

Executive board and management remuneration

Executive Board remuneration (DKK 1.000)	2021	2020
Michael Moth Greve (15.11.2021 - current)	442	-
Mogens Thorninger (01.05.2020 - 15.11.2021)	1.278	1.000
Sebastian Siegl (01.01.2020 - 01.05.2020)	-	627
Total remuneration for the Executive Board	1.720	1.627

The current Executive Board has no bonus schemes. The former Executive Board was eligible for an annual bonus for up to 50% of the Executive's fixed annual salary based on an assessment of the Executives and the Company's performance as well as other relevant circumstances.

No bonus was paid out to the Executive Board in 2020 and 2021.

No performance fee has been paid to the Company in accordance with the principles laid down in the remuneration section of the Danish Alternative Investment Fund Managers etc. Act.

Board of Directors remuneration (DKK 1.000)	2021	2020
Bjarne Graven Larsen	250	175
Jesper Koefoed	250	250
Hans Christian Frick (01.07.2020 - current)	250	125
Lars Bjørn Thoresen (01.07.2020 - current)	250	125
Michael Nils Johann Wolf	250	50
Stig Pastwa (14.08.2018 - 01.07.2020)	0	175
Total remuneration for the Board of Directors	1.250	900

The Board of Directors does not receive variable remuneration.

Special incentive programs

Certain members of the Board of Directors and the Executive Board have been offered the right to participate in the Company's warrant issue program. Warrants have been issued and offered at fair market value.

Material risk takers

Due to the fact that only two material risk takers have been appointed, information regarding their remuneration has been withheld in accordance with applicable regulations.