

CREDIT OPINION

14 November 2025

Update



RATINGS

A/S Arbejdernes Landsbank

Domicile	Copenhagen, Denmark
Long Term CRR	A2 , Possible Upgrade
Туре	LT Counterparty Risk Rating - Fgn Curr
Outlook	Not Assigned
Long Term Debt	A2 , Possible Upgrade
Туре	Senior Unsecured - Fgn Curr
Outlook	Rating(s) Under Review
Long Term Deposit	A2 , Possible Upgrade
Туре	LT Bank Deposits - Fgn Curr
Outlook	Rating(s) Under Review

Please see the <u>ratings section</u> at the end of this report for more information. The ratings and outlook shown reflect information as of the publication date.

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A/S Arbejdernes Landsbank

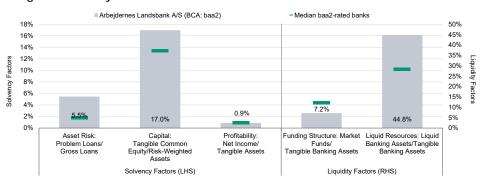
Update to credit analysis following ratings review

Summary

<u>Arbejdernes Landsbank A/S</u>'s (AL Bank's) A2 long-term deposit ratings and (P)A2 senior unsecured MTN program ratings reflect the bank's baa2 Baseline Credit Assessment (BCA) and a forward-looking view of the bank's bail-inable debt issuance. Moody's Advanced Loss Given Failure (LGF) analysis indicates an extremely low loss given failure and results in 3 notches of uplift to the ratings from its BCA.

AL Bank's baa2 BCA captures its strong capitalization, improved profitability, strong retail franchise with a stable deposit base, and high liquidity buffers. These strengths are balanced against elevated, but declining asset risks primarily from the majority stake in Vestjysk Bank A/S (Vestjysk Bank) and a degree of historical volatility in net income. Complexity in risk management and organisational control arising from the consolidation of Vestjysk Bank is also captured in the bank's BCA.

Exhibit 1
Rating scorecard - Key financial ratios



The metrics presented in the exhibit are our <u>Banks Methodology</u> scorecard ratios. Asset risk and profitability reflect the weaker of either the three-year average or the latest annual figure. Capital is the latest reported figure. Funding structure and liquid resources reflect the latest fiscal year-end figures.

Source: Moody's Ratings

Credit strengths

- » Strong retail franchise across Denmark supports the bank's resilient earnings
- » A robust capital base
- » Very strong funding and liquidity profile

Credit challenges

- » Increased asset risk and complexity in group risk management due to the consolidation of Vestjysk Bank
- » Historic volatility in net income

Review for Upgrade on AL Bank's ratings and assessments

The review for upgrade on AL Bank's long-term issuer and deposit ratings, BCA and Adjusted BCA reflects our expectation that its credit profile will be integrated into Sydbank's credit profile over the next 3 months. During this review period we will assess the progress of the merger into one legal entity, as well as its resolution perimeter at the point of the merger.

Factors that could lead to an upgrade

» AL Bank's ratings could be upgraded driven by its successful integration into Sydbank's credit profile.

Factors that could lead to a downgrade

» Downward pressure on the bank's long-term deposit and issuer ratings would arise if there is a shift in the bank's funding mix, such as lower loss-absorbing instrument volumes or a significant reduction in junior deposit amounts, which would result in lower rating uplifts than currently assumed.

This publication does not announce a credit rating action. For any credit ratings referenced in this publication, please see the issuer/deal page on https://ratings.moodys.com for the most updated credit rating action information and rating history.

