

Remuneration Report 2024

Management salary report

in DKK'000

	2024	2023
Net operating expenses include the following staff costs:		
Wages and salaries	73.219	64.842
Other expenses for social security	4.185	4.699
Pension scheme contributions	7.168	7.631
Payroll tax	11.167	9.271
	95.739	86.443
Total remuneration paid to:		
Board of Directors		
Number	5	5
Fixed salary	80	80
Variable salary	0	0
	80	80
Remuneration of the Board of directors:		
Richard Bader (left 02.02.2024)	0	0
Oliver Wild (left 26.04.2023)	0	0
Heiko Stüber (entered 26.04.2024)	0	0
Christina Voss (left 26.04.2024)	0	0
Canses Abi Vuruskan (entered 02.02.2024)	0	0
Anja Berner (entered 26.04.2019)	0	0
Peter Fobian (entered 13.03.2012)	40	40
Sebastian Ambæk Larsen (entered 19.04.2022)	40	40
	80	80
Audit Committee:		
Oliver Wild (left 26.04.2023)	0	0
Christina Voss (left 26.04.2024)	0	0
Anja Berner (entered 26.04.2019)	0	0
Heiko Stüber (entered 26.04.2024)	0	0
Canses Abi Vuruskan (entered 02.02.2024)	0	0
	0	0

Board of Management:

Number	4	3
Wages and salaries (Fixed remuneration)	15.052	6.332
Bonuses (variable remuneration)	0	0
Pension benefits (Fixed remuneration)	467	546
Remuneration of the Board of Management	<u>15.519</u>	<u>6.878</u>
CEO Beata Kalitowska (left 30.06.2024)	7.924	4.020
COO David Kraul (left 30.04.2023)	336	853
CFO Peter Steen Olsen	2.005	2.005
CEO Ronald Helmut Kraule	4.199	0
CIO Rune Fleron Qvant	1.054	0
CUO Marika Guralnik	0	0
Paid remuneration to the Board of Management	<u>15.519</u>	<u>6.878</u>

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

Number	6	6
Wages and salaries (Fixed remuneration) *	6.953	6.884
Bonuses (variable remuneration)	191	190
Pension benefits (Fixed remuneration)	977	1.032
	<u>8.120</u>	<u>8.106</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.