

# Remuneration Report 2025

**KommuneKredit**  
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Denmark  
CVR No. 22 12 86 12



In December 2021 Danish Parliament changed the requirements for publication of management members salary conditions. The change is caused by data protection rules and consequently the individual salary conditions of the Board of Directors and Management Board are no longer published in the Annual Report.

The change, which applies to financial institutions subject to the Financial Business Act, applies to annual reports for 2021 onwards. Therefore information on individual salary conditions appears in this report in accordance with the Financial Business Acts Section 77d.

DKK '000	2025	2024
<b>Remuneration</b>		
<b>Remuneration of the Board of Directors</b>		
Martin Damm, chairman (joined 13 March 2024)	257	200
Henrik Hvidesten, chairman (resigned 31 March 2024)	0	59
Thomas Lykke Pedersen, vice chairman	143	140
Birgit Aagaard-Svendsen, chairman of the Audit Committee*	132	130
Michael Fenger	86	84
Mikael Klitgaard	86	84
Susanne Kure*	109	107
Erik Lauritzen	86	84
Tormod Olsen	86	84
Carsten Scheibye (joined 1 April 2023)	86	84
Peter Sørensen	86	84
<b>Honorar</b>	<b>1,157</b>	<b>1,140</b>

The members of KommuneKredit's Board of Directors receive a fixed fee.

\* In addition to the fixed fees, a committee fee is paid to the independent members of the Audit Committee.

The annual report will, in accordance with the Danish Executive Order on the Preparation of Financial Statements Section 121, continue to contain the aggregate salary information for the different levels of management, while the detailed individual information can be found in this report.

DKK '000	Contractual Remuneration	Pension	Total
<b>Remuneration of the Management Board</b>			
<b>2025</b>			
Jens Lundager, CEO	3,298	40	3,338
Henrik Andersen, Managing director	2,310	240	2,550
<b>Total</b>			<b>5,888</b>
<b>2024</b>			
Jens Lundager, CEO	3,198	40	3,238
Henrik Andersen, Managing director	2,297	233	2,530
<b>Total</b>			<b>5,768</b>

The Management Board is not covered by KommuneKredit's bonus plan or other incentive programs.