



BNP PARIBAS
PERSONAL FINANCE



(DKK '000)

2023

2022

2021

Remuneration to management Ekspres Bank A/S

Executive board

Annika Olsson Roth, CEO	2.476	2.646	2.673
Thereof variable salary	245	510	558

Variable payments granted for 2023 were valued at kDKK 245 at granting date. Remuneration consists of salary, pension and variable salary tied in programs over a 4-5 year period.

Board of Directors

Michael Ravbjerg Lundgaard	225	225	209
John Poulsen	219	219	219
Magnus Beer	297	318	334
Total remuneration to management	3.216	3.409	3.435

Michael Ravbjerg Lundgaard is a board member and the chairperson of the audit committee. He receives remuneration for his special position and competences within the audit area as an independent board member.

John Poulsen is a board member and is member of the audit committee and the risk committee. He receives remuneration for his special expertise and experience within the Danish financial market.

Magnus Beer is a board member and chairperson of the risk committee. He receives remuneration for his expertise within the financial market and the work he is involved in regarding potential acquisitions.

The remaining board members does not receive separate payment for their BoD contribution.