

Disclosure of Remuneration of Management in Kompasbank for 2022



kompasbank

This Disclosure provides details on remuneration in accordance with section 77(d) of the Danish Financial Business Act. In order to comply with the data protection legislation, the information will be available at kompasbank's website (<https://kompasbank.dk/finansiel-information/>) for 10 years and will subsequently be deleted.

kompasbank has a remuneration Policy approved at the General Meeting 2022 that lays down remuneration guidelines which are consistent with and promote a sound and efficient risk culture, and which does not encourage excessive risk taking. Since kompasbank does not have a remuneration committee the Board of Directors oversees the Remuneration Policy. Further information about kompasbank's Remuneration Policy is available at kompasbank.dk.

All figures in this report are in DKK.

Executive Management

Members of the Executive Management receive contractual remuneration comprising a fixed salary and pension contribution.

Executive Management	Role	Contractual remuneration	Warrants	Value of benefits
Preben Riisberg Lund	CEO	2,210,111	16,083	0
Michael Hurup Andersen	Founder and Co-CEO	1,866,667	0	86.708

Warrants granted in 2022 were valued at DKK 16,083 for Preben Riisberg Lund at grant date. Warrants are granted before bank licence and as part of his contract with kompasbank and are not performance based.

According to accounting rules warrant programmes are to be recognized in the income statement relatively to the vesting periods. Preben Riisberg Lund has been granted warrants before 2022 and the accounting effects due to vesting of prior grants amounts to DKK 17,443. Michael Hurup Andersen was granted warrants prior to 2022 with no accounting effect in 2022.

Board of Directors

Members of the Board of Directors in kompasbank receive no contractual remuneration, but were granted warrants when joining the Board. All current Board members joined the Board in 2020.

Board of Directors	Role	Contractual remuneration	Warrants
Jeppe Brøndum	Chairman	0	0
Cecilia Hultén	Board member	0	0
Ian Wilson	Board member	0	0
Johan Lorenzen	Board member	0	0
Christian Motzfeldt	Board member	0	0

Jeppe Brøndum has been granted warrants before 2022 as Chairman of the Board and the accounting effects due to vesting of prior grants amounts to DKK 3,281 in 2022. Accounting effect of prior warrant grants amounts in 2022 to DKK 971 for Cecilia Hultén, DKK 27,554 for Ian Wilson, DKK 1,624 for Johan Lorenzen, and DKK 1,801 for Christian Motzfeldt.