Information on remuneration and remuneration policy in Prism Financial Products Fondsmæglerselskab A/S

Pursuant to section 22 of Danish Executive Order no. 1242 of 10 June 2021 on remuneration policy and remuneration in credit institutions, mortgage credit institutions, investment firms, investment management companies, investment associations and certain holding companies, companies with a website must disclose information on how the company complies with the requirements set out in sections 5, 6, section 7(1)(i) and (2), sections 8, 9, 11, 13, 15, 16 and 17, to the extent applicable to the relevant company.

In accordance herewith, Prism Financial Products Fondsmæglerselskab A/S (“**Prism**” or the “**Company**”) discloses the following:

- The Board of Directors has, taking into account the Company’s size, organisation and the nature, scope and complexity of its activities, adopted a remuneration policy.
- The remuneration policy is reviewed at least annually and is approved by the general meeting.
- The Board of Directors has established a process for the annual review of compliance with the remuneration policy, including control of the remuneration of the Management Board and other material risk takers, and an assessment of its competency for preparing and controlling the remuneration policy.
- The remuneration policy sets out the principles for remuneration in the Company, including specific guidelines for the remuneration of the Board of Directors, the Management Board, material risk takers and employees in control functions.
- The Company has not established a remuneration committee.
- The purpose of the remuneration policy is to ensure that the Company has a remuneration policy and remuneration practices that are consistent with, and promote, sound and effective risk management.
- Remuneration of the Management Board consists of a fixed salary component and, where applicable, a variable component. Variable remuneration may, in accordance with section 109 of the Danish Act on Investment Firms and Investment Services and Activities and the Danish Executive Order on Remuneration, amount to up to 50% of the fixed remuneration, including pension.
- The Company has decided that other material risk takers may also be awarded variable remuneration.
- Members of the Board of Directors receive a fixed fee, if any, reflecting the scope of the board duties and the competence requirements applicable to board members.