

The report has been prepared by the Company's external provider of finance services and approved the Board of Directors



Nordflint Capital Partners Fondsmæglerselskab A/S

Remuneration Report 2023

Principles for Remuneration for the Board of Directors

According to the Danish Investment Firms and Investment Service and Activities Act section 107 Nordflint Capital Partners Fondsmæglerselskab A/S has compiled a remuneration report for the financial year 2023.

The Board of Directors is compensated only with fixed remuneration, if any, and not with any form of variable remuneration. The remuneration is cash only.

Remuneration of members of the Board of Directors is set individually at a market competitive level that reflects the competencies and contribution provided in view of the complexity and the extent of the tasks and responsibilities.

The level of remuneration for the Board of Directors is decided annually and presented at the shareholders' meeting for approval of the annual report.

For further information of the remuneration of the Board of Directors at Nordflint Capital Partners Fondsmæglerselskab A/S the information is available at the Company's homepage www.nordflint.com

Remuneration t.DKK	2023	2022	2021
Michaela Winter, chair	750	746	433
Axel Christian Tesdorpf Castenschiold	110	100	33
Stig Haldan	110	100	100
Gorm Holst Praefke	110	100	38

Principles for remuneration for the Board of Management

The Board of Management is compensated with a monthly remuneration package consisting of fixed remuneration and a pension benefit. The Board of Directors have the opportunity to award an annual bonus at the discretion of the Board of Directors.

Remuneration for the Board of Management is evaluated and set by the Board of Directors.

Remuneration t.DKK	2023	2022	2021
Jim Isager Larsen			
Fixed remuneration*	4.465	3.132	1.538
Pension	282	204	110
Total remuneration	4.747	3.336	1.648

* Remuneration including mobilphone.

Remuneration and Pension Practice

The remuneration and pension package are equivalent to Nordflint Capital Partners Fondsmæglerselskab A/S remuneration and pension policy. The information is available at the Company's homepage www.nordflint.com

The Board of Directors is responsible for the compliance and adjustment of the policy of remuneration and pension.

The total remuneration for employees in the Company aims at honoring and encouraging a performance that creates long term value for the Company through results as well as behavior.

The Remuneration report 2023 has been written and approved by the Board of Directors.