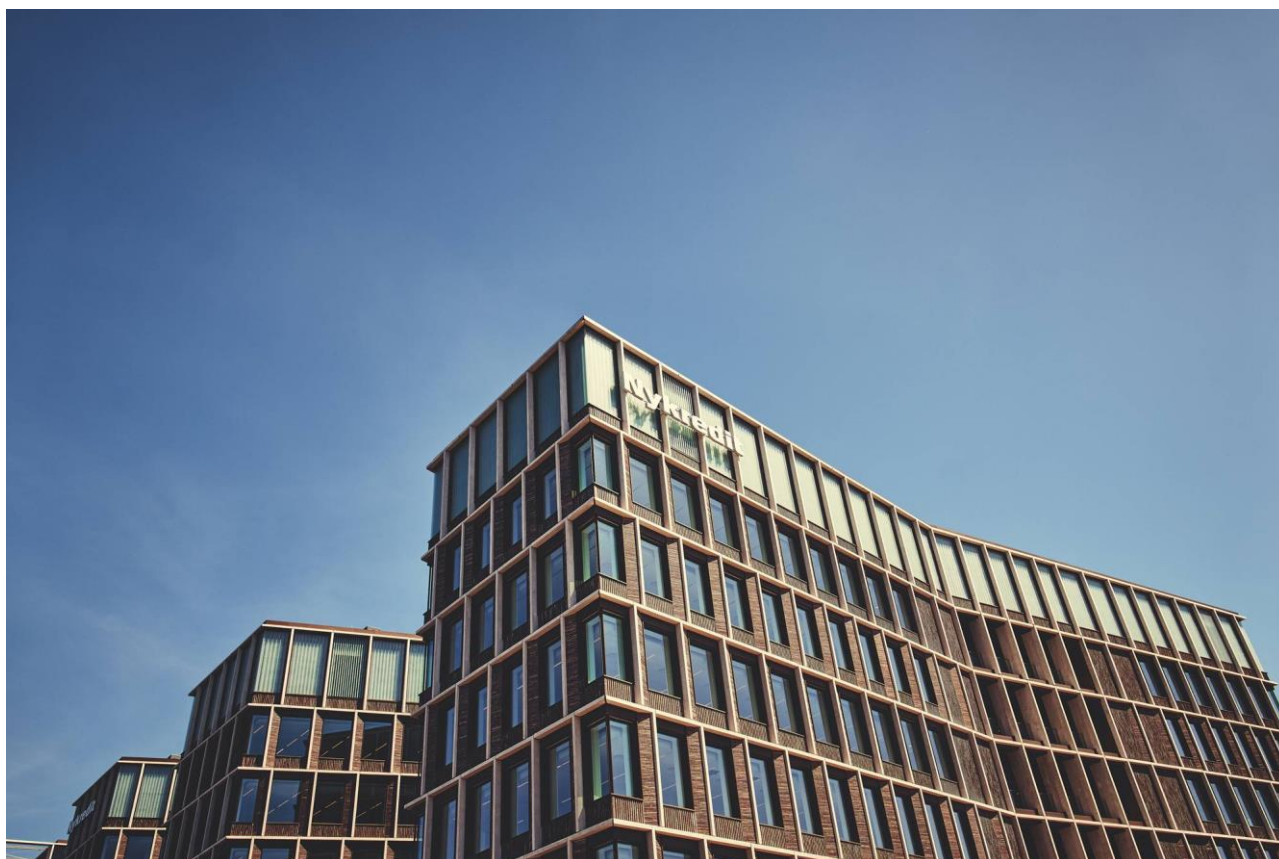


# **NYKREDIT REALKREDIT A/S**

## **Disclosure of Board and Executive Compensation for the financial year 2024**



Nykredit Realkredit A/S  
Sundkrogsgade 25  
DK-2150 Nordhavn  
Tel +45 44 55 10 00  
[www.nykredit.com](http://www.nykredit.com)  
CVR no 12 71 92 80

# DISCLOSURE OF BOARD AND EXECUTIVE COMPENSATION

DKK million

Nykredit Realkredit A/S

Nykredit Realkredit Group

Remuneration of Board of Directors and Executive Board		
<b>Board of Directors</b>		
5	Fees etc	5
<b>Executive Board</b>		
61	Base salaries	61
9	Pension	9
<b>75</b>	<b>Total</b>	<b>75</b>

## Terms and conditions applying to the Board of Directors

The 12 members of the Board of Directors receive fixed fees and a refund of any costs incurred in connection with board meetings.