Key Indicators

Exhibit 2
A/S Arbejdernes Landsbank (Consolidated Financials) [1]

	06-25 ²	12-24 ²	12-23 ²	12-22 ²	12-21 ²	CAGR/Avg. ³
Total Assets (DKK Million)	134,505.0	126,857.0	116,927.0	107,859.0	107,365.8	6.7 ⁴
Total Assets (USD Million)	21,162.6	17,615.1	17,326.8	15,479.5	16,359.8	7.6 ⁴
Tangible Common Equity (DKK Million)	11,492.0	11,504.0	10,530.0	9,230.6	9,080.8	7.0 ⁴
Tangible Common Equity (USD Million)	1,808.1	1,597.4	1,560.4	1,324.7	1,383.7	7.9 ⁴
Problem Loans / Gross Loans (%)	4.7	4.8	5.8	6.4	6.6	5.7 ⁵
Tangible Common Equity / Risk Weighted Assets (%)	17.0	17.2	17.0	15.4	14.6	16.2 ⁶
Problem Loans / (Tangible Common Equity + Loan Loss Reserve) (%)	20.3	20.2	23.8	27.6	28.1	24.0 ⁵
Net Interest Margin (%)	2.3	2.7	3.0	2.1	1.8	2.4 ⁵
PPI / Average RWA (%)	2.5	3.3	4.0	1.3	1.4	2.5 ⁶
Net Income / Tangible Assets (%)	0.9	1.2	1.5	0.7	0.9	1.0 ⁵
Cost / Income Ratio (%)	67.1	60.1	55.3	78.5	76.4	67.5 ⁵
Market Funds / Tangible Banking Assets (%)	9.5	7.2	4.8	3.4	1.1	5.2 ⁵
Liquid Banking Assets / Tangible Banking Assets (%)	48.8	44.8	45.9	45.1	46.2	46.2 ⁵
Gross Loans / Due to Customers (%)	65.6	67.4	63.8	62.3	59.9	63.8 ⁵

^[1] All figures and ratios are adjusted using Moody's standard adjustments. [2] Basel III - fully loaded or transitional phase-in; IFRS. [3] May include rounding differences because of the scale of reported amounts. [4] Compound annual growth rate (%) based on the periods for the latest accounting regime. [5] Simple average of periods for the latest accounting regime. [6] Simple average of Basel III periods.

Sources: Moody's Ratings and company filings

Profile

Arbejdernes Landsbank A/S (AL Bank) is a retail and commercial bank established in 1919 by Danish trade unions as a workers' bank. Headquartered in Copenhagen, it offers banking services through 59 branches across Denmark as of December 2024, targeting retail and corporate clients. It also offers vehicle financing through its subsidiary AL Finans A/S.

AL Bank also owns 73% of Vestjysk Bank (Vestjysk) since 2021. Vestjysk is consolidated in AL Bank's accounts and integrated into group risk management, but is maintained as a separate client-facing franchise with a further 25 branches.

AL Bank held total consolidated assets of DKK 135 million (€18.1 billion) as of June 2025, and had market shares of 2.9% of bank lending (1.1% of lending by banks and mortgage credit institutions) and 4.4% of deposits in Denmark as of December 2024. It has been designated as a systemically important financial institution in Denmark since June 2021.

The bank's shares are c. 80% owned by major trade unions in Denmark, and the remainder by individual union members.

Recent developments

On 27 October 2025, the Boards of Sydbank, AL Bank and Vestjysk Bank entered into a proposed merger agreement, to be submitted for approval at the extraordinary general meetings of the three banks scheduled for 2, 3 and 4 December 2025. The Boards unanimously recommend the shareholders to vote in favour of the merger.

The merger is proposed to be completed with Sydbank as the continuing legal entity under the single brand 'AL Sydbank A/S' (AL Sydbank), with head office in Aabenraa, Denmark (Sydbank's head office). After the merger, the shares of AL Sydbank are expected to be 57.15% held by Sydbank's current shareholders, 39% by AL Bank's shareholders and 3.85% by Vestjysk Bank's minority shareholders.

We consider it highly likely that the merger will proceed given support by all three bank's boards, local authorities having approved earlier this year another similarly large bank merger, and the long-term potential for economies of scale and stronger competitive positioning of the merged bank.

