



(DKK '000)

Remuneration to management Ekspres Bank A/S for 2021

Executive board

Annika Olsson Roth, CEO	2.673
Thereof variable salary	558

Variable payments granted for 2021 were valued at kDKK 558 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	209
John Poulsen	219
Magnus Beer	334

Total remuneration to management	3.435
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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.