

# Remuneration report 2023

This report is prepared in accordance with the Danish Annual Accounts Act section 98 b.

The overall objective of Linkfire's remuneration policy is to attract, motivate and retain qualified members of the board and the executive management as well as to secure the alignment of the interests of the Board of Directors and the executive management with the interests of the company's shareholders and other stakeholders.

The remuneration of the Board of Directors and the executive management shall be designed to support the strategic goals of the company and to promote value creation for the benefit of the shareholders.

The Board of Directors has established a remuneration committee to ensure that Linkfire maintains and observes a remuneration policy for the members of the board and the Executive Management.

Furthermore, the Nomination Committee shall prepare and propose the fees to the Board and any fees for committee work. The Remuneration Committee shall evaluate and make recommendations for the remuneration of the members of the Board and the Executive Management.

### **Remuneration to the Board of Directors**

Fees and other remuneration to board members elected by the general meeting are resolved by the general meeting. At the ordinary general meeting on 26 April 2023, it was resolved that the chairman of the Board of Directors will be entitled to receive an annual remuneration of DKK 250,000, and that the other members of the board will be entitled to receive an annual remuneration of DKK 125,000.

It was furthermore resolved that participation in the remuneration committee and audit committee will entitle the chairman of such committees to receive DKK 50,000 per year and other members of such committees to receive DKK 25,000 per year.

At the extraordinary general meeting on 15 June 2021, it was resolved to issue 737,080 warrants to three board members so that Jesper Eigen Møller was

granted 368,540 warrants, Charlotte Klinge was granted 184,270 warrants and Thomas Rudbeck was granted 184,270 warrants. Each warrant entitles the holder to subscribe for 1 share in the company at a nominal value of DKK 0.01.

At the ordinary general meeting on 27 April 2022, it was resolved to issue 368,540 warrants to two new board members so that Petra von Rohr was granted 184,270 warrants and Ole Larsen was granted 184,270 warrants. Each warrant entitles the holder to subscribe for 1 share in the company at a nominal value of DKK 0.01.

On 20 February 2023, the Board of Directors decided to issue warrants to the executive management, the senior leadership team, and key employees within the

authorization granted by the annual general meeting on 27 April 2022. In total the grants cover 2,676,000 warrants of which 936,000 warrants have been granted to the executive management and senior leadership, and the remaining 1,740,000 warrants have been granted to key employees and contracted staff.

### **Remuneration to Management**

Remuneration to Management consists of base salary, short-term incentives for commercial leadership, pension, share-based remuneration and benefits in kind. For the 2023 financial year, the total remuneration paid to Linkfire's leadership amounted to DKK 10,258 thousand and included base salary and benefits in kind and pension contributions.

Members of Linkfire's leadership participate in the company's warrant-based incentive programs when allocated and in accordance with authorizations from the General Meeting.