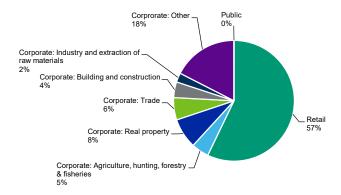
Detailed credit considerations

High asset risk, considering consolidation of Vestjysk Bank

Our assigned ba2 Asset Risk score reflects AL Bank's good track record, but also heightened asset risk following the consolidation of Vestjysk Bank in 2021, which has historically had a higher risk appetite. Our score also takes into account the loan portfolio's

concentration with 8% to real estate, 6% to trade and 5% to agriculture, forestry and fisheries of the total credit exposures as of Q2 2025 (Exhibit 4) and moderately high single name concentration.

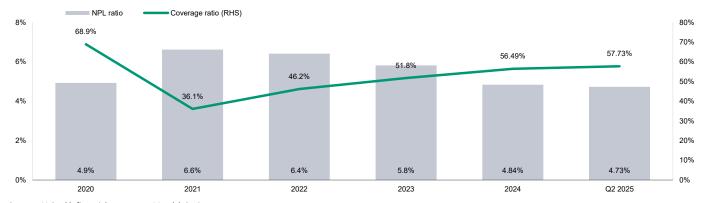
Exhibit 3
The loan portfolio is more diversified since the acquisition of Vestjysk Bank
Loans and guarantees by sectors as of Q2 2025



Source: AL Bank's 2025 interim report

AL Bank has a comparatively high share of problem loans to gross loans at 4.7% of gross loans as of Q2 2025, down from 5.8% as of year-end 2023 (Exhibit 5). The bank's problem loan ratio has been higher than its rated Danish peers' average of 1.6%. This relatively high share of problem loans is driven by Vestjysk Bank, with a problem loan ratio of 9.1% as of Q2 2025, largely due to legacy loans within the agriculture sector.

Exhibit 4
Problem loans and provision coverage worsened after Vestjysk consolidation; have since improved



Sources: AL Bank's financial statements, Moody's Ratings

Provision coverage stood at 58% as of Q2 2025, an increase from 52% at end-2023. We expect that the share of problem loans will continue to gradually decline due to active unwinding of problem loans, higher valuations of agricultural land allowing repayment of legacy mortgages, and loan book growth raising the denominator of the problem loan ratio.

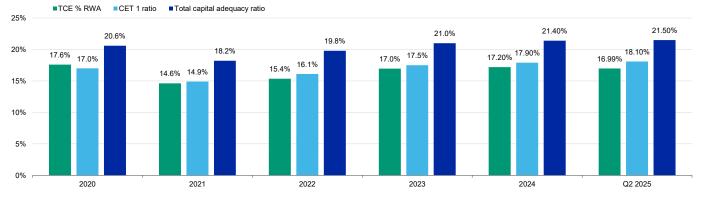
Robust capitalization

Arbejdernes Landsbank's capitalization is strong, reflected in the a1 assigned score. The bank's ratio of tangible common equity (TCE) to risk weighted assets (RWA) decreased to 17% at Q2 2025, from 17.0% as of end-2023. The bank's TCE ratio is higher than the 11.5% average of global peers with a baa2 BCA and below the average of 19.5% for rated Danish peers. Our assigned score also reflects the bank's published capital targets, dividend guidance of 20-40% of post-tax profit, and an increase in risk-weighted assets from expected balance sheet growth.

The bank's Common Equity Tier 1 (CET1) capital ratio was 18.1% and the total capital ratio 21.5% as of June 2025 (Exhibit 6), and comfortably above the regulatory requirements of 12% and 16.4%, respectively.

The bank has been designated a systemically important financial institution since June 2021, following the consolidation of Vestjysk Bank, thereby requiring the bank to hold an additional buffer requirement of 1% from year-end 2022 onwards. The Danish authorities have also increased the countercyclical buffer to 2.5% by March 2023 and activated a systemic buffer of 7% on risk-weighted commercial property exposures from June 2024.

