

# Remuneration Report 2023

C WORLDWIDE GROUP



| <b>Remuneration report for CWW Group</b> | <b>2023</b>      | <b>2022</b>      | <b>2021</b>      |
|--|------------------|------------------|------------------|
|  | <b>DKK 1'000</b> | <b>DKK 1'000</b> | <b>DKK 1'000</b> |

Remuneration statement

The strategy of the CWW Group is to be a profitable, sound, responsible long-term investor with long-term relationships with both clients and employees. CWW competes in a global market for asset management mandates and therefore needs to attract skilled employees in an international setting. The remuneration of the management must reflect these ambitions. The Group aims to offer competitive remuneration to attract relevant long-term thinking employees.

C WorldWide Asset Management Fondsmæglerselskab A/S

The board of Directions has not received any remuneration from the company in the period 2021 to 2023.

The following board members earn remuneration from C WorldWide Group Holding A/S:

Lars Andersen

Anne Jæger

Management function:

Bo Knudsen

|                    |       |       |       |
|--------------------|-------|-------|-------|
| Fixed remuneration | 1,040 | 1,040 | 1,033 |
|--------------------|-------|-------|-------|

|                       |   |   |   |
|-----------------------|---|---|---|
| Variable remuneration | 0 | 0 | 0 |
|-----------------------|---|---|---|

|  |        |        |        |
|--|--------|--------|--------|
| The total remuneration of Bo Knudsens for the combined function as CEO and portfolio manager is: | 19,897 | 21,643 | 22,716 |
|--|--------|--------|--------|

C WorldWide Holding A/S

The board of Directions has not received any remuneration from the company in the period 2021 to 2023.

The following board members earn remuneration from C WorldWide Group Holding A/S:

Vincent Camerlynck

Per Klitgård

Anne Jæger

Lars Andersen

CEO Bo Knudsen does not receive any remuneration from the company.

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C WorldWide Group Holding A/S

The following board members earn remuneration from the company:

|                     |     |     |     |
|---------------------|-----|-----|-----|
| Søren Johansen      | 0   | 0   | 0   |
| Vincent Camerlynck  | 400 | 250 | 250 |
| Per Klitgård        | 300 | 250 | 250 |
| Anne Jæger          | 575 | 375 | 450 |
| Christoffer Folkebo | 75  | 0   | 0   |
| Lars Andersen       | 300 | 250 | 250 |

The board receives only fixed salary. Christoffer Folkebo also earns remuneration from CAM Holding 1 DK ApS.

CEO Bo Knudsen does not receive any remuneration from the company.

CAM Holding 1 DK ApS

The following board members earn remuneration from the company:

|                     |    |   |   |
|---------------------|----|---|---|
| Søren Johansen      | 0  | 0 | 0 |
| Christoffer Folkebo | 50 |   |   |

CEO Christoffer Folkebo only receives remuneration as a board member.