

# Remuneration Statement 2024

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

Appendix to the financial statements for the period 1 January – 31 December 2024

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	<b>2024</b>	<b>2023</b>
Management remuneration included in staff costs, total	4,556	4,795

**Executive Board (Benjamin Kramarz):**

Fixed salary	4,022	4,244
Variable compensation	334	351
<b>Total compensation</b>	<b>4,356</b>	<b>4,595</b>

**Board of Directors**

John Helmsøe-Zinck, chairman	0	0
Lars Rohde	100	100
Louise Lind Ladegaard	100	100
<b>Total</b>	<b>200</b>	<b>200</b>

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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