

Remuneration report

Introduction

Peel Hunt Europe Fondsmæglerselskab A/S ('the Firm') is a licensed investment firm based in Copenhagen.

This remuneration report (the 'Remuneration Report') provides an overview of the total remuneration received by the Board of Directors and the Executive Board for the period from e., April 1, 2023 to March 31, 2024 ('the Reporting Period').

The remuneration of the Board of Directors and the Executive Board is determined in accordance with the Firm's Remuneration Policy which was approved by the Board of (the "Remuneration Policy").

The remuneration of the Board of Directors and the Executive Board is in accordance with the Firm's Remuneration Policy with no deviation.

Remuneration

Remuneration of the Board of Directors

In accordance with the Remuneration Policy, the Firm determines on an annual basis the remuneration and remuneration package for the Board of Directors who received fixed remuneration and no variable remuneration.

In respect of the Reporting Period, the following remuneration (in local currency) has been paid or allocated to the Board of Directors*:

Name and title	Base fee for board service within the Firm	Executive management board member fee within the Group	Benefits in kind for Executive management board member service within the Group	Total remuneration
Steven Harvey Fine Chairman	0,00	GBP 450,000	GBP 15,000	GBP 465,000
David Gal Moalem Board member**	DKK 281,250	0,00	0,00	DKK 281,250
Sunil Dhall Board member	0,00	GBP 300,000	GBP 16,000	GBP 316,000

* The Firm was registered with a license as of March 31, 2023. Thus, there are no comparable figures for prior periods as the Reporting Period represent the first period for the Firm.

**The board fee is charged through a law firm. Thus, the fee reported is including VAT.

The Firm was registered with license from the Danish FSA as of March 31, 2023. Thus, there are no comparable figures for prior periods as the Reporting Period represent the first period for the Firm.

The Firm has not agreed retention and resignation arrangements with the Board of Directors.

Remuneration of the Executive Board

The Firm determines on an annual basis the remuneration and remuneration package for the Firm's Management Board, subject to the approval of the Firm's Board of Directors and the Remuneration Policy.

The remuneration package for management consists of the following elements:

- A fixed base pay.

- Benefits in kind (which includes ordinary benefits such as include insurance allowance, vacation allowance, phone, internet, and membership of various organizations within the finance sector).
- Employer paid pension contribution of 14%.
- Variable pay components may be granted under the approved Remuneration Policy for the Firm.

In respect of the Reporting Period, the following remuneration (in local currency) has been paid to the Management Board of the Firm *:

Name and title	Base pay	Benefits in kind	Employer paid pension contribution	Total remuneration
James Hipkiss CEO	0	0	0	0
Jane Holm Hilkjær Lauridsen Chief Risk and Compliance Officer	DKK 375,000	DKK 21,439	DKK 52,500	DKK 448,939

**The Firm was registered with a license as of March 31, 2023. Thus, there are no comparable figures for prior periods as the Reporting Period represent the first period for the Firm.*

The Firm has not granted any variable remuneration to the management board for the Reporting Period.