

## Executive board and management remuneration

<b>Management remuneration DKK ('000)</b>	<b>2023</b>	<b>2022</b>
Kim Fejfer	7,859	7,544
Joe Nicklaus Nielsen	4,686	3,864
Lars Reno Jakobsen (01.01.2022 - 24.11.2022)	0	4,860
Jens Thomassen (01.01.2022 - 24.11.2022)	0	7,199
<b>Total remuneration for the Executive Board</b>	<b>12,545</b>	<b>23,466</b>

The Management has no bonus schemes and no variable compensation.

No performance fee has been paid to the Company in accordance with the principles laid down in the remuneration section of the Danish Alternative Investment Fund Managers etc. Act.

<b>Board of Directors remuneration DKK ('000)</b>	<b>2023</b>	<b>2022</b>
Robert Maersk Uggla	0	0
Martin Nørkjær Larsen (01.01.2023 - 04.05.2023)	0	0
James Murray Grant	300	300
Clara Ho	300	300
David Tai Wei Tung	300	300
<b>Total remuneration for the Board of Directors</b>	<b>900</b>	<b>900</b>

The Board of Directors does not receive variable compensation.

### Other material risk takers

A.P. Møller Capital P/S is required to identify all employees whose professional activities could have a material impact on the risk profile of A.P. Møller Capital P/S in accordance with current legislation. Other material risk takers do not include members of the Board of Directors or the Executive Leadership Team. At the end of 2023, 6 other material risk takers were designated (end of 2022: 3 other material risk takers). During 2023, 6 full-time equivalents (FTEs) were designated as other material risk takers (2022: 3 FTEs). The 6 FTEs designated as other material risk takers earned remuneration of DKK 24.7m (2022: 3 FTEs earned remuneration of DKK 5.8m), with fixed remuneration amounting to DKK 24.5m and variable amounting to DKK 0.2m (2022: DKK 5.7m and DKK 0.1m respectively).