

IIP Denmark P/S

Appendix to financial statements

Remuneration 2025

IIP Denmark P/S
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Appendix to financial statements for the period 1 January – 31 December

This appendix contains information about remuneration of the Executive Board, the Board of Directors and of employees whose activities have a material impact of IIP Denmark P/S's risk profile.

Remuneration

	2025 '000 DKK	2024 '000 DKK
Executive Board:		
Fixed salary	3,173	3,211
Variable salary	0	0
Total salary expensed	3,173	3,211
By individual Executive Board member:		
Maria Hjorth	3,173	1,726
Anette Eberhard	-	1,485
Board of Directors:		
Fixed fee	0	0
Variable fee	0	0
Total fee expensed	0	0
By individual Board of Directors member:		
Jon Steingrim Johnsen (Chairman)	0	0
Michael Nellemann Pedersen (Deputy Chairman)	0	0
Nicolai Ørnstrup Pilehave	0	0
Daniel Albæk	0	-
Jacob Lund Andersen	0	-
Employees:		
Fixed salary	10,356	9,138
Variable salary	312	273
Total salary expensed	10,668	9,411
Number of Employees	5	5

The information is provided for the financial year 2024 and 2025 in a separate report and does not form part of the Annual Report due to data protection considerations.

The information is nevertheless required to be made publicly available. Accordingly, the separate remuneration report for the financial year 2024 and 2025 is made available on IIP Denmark P/S's website and will remain publicly accessible for a period of ten years, after which it will be removed.

There are no specific incentive programmes for the Board of Directors.