

## 5 Staff and administrative expenses (continued)

### Remuneration

USD '000	2021/22	2020/21
<b>Remuneration of Board of Directors</b>		
Fixed	109	128
thereof pension	0	0
Variable	0	0
<b>Remuneration of Executive Management</b>		
Fixed	1,156	1,254
thereof pension	65	75
Variable	0	151
<b>Remuneration of other significant risk-takers</b>		
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

### 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.

Remuneration to the Board of Director's, Executive Management and other significant risk takers are available on the company's [homepage](#).