

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 2025

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 2025 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	2025	2024
Management remuneration included in staff costs, total	3,569,955	3,811,440
Executive Board (one member as listed below):		
Fixed salary (including pensions of DKK 160 thousand (2024: DKK 156 thousand))	2,669,955	2,611,440
Variable salary	0	300,000
Total salary expensed	2,669,955	2,911,440
By individual Executive Board member:		
Anders Stubkjær Dalhoff	2,669,955	2,911,440
Board of Directors (seven members as listed below):		
Fixed fee	900,000	900,000
Variable fee	0	0
Total fee expensed	900,000	900,000
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	400,000	400,000
Jørgen Rugholm Jensen	100,000	100,000
Jan Johan Kühn	100,000	100,000
Sarah Jane Mulryan	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.