Exhibit 5
Capitalisation is strong, underpinned by solid internal capital generation



Sources: AL Bank's financial statements, Moody's Ratings

Profitability to remain strong while moderating from elevated levels

AL Bank's profitability, as measured by the ratio of net income to tangible assets, has been strong in the last two years on the back of higher interest rates, but has begun to decline slightly as central bank rates have come down (Exhibit 6). The decrease to 0.9% in H1 2025 from 1.4% in H1 2024 was mainly driven by lower net interest income. Net fees and commissions income increased by 7% year-on-year to DKK 736 million in H1 2025. The assigned baa2 profitability score also reflects that AL Bank's profitability has historically experienced volatility and a higher cost-to-income ratio than peers.

We generally expect that Danish banks' profitability will moderate from recent elevated levels over the next 12-18 months. Business volume is expected to increase, but earnings will be pressured by an expected lower interest margin, lower impairment reversals, rising costs due to salary increases and continued investments in growth, digitalization and compliance with regulatory requirements.

Exhibit 6
AL's profitability remains strong



Sources: AL Bank's financial statements, Moody's Ratings

Very strong funding and liquidity profile

AL Bank is primarily funded through deposits, with market funds accounting for only 9.6% of the bank's consolidated tangible banking assets as of Q2 2025. Market funding is expected to be broadly stable going forward as the bank issued senior debt in Q1 2025 to meet its fully phased in minimum requirement for own funds and eligible liabilities (MREL) of 30.5% of REA as of 1 January 2026. By end-2025, we expect a market funds ratio of approximately 10% in line with the bank's funding plans.

Like other medium-sized Danish banks, AL Bank can secure mortgage financing through specialised mortgage lenders such as Totalkredit A/S or DLR Kredit A/S. Mortgage loans are transferred to these institutions and do not appear on AL Bank's balance sheet.

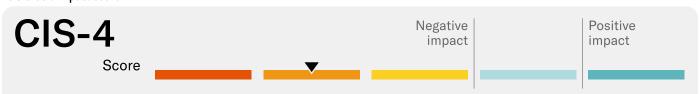
The bank's net loan-to-deposit ratio was 66% as of Q2 2025 and the bank invests a considerable share of its surplus deposits into mortgage bonds and other high quality bonds, which stood at DKK 41.5 billion as of Q2 2025.

AL Bank's liquidity buffers are very strong, with liquid banking assets at 49% of tangible banking assets as of June 2025. AL Bank's liquidity coverage ratio stood at 272% as of December 2024, very comfortably above the 100% regulatory minimum requirement.

ESG considerations

A/S Arbejdernes Landsbank's ESG credit impact score is CIS-4

Exhibit 7
ESG credit impact score

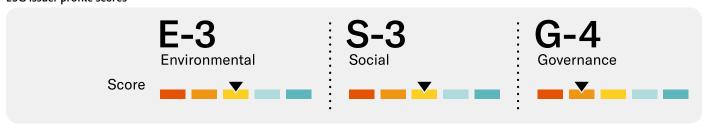


ESG considerations have a discernible impact on the current rating, which is lower than it would have been if ESG risks did not exist. The negative impact of ESG considerations on the rating is higher than for an issuer scored CIS-3.

Source: Moody's Ratings

Arbejdernes Landsbank's **CIS-4** reflects that ESG considerations have a discernible impact on the credit ratings due to group risk management. More specifically, the consolidation of Vestjysk bank adds complexity and weaknesses in group risk management control. Environmental and social risk factors have a limited credit impact on the ratings to date.

Exhibit 8
ESG issuer profile scores



Source: Moody's Ratings

Environmental

Arbejdernes Landsbank faces moderately negative environmental risks primarily because of its portfolio exposure to carbon transition risk as a diversified bank. In line with its peers, the bank is facing mounting business risks and stakeholder pressure to meet broader carbon transition goals. In response, Arbejdernes Landsbank is developing its climate risk and portfolio management capabilities.

Social

Arbejdernes Landsbank faces moderate industry-wide social risks related to regulatory and litigation risks, requiring high compliance standards. These risks are mitigated by the bank's developed policies and procedures. High cyber and personal data risks are mitigated by the bank's strong IT framework. Arbejdernes Landsbank A/S has moderate exposure to customer relations risks.

