

**WHITECROFT CAPITAL  
FONDSMÆGLERSELSKAB A/S**

Strandgade 6, 2.

1401 København K

Denmark

## **REMUNERATION REPORT**

Reporting Period: 1 January 2024 to 31 December 2024

## 1. INTRODUCTION

- 1.1 Whitecroft Capital Fondsmæglerselskab A/S (the "**Firm**") is a MiFID investment firm based in Copenhagen.
- 1.2 This remuneration report (the "**Remuneration Report**") provides an overview of the total remuneration received by the Board of Directors and the Executive Board during the Reporting Period.
- 1.3 The remuneration of the Board of Directors and the Executive Board is determined in accordance with the Firm's Remuneration Policy which was reviewed and approved by the Board of Directors at a meeting held on 2 July 2024 (the "**Remuneration Policy**").
- 1.4 The aim of the Remuneration Policy is to attract, retain, develop and reward employees who contribute value creation to the Firm and thereby support a performance-orientated culture within the Firm.
- 1.5 The Remuneration Policy is designed to ensure that the Firm's remuneration policies, procedures and practices are consistent with, and promote, sound and effective risk management and do not encourage excessive or inappropriate risk taking.
- 1.6 The Remuneration Policy is also designed to be in line with the Firm's obligation to act in accordance with the good conduct rules, business strategy, objectives, values and long-term interests, and also to take into account the interests of the Firm's clients. The Remuneration Policy should not create any conflicts of interest or incentives that may lead to staff favouring their own, or the Firm's interests, to the potential detriment of clients.

## 2. REMUNERATION OF THE BOARD OF DIRECTORS

- 2.1 In accordance with the Remuneration Policy, the Board of Directors shall be compensated with fixed remuneration only, and not with any variable remuneration.
- 2.2 The following remuneration was payable to the Board of Directors.

Board of Directors	1 Jan 2024 to 31 Dec 2024	4 Aug 2022 to 31 Dec 2023
	EUR	EUR
Henrik Bak	20,000	-
Thomas Akin	-	-
Ahmed Obaydi	-	-

- 2.3 The Firm has not agreed retention and resignation arrangements with the Board of Directors. However, the Firm and the Board of Directors have agreed to provide each other with the maximum practicable notice of any intention to terminate arrangements.

### 3. REMUNERATION OF THE EXECUTIVE BOARD

3.1 The remuneration of the Executive Board is subject to the approval of the Board of Directors.

3.2 In respect of the Reporting Period, no remuneration was payable to the Executive Board.

Executive Board	1 Jan 2024 to 31 Dec 2024	4 Aug 2022 to 31 Dec 2023
Anders Larsen	-	-

3.3 The Firm has not agreed retention and resignation arrangements with the Executive Board. However, the Firm and the Executive Board have agreed to provide each other with the maximum practicable notice of any intention to terminate arrangements