



Executive Management remuneration overview, May 2021 – April 2022

DKK	Niels Hyldegaard Kristensen	Peder Demant Møller	Jacob Nørgaard	Kevin O'Reilly	Martin Vorgod
Fixed	1.681.671,00	4.858.075,00	2.810.080,00	1.451.507,00	443.111,00
thereof pension	85.968,00	311.645,00	213.160,00	0,00	32.800,00
Variable	0,00	0	0	0	0
USD	Niels Hyldegaard Kristensen	Peder Demant Møller	Jacob Nørgaard	Kevin O'Reilly	Martin Vorgod
Fixed	260.453,64	752.408,35	435.219,23	224.806,33	68.628,09
thereof pension	13.314,54	48.266,92	33.013,77	0,00	5.079,99
Variable	0,00	0,00	0,00	0,00	0,00
USD/DKK average	6,4567				



Executive Management remuneration overview, May 2021 – April 2022

DKK	Kenneth Steengaard	Michael Krabbe	Jacob Bro Eriksen	Kaj Damgaard
Fixed	252.083,00	150.000,00	150.000,00	150.000,00
thereof pension	0,00	0,00	0,00	0,00
Variable	0,00	0,00	0	0
USD	Kenneth Steengaard	Michael Krabbe	Jacob Bro Eriksen	Kaj Damgaard
Fixed	39.042,00	23.232,00	23,232,00	23.232,00
thereof pension	0,00	0,00	0,00	0,00
Variable	0,00	0,00	0,00	0,00
USD/DKK average	6,4567			