



Prism Financial Products Fondsmæglerselskab A/S

Legal Disclosures - 2024



# Legal Disclosures of Prism Financial Products Fondsmæglerselskab A/S

The Prism Financial Products Fondsmæglerselskab A/S remuneration policy is published on the company's website <https://prismfp.com> or available upon request from the company's office at Matrikel 1, Højbro Plads 10, 1200 Copenhagen K.

The Board of Directors is responsible for ensuring compliance with the remuneration policy and for any adjustments thereto, and it is reviewed annually.

The Board of Directors is responsible for approving and overseeing the remuneration of the highest paid employees as well as employees in controlling functions. The Board of Directors determines who are to be considered material risk takers within Prism Financial Products Fondsmæglerselskab A/S.

The remuneration policy aims to encourage and reward performance that creates long-term value for the company through results as well as behaviour.

This 2024 report has been written and approved by the Board of Directors at the board meeting on 25th April, 2025.

# Legal Disclosures of the Board of Directors

According to the Danish Investment Firms and Investment Services and Activities Act section 107 (5)-(7), Prism Financial Products Fondsmæglerselskab A/S has prepared a remuneration report covering the remuneration of the management of the company and the Board of Directors for the financial year 2024.

The Board of Directors are compensated only with fixed remuneration, if any, and not with any form of variable remuneration. The remuneration is cash only.

Remuneration of members of the Board of Directors is set individually at a market competitive level that reflects the competencies and contribution provided in view of the complexity and the extent of the tasks and responsibilities.

The level of remuneration for the Board of Directors is decided annually and presented at the shareholders' meeting for approval of the financial statements.

For further information of the remuneration of the Board of Directors at Prism Financial Services Fondsmæglerselskab A/S, please visit the company's website <https://prismfp.com> or contact the company at the address Matrikel 1, Højbro Plads 10, 1200 Copenhagen K.

| Remuneration t.DKK            | 2024 | 2023 | 2022 |
|-------------------------------|------|------|------|
| Kevin Martins da Silva, Chair | 0    | 0    | 0    |
| David Martins da Silva        | 0    | 0    | 0    |
| Paul Philip Swaddling         | 0    | 0    | 0    |

# Legal Disclosures of the Executive Board

The Executive Board is compensated with a monthly remuneration package consisting of fixed remuneration and a pension benefit. The Board of Directors have the opportunity to award an annual bonus at the discretion of the Board of Directors.

Remuneration for the Executive Board is evaluated and set by the Board of Directors.

| Remuneration t.DKK            | 2024             | 2023             | 2022     |
|-------------------------------|------------------|------------------|----------|
| Lars Johan Kristofer Jerntorp |                  |                  |          |
| Fixed remuneration            | 1,870,706        | 991,667          | 0        |
| Pension                       | 46,348           | 25,454           | 0        |
| <b>Total remuneration</b>     | <b>1,917,054</b> | <b>1,017,121</b> | <b>0</b> |



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Prism A/S is incorporated in Denmark with CVR number 43113178 (FTID 8349). Prism A/S is registered with the Danish Financial Supervisory Authority.