

Remuneration Statement 2023

VIA equity a/s, CVR no. 29 30 69 31

Appendix to the financial statements for the period 1 January – 31 December 2023

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.

DKK thousands	2023	2022
Management remuneration included in staff costs, total	4,795	4118

Executive Board (Benjamin Kramarz):

Fixed salary	4,244	3,809
Variable compensation	351	309
Total compensation	4,595	4,118

Board of Directors

John Helmsøe-Zinck, chairman	0	0
Lars Rohde	100	0
Louise Lind Ladegaard	100	0
Total	200	0

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

VIA equity a/s

Strandvejen 58

2900 Hellerup

Denmark

viaequity.com

CVR: 29306931

 **VIA EQUITY**