

A/S Global Risk Management Ltd. Fondsmæglerselskab

Remuneration

USD '000	2021/22	2020/21
Remuneration of Board of Directors		
Fixed	132	128
thereof pension	0	0
Variable	0	0
Remuneration of Executive Management		
Fixed	1,156	1,254
thereof pension	65	75
Variable	0	151
Remuneration of other significant risk-takers		
Fixed	0	0
thereof pension	0	0
Variable	0	0
Number of Board Members	4	4
Number of Executive Management members	3	3
Number of other risk takers	0	0

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Remuneration (continued)

USD '000	2021/22	2020/21
Board of Directors		
Kenneth Steengaard, Chairman of the Board	39	28
Jacob Bro Eriksen, Board Member	23	24
Kaj Damgaard, Board Member	23	24
Michael Krabbe, Board Member	23	24
Keld Rosenbæk Demant (Until 26 January 2021)	0	30
Executive Management		
Peder Demant Møller, CEO	496	402
Total remuneration from group incl. vehicle expenses	764	618
Jacob Nørgaard, CFO (from 7 April 2021)	299	15
Total remuneration from group incl. vehicle expenses	460	23
Martin Vorgod, CCO (from 1 Mar 2022)	45	0
Total remuneration from group incl. vehicle expenses	69	0
Kevin Joseph O'Reilly (CCO from 1 Juli 2020 to 27 September 2021)	146	127
Total remuneration from group incl. vehicle expenses	225	196
Niels Hyldegaard Kristensen (CFO until 31 December 2020)	169	433
Total remuneration from group incl. vehicle expenses	260	666
Hans Erik Christensen (CEO until 14 May 2020)	0	428
Total remuneration from group incl. vehicle expenses	0	659

Information regarding incentive programs

The Chairman of the Board has approved an incentive program for the executive management. The value of the incentive program is dependent on the company's financial performance (EBT), inclusive of risks over an extended period of time. The value of the incentive program for the year 2021/22 constitutes the number listed under variable remuneration for the executive management. The Board of Directors is not included in the incentive program.