 TWh	4.5 TWh
We will provide financing for low-emission commercial properties of DKK 40 bn in 2025	DKK 31 bn	DKK 40 bn
40% of new lending for financing vehicles will be for low-emission vehicles in 2025	Progress for 2020 is not updated due to the transition to a new international standard for calculating CO ₂ emissions for vehicles	40%
We support the Danish Investment Association goal of reducing the carbon footprint of private investors' investments in equity funds by 75% in 2030 compared to MSCI's global share index in 2020	Progress for 2020 is not reported as the target is new	75%
By the end of 2022 we will offset our CO ₂ emissions from electricity, heating and driving the bank's vehicles with our own production of renewable energy	6,440 tonnes CO ₂ e	7,525 tonnes CO ₂ e

Social

S - Our workplace

	2020	Note/Link
Employees and turnover		
Number of employees	3,442	
Number of FTEs	3,349	
Turnover (%)	14.7	
Education and development		
Job-specific development training programmes	✓	See Competence Requirements, Good Practice and Ethical Conduct where job-specific development training programmes are described
Managerial development training	✓	The Human Resources Unit has allocated a number of employees to support managers in their decisions about degree programmes and certification and for the administration of these activities. The investment in human capital development is essential for Jyske Bank. Hence, certification tests and preparation for the tests take place during working hours. Degree programmes such as B.Sc., MBA or similar are paid by the bank and are carried out in a combination of working hours and the employee's own time. The managers of Jyske Bank have their own learning universe so that their leadership competencies can be trained on an ongoing basis – both hands-on and online
Talent development programme	✓	Several business units offer adjusted development activities for talents. Special focus and activities for managers with potential for the upper strategic leadership level
Graduate programme	✓	See Jyske Bank's Graduate Programme (in Danish) and also the Sustainability Report 2020
Job satisfaction		
Survey to monitor employee engagement	✓	Every second year, the Jyske Bank Group performs a comprehensive survey in cooperation with an external firm of consultants. Most recent survey in 2020 showed a slight decline in employee engagement, however, still at an acceptable level. See the Sustainability Report 2020
Health and safety management system	✓	Jyske Banks offers professional and centralised support to all units. See the Sustainability Report 2020
Safety precautions for employees	✓	Safety precautions protect employees from criminal acts as described in Jyske Bank's Security Policy. The (internal) policy lays down the overall framework and principles for physical safety for all employees
Health insurance	✓	All employees enjoy health-care coverage. See section 2, subsection 6 in Policy for Freedom of Association and Collective Agreements (in Danish)
Sick leave	5.3	Average days of sick leave per FTE
Strategy to prevent and reduce stress and other issues around psycho-social work environment	✓	Jyske Bank has relevant management tools for prevention and provides external counseling when needed. See the Sustainability Report 2020

Grievance reporting	✓	See Grievance reporting in Competence Requirements, Good Practice and Ethical Conduct
Non-discrimination	✓	All competent candidates may come into play when filling vacancies without regard to gender, age, ethnicity, religion or other factors that have no bearing on the candidate's ability to perform the duties of the job. See The Jyske Bank Group's Policy on Diversity
Work-life balance		
Number of part-time employees incl. senior part-time employees	504	
Remote work and flexible hours	✓	It is stipulated in Policy for Freedom of Association and Collective Agreements (in Danish). See §13 p. 15 for flexible hours and section 4 p. 104 for remote work. For instance Jyske Bank currently has 2,267 laptops in use. Thus, a relatively large group of the 3,349 employees have the possibility of benefitting from flexible and remote work
Paid maternity/paternity leave	67 M: 32.8 W: 122.5	Average number of days of maternity/paternity leave, for men and women, respectively
Number of employees on leave of absence	245	Paid maternity/paternity leave and other leaves, per head
Women in employment after 12 months of leave (%)	87,91	
New employees in 2020	242	
Diversity		
Diversity programme	✓	See The Jyske Bank Group's Policy on Diversity
Age, average of employees and percentage in various age groups	46.8 Under 30: 8.2 30-39: 20.5 40-49: 27.2 50-59: 33.5 60+: 10.6	
Seniority distribution, average and percentage in various groups	15.5 0-2: 15.7 3-5: 11.3 6-10: 12.4 11-20: 30.6 20+ : 30.0	
Women in workforce (%)	48.0	
Women in entry-level positions (%)	50.6	
Line positions held by women (%)	41.8	
Women working in IT and Engineering (%)	26.7	
Women in management positions (%)	26.4	
Women in executive management team (%)	0	
Women in board of directors (%)	36.4	
Women resigned (%)	51.8	
Retention rate, by gender (%)	W:85.1 M:86.6	