Governance

Arbejdernes Landsbank faces risks of governance failures in terms of group risk management. Arbejdernes Landsbank's BCA incorporates a one notch negative adjustment reflecting the increased governance and group risk management risks due to the acquisition of the majority stake in Vestjysk Bank. While Moody's does not have concerns regarding governance at Arbejdernes Landsbank individually, the consolidation increases Arbejdernes Landsbank's governance and control risks due to its limited formal ability to impose its own risk appetite on Vestjysk Bank, given its limited presence on the Board of Directors. Vestjysk bank has historically demonstrated a higher risk appetite than its parent with a focus on SME lending in western Denmark. Arbejdernes Landsbank has partly mitigated these risks by appointing a group risk manager for both risk management and compliance, and in practice all group policies have been adopted by Vestjysk Bank's Board of Directors.

ESG Issuer Profile Scores and Credit Impact Scores for the rated entity/transaction are available on Moodys.com. In order to view the latest scores, please click here to go to the landing page for the entity/transaction on MDC and view the ESG Scores section.

Support and structural considerations

Loss Given Failure (LGF) analysis

Arbejdernes Landsbank is subject to the EU's Bank Recovery and Resolution Directive (BRRD), which we consider an operational resolution regime. Therefore, in accordance with our methodology, we apply our Advanced LGF analysis to the bank's liabilities, considering the risk exposures of the different debt and deposit classes across its liability structure if the group enters resolution.

Our Advanced LGF analysis is applied to the bank's consolidated group in line with the Danish FSA's single-point-of-entry resolution strategy. We use our standard assumptions of residual tangible common equity of 3% and losses post-failure of 8% of tangible banking assets. We also assume a 25% run-off in "junior" wholesale deposits and a 5% runoff in preferred deposits, and assign a 25% probability to deposits being preferred to senior unsecured debt.

Under these assumptions and using a forward-looking horizon, for Arbejdernes Landsbank's A2 deposit rating, our LGF analysis indicates an extremely low loss given failure, leading to three notches of rating uplift from the entity's baa2 Adjusted BCA. The (P)Baa1 junior senior unsecured ratings receive one notch uplift, reflecting a low loss given failure.

The forward-looking LGF takes into account Moody's estimate of the issued level of senior non preferred debt of about DKK 10 billion by end of 2025, based on a fully phased in MREL of 30.5%. Starting in early 2026, the Group will have fully met MREL requirements. Total risk exposure amount was DKK 67 billion at end of 2024, and Moody's expects that the amount will expand to up to DKK 75 billion until the end of 2025.

Government support considerations

We consider a low probability of support from the Government of Denmark for Arbejdernes Landsbank, resulting in no uplift incorporated in its A2 long-term Deposit and Senior Unsecured ratings. This reflects that, although the bank is of domestic systemic importance, with a market share of 4.4% in deposits as of December 2024, the bank is relatively small in the context of the Danish banking system.

