

Remuneration report 2023

Oona Health A/S and Forsikringselskabet Dansk Sundhedssikring A/S

General information

The board has adopted a remuneration policy that sets out the principles for remuneration in Oona Health A/S ("Oona") and Forsikringselskabet Dansk Sundhedssikring A/S ("DSS"). The board evaluates the remuneration policy at least once a year. The remuneration policy is approved by the general meeting.

The latest remuneration policy was approved at the general meeting the 14 March 2023 respectively and is valid from this date. The remuneration policy applies to all employees as well as the board, the executive board and other employees.

The HR function in DSS handles the remuneration policy and the related matters, just as various control functions are included to ensure compliance with the remuneration policy.

The remuneration must support a healthy corporate culture that promotes effective risk management. Furthermore, the remuneration must not provide an incentive for employees to act in their own interest or take risks that are not in accordance with the companies strategy, values and long-term goals, including the companies desire to protect and look after the interests of the insurance takers. The remuneration must not disrupt the companies capital base or the possibility of strengthening the capital base.

At the same time, the remuneration must reflect qualifications and the value for the company and be in line with the market, so that the company can continuously attract and retain competent employees. The remuneration is gender neutral and based on equal pay for the same work or work of the same value, regardless of the employee's gender.

The Board of Directors has in Oona and DSS held 6 meetings in 2023.

Remuneration committee

In DSS and Oona, the Board of Directors has set up a remuneration committee, which prepares the board's decisions on the company's remuneration, including fixed and variable wages. The committee's primary purpose is to oversee the preparatory work for the board's decisions regarding remuneration and ensure that the remuneration takes place in accordance with the company's business strategy, objectives, and values. The committee also prepares the group management remuneration and other decisions in the area of remuneration, that may have an influence on the company's risk management. The committee also handles tasks which are relevant to be able to assess remuneration and remuneration policy in the company. The committee takes care of the company's long-term interests as well as the interest of the public.

The remuneration committee at 31st December 2023 consisted of the Chairman of the Board of Directors and the HR-director from the parent company Topdanmark A/S. It is the opinion of the Board, that the Board has the necessary qualifications to make a qualified and independent assessment of whether DSS and Oona remuneration is in accordance with applicable legislation and promotes a healthy and effective risk management.

Principles for variable remuneration

The set criteria for awarding variable pay must support fulfillment of the companies' goals and strategies, be simple and transparent and contribute to attracting and retain key employees. The variable remuneration must motivate the employee to do his part best within the established goals and framework. Furthermore, the criteria for awarding the bonus must not lead to an inappropriate acceptance of risk. The remuneration policy distinguishes between criteria for determination of fixed remuneration components and variable remuneration components.

According to the remuneration policy, variable pay is awarded after an assessment of the overall results, including the company's, the relevant department's, and the employee's personal results. Both financial and non-financial goals are included in the assessment. The result measurement considers the current and future risks.

The board has issued guidelines for monitoring compliance with the remuneration policy. According to the guidelines, the Head of Financial Reporting and Compliance carries out a compliance control on this once a year and reports directly to the board on the result of the control.

No variable remuneration is granted to second- or third line control functions.

Quantitative information on remuneration

The following is the total remuneration to the Executive Board, the Board of Directors and other significant risk takers, which has been earned in the group for Oona Health. All numbers are in DKK thousands unless otherwise stated.

<u>Remuneration to the Executive Board:</u>	2023	2022	2021
Kent Jensen	3,015	2,823	2,916
Total	3,015	2,823	2,916
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<u>Remuneration to other significant risk takers</u>	2023	2022	2021
Other significant risk takers	10,596	9,490	10,035
Total	10,596	9,490	10,035
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	2023	2022	2021
Number of other significant risk takers	10	11	9

<u>Remuneration to the Board of Directors</u>	2023	2022	2021
Peter Hermann (Chairman)	0	-	-
Lars Kufall Beck	0	-	-
Rasmus Ruby-Johansen	0	-	-
Kasper Tjørntved Davidsen	0	-	-
Per Bay Jørgensen (left the Board of Directors in December 2023)	183	200	200
Robert Christopher Massey (left the Board of Directors in December 2023)	0	0	0
Peter Bramwell Cartwright (left the Board of Directors in December 2022)	-	0	0
Birgitte Hass (left the Board of Directors in December 2023)	138	150	150
Klaus Henrik Busch (left the Board of Directors in October 2021)	-	-	0
Eyal Steinitz (left the Board of Directors in December 2023)	0	0	0
Total	321	350	350

Allocation of remuneration:

	2023		2022	
	Fixed	Variable	Fixed	Variable
Other significant risk takers	9,503	1,093	8,581	909
Executive Management	2,691	324	2,591	232
Board of Directors	321	0	350	0
Total	12,515	1,417	11,460	1,174

Deferred variable remuneration in 2023

	Cash	
	Paid	Deferred
Other significant risktakers	1,093	606
Executive Management	324	186
Board of Directors	0	0

No employees have received remuneration over 1 million EUR in 2023.

No employees have received sign-on bonus in 2023. No employees have received severance pay in 2023.

The remuneration report is published at the 29th April 2024.