Salary		
Employee stock ownership	✓	All permanent employees are eligible for the Group's stock ownership scheme as well as non-salary benefits. See the Report on Remuneration 2020
Women's share of salary in quartiles (%)	Lower Pay Quartile: 59.1 Lower Middle Pay Quartile: 49.8 Upper Middle Pay Quartile: 37.6 Top Pay Quartile: 19.5	
Gender pay gap, median (%)	18.0	
Women in top 100 salary (%)	7	
Audit on equal pay	✓	In cooperation with Finansforbundet's (Financial Services Union) local union in Jyske Bank, HR conducts an annual audit of equal pay. This audit consists of an analysis of gender pay differences within selected job types, and the aim is to ensure that legal requirements on equal pay as well as requirements in the remuneration policy are complied with. See the Report on Remuneration 2020
Corrections as a result of unequal pay	No corrections made	Jyske Bank conducts an annual audit of equal pay (see above). The result of the audit in 2020 was that no differences were found that would require correction. See the Report on Remuneration 2020
Freedom of association and the right to collective bargaining	✓	See the Standard Collective Agreement between the Danish Employers' Association for the Financial Sector (FA) and the Financial Services Union on salary and working conditions in the banking and mortgage credit sector. See also Jyske Bank's Policy for freedom of association and collective agreements (in Danish) for more details
Jyske Bank employees in Denmark covered by the collective agreement (%)	88	The vast majority of the employees of Jyske Bank in Denmark are covered by the collective agreement which describes employees' basic rights and deals with issues such as working hours, salary compensation, holiday leave, illness, etc. Additional 8% of the employees have conditions in their individual contracts which refer to the collective agreement. See the Sustainability Report 2020
Number of hourly paid employees	290	

S – Our clients

	2020	Note/Link
Data protection	✓	All employees have completed a relevant and mandatory course on the General Data Protection Regulation (GDPR). See processing of personal data in Competence Requirements, Good Practice and Ethical Conduct . Also see Privacy Policy .
GDPR Governance Structure	✓	At Jyske Bank we take responsibility for complying with the GDPR, at the highest management level and throughout our organisation. A GDPR Decision Making Forum has the overall responsibility for GDPR compliance across the group to ensure high standards are maintained. The GDPR Decision Making Forum consists of a member of the Executive Board, the Group Management, a representative from Risk Management and Group DPO. In practice, the follow-up of this responsibility is delegated to the respective business units according to the purpose. The GDPR Decision Making Forum meets on a quarterly basis at least.
IT security	✓	See IT Security Policy and fundamental security and privacy principles in Jyske Bank
Employee training on data security and privacy-related risks and procedures	✓	See IT security and IT Risk Management and Processing of Personal Data in Competence Requirements, Good Practice and Ethical Conduct
Consumer charter	✓	See Regulations on Good Practice for Financial Enterprises (in Danish). Jyske Bank's strategy rests on the intention that through our activities we will meet our clients and make a positive difference – our approach is embedded in our Foundation and terms and conditions across all segments are available
Responsible marketing	✓	Jyske Bank carefully informs its clients about (in Danish) risk on mortgages , information on mortgages , risk on investment products , price policy and price lists as well as information for the youngest and those who plan the future and much more on our websites
Responsible investment	✓	See the Sustainability Report 2020
Responsible investment policy	✓	The basis of the Jyske Bank Group's work with responsible investment is UN PRI's Principles for Responsible Investment. See Jyske Bank's Policy for Responsible Investment
Responsible sales methods	✓	Jyske Bank Group's values are the most immutable part of our business and they help ensure that we exhibit responsible conduct in our daily work. Naturally, Jyske Bank also follows the Danish legislation: see Regulations on Good Practice for Financial Enterprises (in Danish) which states that a financial enterprise, such as Jyske Bank, may not use misleading or incorrect information or omit important information if it is capable of noticeably distorting clients' financial behaviour in the market
Pay linked to sales performance	No	Jyske Bank does not use direct performance fees, for instance commission. See section 2, p. 1 in Remuneration Policy
Client complaints	✓	Dialogue is often the best way to solve a problem or correct a misunderstanding. If it is not possible to find a solution, clients can complain here: Are you dissatisfied?
Access to basic financial services	✓	As stipulated by law, all citizens, irrespective of age, living conditions, or financial situation, are entitled to a deposit account: a NemKonto "Easy Account". See the relevant act (in Danish) Nemkontoordningen . See also Regulations on Good Practice for Financial Enterprises (in Danish) regarding the right to an account
Financial inclusion	✓	Jyske Bank provides its clients with financial counseling as an integrated part of our advisory services and take all aspects of the client's life into consideration – that is what makes us Out of the Ordinary . We also support 'Money Week' (Pengeugen) in teaching children and young people financial understanding. Furthermore, the Jyske Bank Group cooperates with Finance Denmark to provide advisory services to particularly vulnerable citizens, who are in an incalculable debt situation. The Group reimburses the employee half of the time spent on voluntary debt counseling. See the Sustainability Report 2020

