

## Remuneration Report 2022

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### Management salary report

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in DKK'000

	<u>2022</u>	<u>2021</u>
Net operating expenses include the following staff costs:		
Wages and salaries	68.113	68.883
Other expenses for social security	5.604	6.224
Pension scheme contributions	7.756	9.001
Payroll tax	<u>9.381</u>	<u>8.694</u>
	<u>90.854</u>	<u>92.802</u>
Total remuneration paid to:		
Board of Directors		
Number	6	6
Fixed salary	70	80
Variable salary	<u>0</u>	<u>0</u>
	<u>70</u>	<u>80</u>
<b>Remuneration of the Board of directors:</b>		
Richard Bader (entered 07.02.2022)	0	0
Christof Flosbach (left 06.02.2022)	0	0
Oliver Wild (entered 23.11.2015)	0	0
Anja Berner (entered 26.04.2019)	0	0
Christian Søndergaard (left 18.04.2022 )	0	40
Peter Fobian (entered 13.03.2012)	40	40
Sebastian Ambæk Larsen (entered 19.04.2022 )	<u>30</u>	<u>0</u>
	<u>70</u>	<u>80</u>
<b>Audit Comittee:</b>		
Oliver Wild (left 26.04.2023)	0	0
Anja Berner (entered 26.04.2019)	0	0
Gabrielle Bayer (entered 24.02.2020)	<u>0</u>	<u>0</u>
	<u>0</u>	<u>0</u>

**Board of Management:**

Number	3	3
Wages and salaries ( Fixed remuneration )	7.862	6.043
Bonuses ( variable remuneration )	0	2.039
Pension benefits ( Fixed remuneration )	710	437
Remuneration of the Board of Management	<u>8.572</u>	<u>8.519</u>
CEO Beata Kalitowska	4.018	3.964
COO David Kraul	2.560	2.560
CFO Peter Steen Olsen	1.994	1.995
Paid remuneration to the Board of Management	<u>8.572</u>	<u>8.519</u>

**Other employees with activities of considerable influence on the company's risk profile:**

Number	6	6
Wages and salaries ( Fixed remuneration ) *	6.270	5.325
Bonuses ( variable remuneration )	478	650
Pension benefits ( Fixed remuneration )	1.040	1.012
	<u>7.788</u>	<u>6.987</u>

There is no pension obligations towards the BoD or the BoM.

\* The entry fixed salary includes fixed salary and tax value of company car, telephone etc.

**Incentive Schemes**

There are no financial incentive schemes for The Board of Management.

The company has been informed that the Board of Directors and Board of Management has not received any fees from other companies in the Group.

## Alignment between remuneration and the Company's strategy

The remuneration of the Board of Directors and the Executive Management is aligned with the Company's strategy and long-term objectives. Fixed remuneration ensures competitive and stable conditions, while any variable remuneration is linked to the achievement of objectives relating to profitability, solvency, risk management and customer interests. The remuneration structure is designed not to incentivize excessive risk-taking and is reviewed annually by the Board of Directors.