3. Staff costs and administrative expenses

The Board of Directors and the Executive Board have received the following remuneration as part of their employment with the company.

DKK'000	2025	2024
Executive Board		
Jimmy Fussing Nielsen	3,282.50	3,030
Signe Marie Sveinbjørnsson	3,282.50	3,030
Total remuneration of the Executive Board	**6,565.00**	**6,060**
Number of individuals	**2**	**2**

No variable fee has been paid in the period 2024-2025 to members of the Executive Board.

Board of Directors		
Christian Madsen Motzfeldt	270.00	180
Barbara Taudorf Andersen	180.00	120
Phillip John Chambers	180.00	120
Total	**630.00**	**420**
Number of individuals	3	3

No variable board fee has been paid in the period 2024-2025 to members of the Board of Directors.

In 2025, the Company paid remuneration totaling TDKK 5,219 for 2 material risk takers other than the Executive Board. (2024: TDKK 7,616 for 3 material risk takers other than the Executive Board). The remuneration consists of a fixed remuneration of TDKK 5,219, a variable remuneration of TDKK 0 (2024: TDKK 7,616, TDKK 0).