



(DKK '000)

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**Remuneration to management Ekspres Bank A/S for 2022**

**Executive board**

<i>Annika Olsson Roth, CEO</i>	2.646
<i>Thereof variable salary</i>	510

*Variable payments granted for 2022 were valued at kDKK 510 at granting date. Remuneration consists of salary, pension and variable salary tied in programs over a 4-5 year period.*

**Board of Directors**

<i>Michael Ravbjerg Lundgaard</i>	225
<i>John Poulsen</i>	219
<i>Magnus Beer</i>	318

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<i>Total remuneration to management</i>	3.409
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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.*