

ADVANTAGE INVESTMENT PARTNERS A/S ,CVR NO. 39 57 33 34, FR NO. 23146

APPENDIX TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY – 31 DECEMBER 2023

Remuneration

This appendix contains information about remuneration of the Executive Board and Board of Directors of Advantage Investment Partners A/S, cf. the Danish Alternative Investment Fund Managers Act, which was previously part of the annual report.

The information is provided as of the financial year 2022 in a separate report, which is a consequence of the fact that the Danish Parliament in December 2021 adopted a proposal to amend the Financial Business Act, in which it was proposed, among other things, to change the requirement to publish directors' individual salary information in the annual report.

The change means that management's individual salary information in the future will not have to be disclosed in the annual report for reasons of data protection rules. However, it is still a requirement that the information is made publicly available.

For the sake of data protection rules, the information will be available on Advantage Investment Partners A/S' website for 10 years, after which it will be deleted. The information disclosed below corresponds to the notes previously included in the annual report. The annual report still contains information on remuneration, etc., at an aggregated level.

DKK	2023	2022
Management remuneration included in staff costs, total	3,856,781	2,118,937
Executive Board (One member as listed below):		
Fixed salary (including pensions of DKK 156 thousand (2022: DKK 88 thousand))	2,611,440	1,125,120
Variable salary	351,524	0
Total salary expensed	2,962,964	1,125,120
<i>By individual Executive Board member:</i>		
Anders Stubkjær Dalhoff	2,962,964	1,125,120
Board of Directors (Seven members as listed below):		
Fixed fee	893,817	993,817
Variable fee	0	0
Total fee expensed	893,817	993,817
<i>By individual Board of Director member:</i>		
Jens Peter Due Olsen, chairman (until December 5, 2022)	0	372,043
Jesper Rangvid	100,000	100,000
Per Klitgård Poulsen	100,000	100,000
Frank Halborg Jensen	100,000	100,000
Lars Leo Thylander, chairman (from December 5, 2022)	393,817	121,774
Jørgen Rugholm Jensen	100,000	100,000
Jan Johan Kühl	100,000	100,000
Sarah Jane Mulryan (as of December 5, 2022)	0	0

Remuneration policy related to Executive Board and Board of Directors

Advantage Investment Partners A/S' remuneration policy aims at attracting, retaining, developing, and rewarding employees who contribute to the profitable growth of the Company. The policy ensures that remuneration is credible, effective and fair, that the ratio of fixed and variable salary is adequate, proportional and balanced and that the overall remuneration is aligned with sound and efficient risk management principles and does not encourage excessive risk-taking. The policy has not been changed during the year.

Members of the Board of Directors are compensated individually and on a fixed remuneration basis only. Members of Executive Board are compensated individually on both a fixed and variable remuneration basis.