## Fees paid to the Board of Directors

	Nykredit Realkredit A/S	Nykredit Realkredit A/S and Nykredit A/S	Nykredit Realkredit Group	Nykredit A/S	Nykredit Group	Forenet Kredit f.m.b.a. <sup>1</sup>	Forenet Kredit Group <sup>1</sup>
Fees (DKK '000)	Fees paid to the Board of Directors	Joint Committees	Total	Fees paid to the Board of Directors	Total	Fees paid to the Board of Directors	Total
Merete Helene Eldrup	465	224	689	963	1,651	-	1,651
Per Wetke Hallgren	155	659	814	321	1,135	223	1,358
Jørgen Høholt	155	547	702	321	1,023	-	1,023
Rasmus Borreskov Fossing <sup>3</sup>	117	-	117	242	359	-	359
Michael Demnitz	155	273	428	321	749	555	1,304
Vibeke Krag	155	217	372	321	693	-	693
Olav Bredgaard Brusen	155	-	155	321	476	-	476
Inge Sand	155	56	211	321	532	-	532
Preben Sunke	310	329	639	642	1,280	389	1,669
Mie Krog	155	-	155	321	476	223	699
Kathrin Helene Hattens <sup>2,4</sup>	117	-	117	242	359	-	359
Torsten Hagen Jørgensen	155	217	372	321	693	-	693
Allan Kristiansen <sup>5</sup>	38	-	38	79	117	-	117
Kristina Skjøld Andersen <sup>6</sup>	38	-	38	79	117	-	117
<b>Total</b>	<b>2,324</b>	<b>2,522</b>	<b>4,846</b>	<b>4,815</b>	<b>9,661</b>	<b>1,388</b>	<b>11,049</b>

<sup>1</sup> As Forenet Kredit and the Nykredit Group are consolidated companies and due to the requirement pursuant to the Danish Financial Business Act, information regarding total fees paid to the Board of Directors of the Nykredit Group and the Forenet Kredit Group is included.

<sup>2</sup> In addition, Kathrin Helene Hattens has received a fee of DKK 60 thousand as staff-elected member of the Board of Directors of Nykredit Bank A/S.

<sup>3</sup> Joined the Board of Directors on 21 March 2024.

<sup>4</sup> Joined the Board of Directors on 21 March 2024.

<sup>5</sup> Left the Board of Directors on 21 March 2024.

<sup>6</sup> Left the Board of Directors on 21 March 2024.

# DISCLOSURE OF BOARD AND EXECUTIVE COMPENSATION

DKK '000

Nykredit Realkredit Group

## ANNUAL FEES TO BOARD OF DIRECTORS AND COMMITTEE MEMBERS

### Annual fees, end-2024

Fees paid to the Board of Directors	Member	Deputy Chair	Chair
Nykredit Realkredit A/S	158	315	473
Nykredit A/S	327	653	980
Forenet Kredit	227	396	565

Fees paid to Board Committee members	Board Audit Committee	Board Risk Committee	Board Nomination Committee	Board Remuneration Committee
Chair	387	387	114	114
Other members	221	221	57	57

For the Board Audit and Board Risk Committees specifically, fees are reduced by DKK 50 thousand if members join both committees.

Members of the Committee of Representatives of Forenet Kredit f.m.b.a. receive fees of DKK 36 thousand.

No agreements have been made for pension plans, bonus schemes or special termination benefits for members of the Board of Directors elected by the General Meeting.

DKK '000

Nykredit Realkredit Group

## REMUNERATION OF THE EXECUTIVE BOARD

Remuneration of the Executive Board	Michael Rasmussen	Anders Jensen	David Hellemann	Tonny Thierry Andersen	Pernille Sindby	Total
Contractual remuneration (salary and pension contribution) <sup>1</sup>	22,652	12,046	12,046	12,046	11,042	69,834
Various benefits <sup>2</sup>	13	13	12	13	12	63

<sup>1</sup> Members of the Executive Board receive contractual remuneration comprising a fixed salary, pension contributions and a company car. In addition to his contractual remuneration, Michael Rasmussen received a retention fee of DKK 1,711 thousand in 2024, and Anders Jensen and David Hellemann each received a retention fee of DKK 598 thousand in 2024.

<sup>2</sup> In addition to the ordinary salary the members of the Executive Board may receive various benefits.

Members of the Executive Board receive fixed salaries covering all directorships and executive positions in Nykredit A/S as well as Group enterprises and associates.

Retention agreements have previously been concluded with Michael Rasmussen, Anders Jensen and David Hellemann, see the table below.

	Michael Rasmussen	Anders Jensen	David Hellemann	Tonny Thierry Andersen	Pernille Sindby
Retention and termination benefits	1 year's salary excl pensions	8 mths' salary excl pensions	8 mths' salary excl pensions	-	-
Retention terms <sup>1,2</sup>	13 mths	6 mths	6 mths	6 mths	6 mths
Termination benefit	12 mths	12 mths	12 mths	12 mths	12 mths
Notice of termination by the member of the Executive Board	12 mths	12 mths	12 mths	12 mths	12 mths
Notice of termination by Nykredit	12 mths	12 mths	12 mths	12 mths	12 mths

<sup>1</sup> Nykredit A/S has entered into a retention agreement with Michael Rasmussen, Group Chief Executive. At 31 December 2019, the retention payment earned was DKK 11.3 million, payable over a 5-year period, the first payment was made in 2020. A retention payment of DKK 0.0 million for Michael Rasmussen was charged to the income statement in 2024 (2023: DKK 0.0 million).

<sup>2</sup> Nykredit Realkredit A/S has entered into retention agreements with each of Group Managing Directors Anders Jensen and David Hellemann. At 1 January 2021, the retention payment earned was DKK 4.3 million, payable over a 5-year period with the first payment in 2021. A retention payment of DKK 0.0 million for Anders Jensen and David Hellemann was charged to the income statement in 2024 (2023: DKK 0.0 million).