

| | 2022 | 2021 | 2020 |
|--|---------------------|---------------------|---------------------|
| | <u>DKK 1.000</u> | <u>DKK 1.000</u> | <u>DKK 1.000</u> |
| Remuneration to the board of directors: | | | |
| Michael Rasmussen, Chairman | 271 | 271 | 271 |
| Lars Andersen, Deputy Chairman * | - | 133 | 199 |
| Jens Jørgen Kollerup * | - | 97 | 145 |
| Bjarne H. Sørensen * | - | 97 | 145 |
| Mads Kjær * | - | 97 | 145 |
| Charlotte Jepsen ** | - | - | 85 |
| Anne Broeng * | - | 72 | 145 |
| Anette Eberhard, Deputy Chairman *** | 199 | 67 | - |
| Emilie Agner Damm *** | 145 | 48 | - |
| Thomas Bustrup *** | 145 | 48 | - |
| Hanna Line Jakobsen *** | 145 | 48 | - |
| Jarl Eskil Sture Krausing *** | 145 | 48 | - |
| Irene Quist Mortensen *** | 145 | 48 | - |
| Nanna Hvidt *** | 145 | 48 | - |
| Total remuneration to the board of directors | <u>1.340</u> | <u>1.122</u> | <u>1.135</u> |
| *) Member of the board of directors until 31 August 2021 | | | |
| **) Member of the board of directors until 31 July 2020 | | | |
| ***) Member of the board of directors from 1 September 2021 | | | |
| Remuneration to the executive board: | | | |
| Salaries and pension: | | | |
| Torben Huss | 2.812 | 2.774 | 2.706 |
| Lars Krogsgaard * | 1.569 | 2.294 | 2.197 |
| Performance remuneration: | | | |
| Torben Huss | 250 | - | - |
| Lars Krogsgaard | - | - | 152 |
| Total remuneration to the executive board | <u>4.631</u> | <u>5.068</u> | <u>5.055</u> |
| Member of the executive board until 31 July 2022 | | | |
| Total remuneration to the board of directors and executive board | <u>5.971</u> | <u>6.190</u> | <u>6.190</u> |