S – Our business

	2020	Note/Link
SME lending (DKKbn)	70	The Group's total exposure towards SME corporates at the end of Q4 2020. See the Risk and Capital Management Report 2020
Subsidised housing (DKKbn)	55.1	Jyske Bank has a long tradition of financing subsidised housing in Denmark. At the end of Q4 2020, the Group's total loans and advances amounted to DKK 491.4bn of which mortgage loans for subsidised housing accounted for about DKK 55bn (DKK 49bn in nominal value). See the Annual Report 2020 and Sustainability Report 2020
Financing public schools, outstanding balance (DKKbn)	4,556	Financed by Jyske Realkredit
Financing social institutions, outstanding balance (DKKbn)	1,543	Financed by Jyske Realkredit
Community involvement	✓	Jyske Bank has a long tradition of engaging in social projects and the bank is currently engaged in a number of different social projects and initiatives where we see opportunities to make a difference with our resources and competencies. Jyske Bank is happy to work as part of non-traditional partnerships with other companies, the public sector or civil society organisations. See the Sustainability Report 2020

Governance

G - Our workplace

	2020	Note/Link
Layoffs and restructuring events		
Major mergers or acquisitions in the last three years	No	We had no major mergers or acquisitions in the last three years, the last merger took place back in 2014. Please see About Jyske Bank 2014
Major layoffs in the last three years (affecting 10% of employees or more than 1,000 employees)	No	We don't publish the number of layoffs per year. However, if we are having major layoffs affecting 10% of employees, we are obliged by legislation to make an announcement to the Danish Labour Council, and we have had no such announcement in the last three years (or ever for that matter)
Business ethics		
Anti-bribery and corruption programme	✓	See Jyske Bank's Anti-Bribery and Anti-Corruption Policy
Whistleblower scheme	✓	Read about Jyske Bank's Whistleblower scheme in the Sustainability Report 2020
Training KYC and AML	✓	100% of Jyske Bank's employees have completed and passed AML certification – however, exclusive of leave, etc. See Competence Requirements, Good Practice and Ethical Conduct and Extract of Policy on Prevention of Money Laundering and Financing of Terrorism
Remuneration		
CEO salary	✓	See description and individual remuneration in the Report on Remuneration 2020
Executive Pay Disclosure	✓	Regarding remuneration of the Executive Board, see the Report on Remuneration 2020
Director Equity policy	✓	All transactions by persons discharging managerial responsibilities and persons closely associated with them are made publicly available here . In the Annual Report 2020 , the number of Jyske Bank shares held by the members of the Supervisory Board is published
Remuneration of the Executive Board	✓	See description in the Report on Remuneration 2020
Remuneration policy	✓	See Remuneration Policy
Pay linked to sustainability	No	Executive compensation is not explicitly tied to ESG performance, since the executive remuneration does not include any variable remuneration. See section 2 in Remuneration Policy
CEO to median employee compensation, pay ratio	14.9	
Tenure and independence		
Separate Chair and CEO roles	✓	Jyske Bank follows the recommendations from the Committee on Corporate Governance . The Supervisory Board and the Executive Board are independent of each other and no person is a member of both boards, see Organisation and Management 2020 . The Supervisory Board elects its Chairman and Deputy Chairman as described in Organisation and Management 2020
Leadership tenure and independence	✓	See Group Management in Jyske Bank
Chair tenure	✓	See Group Management in Jyske Bank Also, please see Jyske Bank's Articles of Association, Art. 14(6)
Composition of Group Supervisory Board and Group Executive Board:	✓	See Group Management in Jyske Bank