Rating methodology and scorecard factors

Exhibit 9
Rating Factors

Rating Factors							
Macro Factors							
Weighted Macro Profile Strong +	100%						
Factor	Historic Ratio	Initial Score	Expected Trend	Assigned Score	Key driver #1	Key driver #2	
Solvency							
Asset Risk							
Problem Loans / Gross Loans	5.5%	baa2	\leftrightarrow	ba2	Quality of assets	Expected trend	
Capital							
Tangible Common Equity / Risk Weighted Assets	17.0%	aa2	\downarrow	a1	Expected trend		
(Basel III - transitional phase-in)			·		•		
Profitability							
Net Income / Tangible Assets	0.9%	baa1	\leftrightarrow	baa2	Earnings quality	Expected trend	
Combined Solvency Score		a2		baa2			
Liquidity							
Funding Structure							
Market Funds / Tangible Banking Assets	7.2%	aa3	\downarrow	a3	Expected trend		
Liquid Resources			•		· · · · · · · · · · · · · · · · · · ·		
Liquid Banking Assets / Tangible Banking Assets	44.8%	aa3	/ \	aa3	Expected trend		
Combined Liquidity Score		aa3	\leftrightarrow	a2			
Financial Profile		aa3 a1		baa1			
Qualitative Adjustments		aı		Adjustment			
Business Diversification				0			
Opacity and Complexity				0			
Corporate Behavior				<u> </u>			
Total Qualitative Adjustments				<u></u> -1			
Sovereign or Affiliate constraint				Aaa			
BCA Scorecard-indicated Outcome - Range				baa1 - baa3			
Assigned BCA				baa2			
Affiliate Support notching				0			
Adjusted BCA			-	baa2			
Balance Sheet		in-s	соре	% in-scope	at-failure	% at-failure	
		(DKK I	Million)		(DKK Million)		
Other liabilities		15,	,096	13.0%	23,785	20.5%	
Deposits			,181	73.4%	76,493	65.9%	
Preferred deposits			,034	54.3% 59,882		51.6%	
Junior deposits		22,147			40.040	1120/	
Senior unsecured bank debt				19.1%	16,610	14.3%	
		2,2	234	1.9%	2,234	1.9%	
Junior senior unsecured bank debt		2,2 7,8	234 818	1.9% 6.7%	2,234 7,818	1.9% 6.7%	
Dated subordinated bank debt		2,2 7,8 1,2	234 818 275	1.9% 6.7% 1.1%	2,234 7,818 1,275	1.9% 6.7% 1.1%	
		2,7 7,8 1,7	234 818 275 55	1.9% 6.7% 1.1% 0.8%	2,234 7,818 1,275 955	1.9% 6.7% 1.1% 0.8%	
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Instrument Class	Loss Given Failure notching	Additional notching	Preliminary Rating Assessment	Government Support notching	Local Currency Rating	Foreign Currency Rating
Counterparty Risk Rating	3	0	a2	0	A2 RUR Possible Upgrade	A2 RUR Possible Upgrade
Counterparty Risk Assessment	3	0	a2 (cr)	0	A2(cr) RUR Possible Upgrade	
Deposits	3	0	a2	0	A2 RUR Possible Upgrade	A2 RUR Possible Upgrade
Senior unsecured bank debt	3	0	a2	0	A2 RUR Possible Upgrade	A2 RUR Possible Upgrade
Junior senior unsecured bank debt	1	0	baa1	0	Baa1 RUR Possible Upgrade	Baa1 RUR Possible Upgrade

[1] Where dashes are shown for a particular factor (or sub-factor), the score is based on non-public information. Source: Moody's Ratings

Ratings

Exhibit 10

Category	Moody's Rating
A/S ARBEJDERNES LANDSBANK	
Outlook	Rating(s) Under Review
Counterparty Risk Rating	A2/P-1 ¹
Bank Deposits	A2/P-1 ¹
Baseline Credit Assessment	baa2 ²
Adjusted Baseline Credit Assessment	baa2 ²
Counterparty Risk Assessment	A2(cr)/P-1(cr) ¹
Issuer Rating	A2 ²
Senior Unsecured	A2 ²
Junior Senior Unsecured	Baa1 ²
Junior Senior Unsecured MTN	(P)Baa1 ²
ST Issuer Rating	P-1
ESTJYSK BANK A/S	
Outlook	Rating(s) Under Review
Counterparty Risk Rating	A2/P-1 ¹
Bank Deposits	A2/P-1 ¹
Baseline Credit Assessment	baa3 ²
Adjusted Baseline Credit Assessment	baa2 ²
Counterparty Risk Assessment	A2(cr)/P-1(cr) ¹
Issuer Rating	A2 ²
ST Issuer Rating -Dom Curr	P-1

^[1] Rating(s) within this class was/were placed on review on October 31 2025 [2] Placed under review for possible upgrade on October 31 2025 Source: Moody's Ratings

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REPORT NUMBER

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