

# Remuneration Report 2024 – HP Fondsmæglerselskab A/S

In accordance with Regulation (EU) 2019/2033 on prudential requirements for investment firms and Section 107 of the Danish Act on Investment Firms, HP Fondsmæglerselskab A/S has prepared the present remuneration report for the year 2023.

## REMUNERATION PRINCIPLES FOR THE COMPANY'S BOARD OF DIRECTORS

The Board of Directors is remunerated exclusively with a fixed fee; no variable remuneration is provided, and payment is made solely in cash.

The amount of the board remuneration is determined annually at the general meeting at which the financial statements are approved.

Remuneration in t.DKK	2024	2023	2022
Gregers Lauridsen Formand	125	125	105
Peter Nauntofte	0	0	0
Thomas Kjær	0	0	0

## REMUNERATION PRINCIPLES FOR THE EXECUTIVE MANAGEMENT

The Executive Management receives a fixed monthly salary. No pension contributions are provided, and no variable remuneration is paid in the form of bonuses.

The remuneration is determined by the Board of Directors.

Remuneration in t.DKK	2024	2023	2022
Henrik Fournais*	869	860	854

\* The remuneration includes a company-paid mobile phone

## REMUNERATION AND PENSION

Remuneration and pension arrangements are consistent with the Remuneration Policy of HP Fondsmæglerselskab A/S, which is available on the Company's website at [hpfonds.dk](http://hpfonds.dk).

The Board of Directors is responsible for ensuring compliance with and updates to the Company's Remuneration Policy.

The remuneration policy is designed to promote sound and effective risk management over the long term. It does not encourage excessive risk-taking and has been developed in alignment with the Company's business strategy, ESG values, and long-term objectives, including a sustainable business model.

The Remuneration Report for 2024 has been prepared and approved by the Company's Board of Directors.

**Adopted by the Board of Directors**

February 2025