



## **Executive Board and Board of Directors remuneration**

<b>Executive Board remuneration (DKK 1.000)</b>	<b>2025</b>	<b>2024</b>
Michael Moth Greve	7.589	3.503
<b>Total remuneration for the Executive Board</b>	<b>7.589</b>	<b>3.503</b>

The CEO Top-Up Program ensures strong alignment with clients by incentivising Executive Management to invest very significantly in NIO funds. The program combines a fixed salary with the potential for additional compensation upon exceeding goals for commitments into NIOs funds. The program is approved by the Board of Directors and is reviewed annually to ensure transparency and alignment with the company's objectives.

<b>Board of Directors remuneration (DKK 1.000)</b>	<b>2025</b>	<b>2024</b>
Bjarne Graven Larsen	62,5	250
Jesper Koefoed	250	250
Andrew Dyson	187,5	
Mogens Thorninger		
Jonas Højhus Jeppesen		
Niels Christian von Luttichau Jølck		
<b>Total Board of Directors</b>	<b>500</b>	<b>500</b>

*The Board of Directors does not receive variable remuneration.*

### **Special incentive programs**

Certain members of The Board of Directors and executive management have been offered the right to participate in the company's warrants issue program. Warrants have been issued and offered at fair market value. In May 2020, the general assembly has authorized the Board of Directors to issue up to 113,264 warrants to employees, members of the Board of Directors and/or consultants until April 2025.

In 2023, the Company launched a warrant program for senior employees to retain them. The exercise price per warrant was DKK 1,160. The warrants will vest linearly with 1/3 over a three-year period from the Grant date which was 1 January 2023. The warrants can be exercised from the third annual anniversary until the fifth annual anniversary as of the Grant Date.

In continuation the Company launched the second trance in 2024. The exercise price per warrant is DKK 2,375.25. The warrants will vest linearly with 1/3 over a three-year period from the Grant date 16<sup>th</sup> Dec. 2024. The warrants can be exercised from the third annual anniversary until the fifth annual anniversary as of the Grant Date.

### **Material risk takers**

As only one material risk taker has been appointed, information regarding their remuneration has been withheld in accordance with applicable regulations.