

Remuneration Disclosure

Remuneration

This disclosure contains information about remuneration of the Executive Board and Board of Directors of Jera Capital A/S, cf. the Danish Alternative Investment Fund Managers Act.

Management's individual salary information is not disclosed in the annual report for reasons of data protection rules. However, it is still a requirement that the information is made publicly available.

For the sake of data protection rules, the information will be available on Jera Capital A/S' website for 10 years, after which it will be deleted.

The annual report contains information on remuneration, etc., at an aggregated level.

DKK'000	2025	2024
Management remuneration included in staff costs, total	2,400	2,056
Executive Board (Julien Marencic):		
Fixed salary	1,200	1,200
Variable salary	0	0
Total salary expensed	1,200	1,200
Executive Board (Christen Estrup):		
Fixed salary	1,200	856
Variable salary	0	0
Total salary expensed	1,200	856
Board of Directors (3 members as listed below):		
Fixed fee	102	75
Variable fee	0	0
Total fee expensed	102	75
By individual Board of Director member:		
Bendt Wedell, Chairman	0	0
Anne Charlotte Mark	50	38
Henrik von Knorring	52	38

Remuneration policy related to Executive Board and Board of Directors

Jera Capital A/S' remuneration policy aims at attracting, retaining, developing and rewarding employees who contribute to the profitable growth of the Company. The policy ensures that remuneration is credible, effective and fair, that the ratio of fixed and variable salary is adequate, proportional and balanced and that the overall remuneration is aligned with sound and efficient risk management principles and does not encourage excessive risk-taking. The policy has not been changed during the year.

Members of the Board of Directors and Executive Board are compensated individually and on a fixed remuneration basis only.