

VIA equity a/s, CVR no. 29 30 69 31

Appendix to the financial statements for the period 1 January – 31 December 2023

This appendix contains information about the remuneration of the Executive Board and the Board of Directors of VIA equity a/s cf. the Danish Executive Order no. 1151 of 24 October 2017.

The purpose of VIA equity a/s' remuneration policy is to ensure competitive remuneration, an appropriate balance between fixed remuneration and variable remuneration and hence a sound commercial development in accordance with VIA equity a/s' business strategy, values, and long-term targets, and ensuring sound and effective risk management, which does not encourage excessive risk taking.

<i>DKK thousands</i>	2023	2022
Management remuneration included in staff costs, total	4,795	4,118

Executive Board (Benjamin Kramarz):

Fixed salary	4,244	3,809
Variable compensation	351	309
Total compensation	4,595	4,118

Board of Directors

John Helmsøe-Zinck, chairman	0	0
Lars Rohde (appointed 1 February 2023)	100	0
Louise Lind Ladegaard (appointed 1 February 2023)	100	0
Total	200	0

No variable compensations have been paid to the individual boardmembers in their capacity as boardmembers.