name, independence, special competencies, term of office, and tenure		
Group Supervisory Board and Group Executive Board: salary and shares held	✓	See the Organisation and Management 2020
Independent Supervisory Board members (%)	55.55	See Group Management in Jyske Bank
Independent Board Chair	✓	See Group Management in Jyske Bank
Independent board members in the Audit Committee (%)	75	See Group Management in Jyske Bank
Independent board members in the Remuneration Committee (%)	33	See Group Management in Jyske Bank
Independent board members in the Nomination Committee (%)	75	See Group Management in Jyske Bank
Competencies and diversity		
Group Supervisory Board, competencies	✓	See Group Management in Jyske Bank
Board diversity	✓	See Group Management in Jyske Bank
Audit and Financial Reporting		
Non-financial communication integrated in annual report	✓	See Jyske Bank's Annual Report 2020
Independent auditor	✓	Art. 21 of Jyske Bank's Articles of Association states that the Annual General Meeting shall, in accordance with current legislation, appoint one or more auditors to audit Jyske Bank's financial statements every year
Auditor fees	✓	See Jyske Bank's Annual Report 2020

G - Our clients

	2020	Note/Link
Ownership and shareholder rights	✓	See primarily Shareholders' Representatives: Art. 11, Arts. 14 and 15 of Jyske Bank's Articles of Association
Policy on Conflict of Interest	✓	See Jyske Bank's Policy for Handling Conflicts of Interest

G - Our business

	2020	Note/Link
Board type	Regulated by legislation	Danish legislation states that it is not possible to be a member of both the Supervisory Board and the Executive Board, please see Art. 73(1) in Financial Business Act (in Danish)
ESG governance structure	✓	At Jyske Bank, the Supervisory Board has overall responsibility for strategy and policies, but the Executive Board has day-to-day responsibility for sustainability and corporate social responsibility across the Group. In practice, the follow-up of this responsibility is delegated to the Sustainability Committee, which consists of two members of the Executive Board, the CFO and the Director for IR and Sustainability. The committee meets on a quarterly basis at least. See the Sustainability Report 2020
Implementation and monitoring programmes on ESG aspects	✓	The Investor Relations and Sustainability department, which reports to the Group's CFO, is responsible for driving and coordinating the overall agenda, ensuring correlation between strategic initiatives for sustainability at Jyske Bank and reporting on the progress of these. The Sustainability Committee is responsible for developing and coordinating strategic initiatives for CSR and Sustainability at Jyske Bank. The implementation of the programme's initiatives is ongoing in the respective business units. See the Sustainability Report 2020
Policy on Sustainability and Corporate Social Responsibility	✓	Jyske Bank's vision is to <i>Make a difference</i> - and that also goes for sustainable development. We want to run a company that conducts itself responsibly and promotes sustainability pursuant to our values in every aspect of our business with due consideration of our clients, employees and shareholders. See Jyske Bank's Policy on Sustainability and Corporate Social Responsibility
Tax	✓	Jyske Bank is a substantial corporation tax contributor in Denmark. See the Sustainability Report 2020
Stakeholder dialogue	✓	Employees' dialogue with clients and other stakeholders is essential for Jyske Bank. The dialogue with Jyske Bank's stakeholders is also covered in the Sustainability Report 2020
Financial system stability	✓	Jyske Bank is a systemically important financial institution (SIFI) which means that there are special rules and regulations because of the bank's size and importance for societal economy. See also Jyske Bank's Annual Report 2020 as well as the Risk Management section in the Risk and Capital Management Report 2020
Ownership structure and shareholder democracy	✓	In order to see votes per share, shareholder voting rights and other relevant information regarding ownership structure, please see Art. 10: General Meetings, procedures and admission and Art. 11: Voting rights in Jyske Bank's Articles of Association . Also see the Organisation and Management 2020 and Jyske Bank's Annual Report 2020
Takeover provisions	✓	See Art. 11: Voting Rights, Art. 12: Amendments to the Articles of Association, and Art. 13: Winding up/Merger in Jyske Bank's Articles of Association
Policy on Prevention of Money Laundering and Financing of Terrorism	✓	We aim in all respects to prevent money laundering and financing of terrorism in order to fulfil the expectations of our clients, government authorities and society in this area. See Extract of Policy on Prevention of Money Laundering and Financing of Terrorism