

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

Appendix to the financial statements for the period 1 January – 31 December 2024

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>	2024	2023
Management remuneration included in staff costs, total	4,556	4,795

Executive Board (Benjamin Kramarz):

Fixed salary	4,022	4,244
Variable compensation	334	351
Total compensation	4,356	4,595

Board of Directors

John Helmsøe-Zinck, chairman	0	0
Lars Rohde	100	100
Louise Lind Ladegaard	100	100
Total	200	200

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