

Remuneration Report for the Board of Directors and Executive Management

This Remuneration Report has been prepared in accordance with the applicable Danish rules on remuneration reports for investment firms. The report provides an overview of the remuneration of the Board of Directors and the Executive Management of Pluto.markets Fondsmæglerselskab A/S for the financial year 2025. As the Company only has one prior reporting year, limited comparative information is available.

Position	Name	2025 (DKK)	2024 (DKK)
Chairperson	Claus Nielsen	120.000	82.000
Board Member	Anne Marie Kindberg	60.000	
Board Member	Morten Lilleøre	60.000	57.500
Board Member	Mogens Dalhoff	60.000	57.500
Former Chairperson	Nina Riisgaard		33.333
Former Board Member	Kim Lillose		16.666
Chief Executive Officer	Joakim Bruchmann	635.000	600.000

Remuneration Policy Overview

The Board ensures that the remuneration of the Executive Management aligns with the overarching objectives outlined in the Company's remuneration policy. This policy promotes sound and effective risk management and discourages excessive risk-taking. It also supports a gender-neutral pay structure.

Members of the Board of Directors receive a fixed annual fee and are not eligible for any variable remuneration, including pension schemes or bonus arrangements. However, in accordance with the remuneration policy, Board members and senior Management may be granted warrants worth up to 50% of their fixed fee. A warrant program was rolled out to the Board within those limits and with four-year vesting to align incentives for long-term success.

Executive Management

The Chief Executive Officer (CEO) may participate in the Company's bonus program and hold qualifying ownership stakes in the Company.

No members of the Board, CEO, or partners have contractual rights to severance payments. At least 50% of any variable remuneration awarded consists of warrants or equivalent instruments with a vesting period of four years, including a one-year cliff, consistent with the Company's remuneration policy.

Compliance and Control

Compliance reviews were carried out during the reporting period. Based on these reviews, the Company found no material deviations from the remuneration policy or applicable legislation.

Approved by the Annual General Meeting in Copenhagen on April 8th, 2026