

APPENDIX – ITEM 6 OF THE AGENDA OF THE ANNUAL GENERAL MEETING

Approval of the Board of Directors' remuneration for 2022 and the level of remuneration for 2023

The Board of Directors recommends that the actual remuneration of the Board of Directors for 2022 in the amount of DKK 4.7 million be approved by the shareholders at the Annual General Meeting. The amount is specified on page 69 of the 2022 Annual Report.

In order to continue to conform to the market, the Board of Directors proposes that the level of the Board's remuneration in 2023 be raised relative to 2022. The remuneration of committee members will not be adjusted. Consequently, the following annual level is recommended for approval by the shareholders at the Annual General Meeting:

Board of Directors

Remuneration of ordinary board members	DKK 400,000
Remuneration of Deputy Chairman	DKK 532,000
Remuneration of Chairman	DKK 920,000

Audit Committee

Remuneration of audit committee members	DKK 100,000
Remuneration of audit committee chairman	DKK 150,000

Risk Committee

Remuneration of risk committee members	DKK 100,000
Remuneration of risk committee chairman	DKK 150,000

Nomination and Remuneration Committee

All members	DKK 50,000
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The actual remuneration of the Board of Directors for 2023 is subject to approval by the shareholders at the Annual General Meeting in 2024.