



# Garda Capital Partners Copenhagen Fondsmæglerselskab A/S

Remuneration report 2023

Remuneration for the Board of Directors	3
Remuneration for the Board of Management	4
Remuneration and pension practice	5

# Principles for Remuneration for the Board of Directors

According to the Danish Investment Firms and Investment Services and Activities Act section 107 (5) - (7) Garda Capital Partners Copenhagen Fondsmæglerselskab A/S has conducted a remuneration report covering the remuneration of the management of the company and the board of directors for the financial year 2023.

The Board of Directors are compensated only with a 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 are 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 yearly and presented at the shareholders' meeting for approval of the annual report.

For further information of the remuneration of the Board of Directors at Garda Capital Partners Copenhagen Fondsmæglerselskab A/S please visit the company website [www.gardacp.com](http://www.gardacp.com)

Remuneration t.DKK	2023	2022	2021
Jeffrey Steven Drobny, chairman	0	0	0
Klaus Lauenborg Breitenstein	150	150	150
Frederic Vereecken	0	0	0

# Principles for remuneration for the Board of Management

The Board of Management is compensated with a monthly remuneration package consisting of fixed remuneration and a pension.

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

Remuneration t.DKK	2023	2022	2021
Jacob Chres Jørgensen			
Contractual remuneration	2.338	2.130	2.062
Pension	185	168	168
Total remuneration	2.523	2.298	2.230

# Remuneration and pension practice

The remuneration and pension package are equivalent to Garda Capital Partners Copenhagen Fondsmæglerselskab A/S remuneration and pension policy which is published at the Company' website.

The Board of Directors is responsible to the compliance and adjustment of the policy of remuneration and pension.

Fixed remuneration is given according to above:

- The level of fixed remuneration reflects the level of experience and the level of organizational responsibility for achieving the long-term goals of the Company.
- It is the Company's intent to offer a comparatively moderate, but stable income to its personnel in line with these variables and the long-term goals of the Company.

Criteria for receiving variable remuneration is given in the policy on remuneration article 7 which is published on the company's website [www.gardacp.com](http://www.gardacp.com)

The level of remuneration is continuously updated and presented at least once a year at the **shareholders' board meeting for approval of the annual report.**

The Remuneration report 2023 has been written and approved by the Board of Directors at the board meeting 20. March 2024.