

## Remuneration of the executive board, board of directors and material risk takers in Lunar Bank A/S for the fiscal year of 2022

### Executive Board

Name	Role	Fixed	Grant
Anders Hartlev	CEO	DKK 3,403,200	0
Morten Sønderskov	COO	DKK 1,980,000	0

Remuneration of the Executive Board consists of a fixed salary, pension and an incentives program consisting of warrants.

Remuneration of the Executive Board is approved by the Board of Directors, as the company has no Remuneration Committee in place.

Morten Sønderskov has a split employment between Lunar Bank A/S, Lunar Way A/S, and Lunar Group A/S.

### Board of directors

Name	Role	Fixed	Grant
Claus Okholm	Chairman	DKK 300,000	0
Jens Peter Leschly Neergaard	Board member	DKK 225,000	0
Lisa Lund Holst	Board member	DKK 200,000	0
Lotte Møllerup	Board member	DKK 200,000	0
Vibeke Bak Solok	Board member	DKK 200,000	0

Remuneration of the board of directors consists solely of a fixed salary, and is approved by the general meeting.

All board members are mandatory a part of the Audit & Risk Committee (ARC) and receive DKK 150,000 per year as base salary and an additional DKK 50,000 for

participation in ARC. The chairman of the board receives an additional DKK 100,000, and the chairman of ARC receives an additional DKK 25,000.

## Material risk takers

	# of members	Fixed	Grant
Material Risk Takers	8	DKK 13,151,941	0

Remuneration of employees whose activities have a significant impact to the bank's risk profile (material risk takers) consists of a fixed salary, pension and an incentives program consisting of warrants.

One or more material risk takers have a split employment between Lunar Bank A/S, Lunar Way A/S, and Lunar Group A/S.

According to the IFRS accounting rules, incentive programs are to be recognized in the P&L relative to the vesting periods. No grants were given in 2022.

The accounting effect due to vesting of grants prior to 2022 is for Anders Hartlev DKK 732,299, for Morten Sønderskov DKK 422,274, and for Claus Okholm DKK 13,539.