

Remuneration report 2023

The purpose of this remuneration report is to provide information on the total remuneration to the Board of Directors and the Executive Board of Schmiegelow Fondsmæglerselskab ("*Schmiegelow*").

Pursuant to Section 107(6) of Act No. 1155 of 08.06.2021 on Stockbroking Companies and Investment Services and Activities (the "Securities Brokerage Act"), as amended, Schmiegelow is required to disclose the total remuneration of each member of the Board of Directors and the Executive Board.

For the financial years 2021-2023, the remuneration is distributed as follows:

	2023	2022	2021
Direktion			
Peter Schmiegelow	2.118	2.274	2.500
Bestyrelse			
Bestyrelsesformand, Kim Højbye	50	50	50
Bestyrelsesmedlem, Nina Schmiegelow	0	0	0
Bestyrelsesmedlem, Maria Schmiegelow	0	0	0
	50	50	50
Samlet ledelsesvederlag	2.168	2.324	2.550

The disclosure requirement in section 107(6) means that it must not only be reported on directors who have served for an entire financial year or all of the three most recent years, but on all existing, new and former directors who have earned remuneration that has been paid or have not yet been paid during the above three-year period.

The above overview reflects that this has not been relevant for Schmiegelow during the period stated.

Objectives and salary policy

Schmiegelow's remuneration policy has been prepared on the basis of the company's strategy and sets out the overall remuneration principles with a focus on responsibility and effective risk management. The remuneration policy ensures competitive remuneration, promotes business development and is consistent with the company's business strategy, values and long-term goals, including a sustainable business model.

The remuneration policy has been prepared to ensure the overall considerations in section 9 of the Executive Order on Remuneration Policy, including that the remuneration policy is in harmony with the principles of protection of customers and investors.

The salary policy provides the framework for the company's remuneration of employees. It is adapted to Schmiegelow's circumstances and thus reflects the size of the company. In addition, the remuneration policy counteracts conflicts of interest and ensures that the best interests of the customers are always acted upon.

The established salary policy is updated annually and approved by the Board of Directors.

Remuneration of management

The company has decided that the Chairman of the Board of Directors will be remunerated with a fixed fee and that the remuneration of the Executive Board will reflect the requirements of the Executive Board and that it will enable the retention of the Executive Board. The Executive Board's remuneration may, within a fixed framework, consist of a fixed salary, free car, pension, bonus and, if applicable, anniversary bonus.