

Appendix to the financial statements for the period 1 January – 31 December 2024

Remuneration

This appendix contains information about remuneration of the Executive Board and Board of Directors of Polaris Management A/S, cf. the Danish Alternative Investment Fund Managers Act.

Management's individual salary information is not 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 Polaris Management A/S' website for 10 years, after which it will be deleted.

The annual report contains information on remuneration, etc., at an aggregated level.

DKK'000	2024	2023
Management remuneration included in staff costs, total	7,038	6,896
<i>Executive Board (Jan Johan Kühl):</i>		
Fixed salary (including pensions of DKK 591 thousand (2023: DKK 576 thousand))	5,288	5,146
Variable salary	0	0
Total salary expensed	5,288	5,146
<i>Board of Directors (4 members as listed below):</i>		
Fixed fee	1,750	1,750
Variable fee	0	0
Total fee expensed	1,750	1,750
<i>By individual Board of Director member:</i>		
Erik G. Hansen, Chairman	700	700
Bertil Villard	350	350
Anne Holm Rannaleet	350	350
Peter Høltermand	350	350

Remuneration policy related to Executive Board and Board of Directors

Polaris Management 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 and Executive Board are compensated individually and on a fixed remuneration basis only.