



Executive board and management remuneration

Management remuneration DKK ('000)	2025	2024
Kim Fejfer	8,346	8,518
Joe Nicklaus Nielsen	5,298	4,785
Total remuneration for the Executive Board	13,644	13,303

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.

Board of Directors remuneration DKK ('000)	2025	2024
Robert Maersk Uggla	0	0
James Murray Grant	300	300
Clara Ho (01.01.2025 - 08.12.2025)	300	300
David Tai Wei Tung	300	300
Total remuneration for the Board of Directors	900	900

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 Management. At the end of 2025, 4 FTEs were designated as other material risk takers. The total remuneration for other material risk takers was DKK 22.4m.