

Remuneration Statement 2025

Appendix to the financial statements for the period 1 January – 31 December 2025

This appendix contains information about the remuneration of the Executive Board and the Board of Directors of VIA equity a/s cf. the Danish Executive Order no. 1151 of 24 October 2017.

The purpose of VIA equity a/s' remuneration policy is to ensure competitive remuneration, an appropriate balance between fixed remuneration and variable remuneration and hence a sound commercial development in accordance with VIA equity a/s' business strategy, values, and long-term targets, and ensuring sound and effective risk management, which does not encourage excessive risk taking.

<i>DKK thousands</i>	2025	2024
Management remuneration included in staff costs, total	4,930	4,556
Executive Board (Benjamin Kramarz):		
Fixed Salary	4,342	4,022
Variable compensation	388	334
Total compensation	4,730	4,356
Board of Directors		
John Helmsøe-Zinck, chairman	0	0
Lars Rohde	100	100
Louise Lind Ladegaard	100	100
Total	200	200

No variable compensations have been paid to the individual board members in their capacity as board members.

Board of Directors

John Helmsøe-Zinck (Chairman)

Louise Ladegaard

Lars Rohde

Management

Benjamin Kramarz

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