

ADVANTAGE INVESTMENT PARTNERS A/S ,CVR NO. 39 57 33 34, FR NO. 23146

APPENDIX TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY – 31 DECEMBER 2024

Remuneration

This appendix contains information about remuneration of the Executive Board and Board of Directors of Advantage Investment Partners A/S.

The information is provided as of the financial year 2024 in a separate report as this information will not be disclosed in the annual report due to data protection rules. However, it is still a requirement that the information is made publicly available.

The information will be available on Advantage Investment Partners A/S' website for 10 years, after which it will be deleted.

DKK	2024	2023
Management remuneration included in staff costs, total	3,811,440	3,856,781
Executive Board (one member as listed below):		
Fixed salary (including pensions of DKK 156 thousand (2023: DKK 156 thousand))	2,611,440	2,611,440
Variable salary	300,000	351,524
Total salary expensed	2,911,440	2,962,964
By individual Executive Board member:		
Anders Stubkjær Dalhoff	2,911,440	2,962,964
Board of Directors (seven members as listed below):		
Fixed fee	900,000	893,817
Variable fee	0	0
Total fee expensed	900,000	893,817
By individual Board of Director member:		
Jesper Rangvid	100,000	100,000
Per Klitgård Poulsen	100,000	100,000
Frank Halborg Jensen	100,000	100,000
Lars Leo Thylander, chairman (from December 5, 2022)	400,000	393,817
Jørgen Rugholm Jensen	100,000	100,000
Jan Johan Kühl	100,000	100,000
Sarah Jane Mulryan (as of December 5, 2022)	0	0

Remuneration policy related to Executive Board and Board of Directors

Advantage Investment Partners A/S' remuneration policy aims at attracting, retaining, developing and rewarding employees who contribute to the profitable growth of the Company. The policy ensures that remuneration is credible, effective and fair, that the ratio of fixed and variable salary is adequate, proportional and balanced and that the overall remuneration is aligned with sound and efficient risk management principles and does not encourage excessive risk-taking. The policy has not been changed during the year.

Members of the Board of Directors are compensated individually and on a fixed remuneration basis only. Members of Executive Board are compensated individually on both a fixed and variable remuneration basis.