

Maersk Insurance A/S
Esplanaden 50
DK-1098 Copenhagen K
Registration no. 33 51 03 65

Remuneration Report 2025

Introduction

This remuneration report includes an overview of the combined remuneration which each individual member of the Board of Directors and Executive Management in Maersk Insurance A/S have received or have as a receivable for the accounting year 2025 compared to the last two years. Executive Management includes members of Executive Management as registered with the Danish Business Authority.

Remuneration for the past accounting year has been assigned according to the remuneration policy of the Company which was approved at the ordinary annual general meeting held on 11. April 2025 and which is available on the Company's homepage, [Maersk Insurance | A.P. Møller - Mærsk A/S](#) .

The Company's remuneration policy aims to help ensure that the Company's remuneration of management and employees who have a significant impact on the Company's risk profile does not lead to excessive risk-taking behavior. The remuneration policy must thus contribute to the Company's management and significant risk takers working to promote sound and effective risk management of the Company. The Annual Report gives a true and fair view of the Company's assets, liabilities, financial position and result.

Information contained in the remuneration report is derived from the audited annual reports for the Company for the period 2023 to 2025 which are available on the Company's homepage. All amounts are stated in USD, gross.

Remuneration

Remuneration of board members

The Company's members of the Board of Directors who do not have their primary remuneration income from the A.P. Møller Group are paid a fixed fee, while the other members do not receive a fee.

| USD '000 | 2025 | 2024 | 2023 |
|---------------|------|------|------|
| Fatiha Benali | 22 | 20 | 21 |

Remuneration of Executive Management

Executive Management receive no remuneration from the Company. Remuneration for these services are charged by A.P. Møller – Mærsk A/S as part of the administration agreement between the two companies. The remuneration is a fixed fee per year and no other remunerations is paid or accrued.


| USD '000 | 2025 | 2024 | 2023 |
|----------------|------|------|------|
| Lars Henneberg | 320 | 320 | 320 |

The Company evaluates that there are no other employees whose activities have significant influence on the risk profile of Maersk Insurance A/S.

Adherence to the Remuneration Policy

Remuneration to the Board of Directors and Executive Management for the accounting year 2025 comply with the guidance in the Remuneration Policy. Only the Board Director, who does not have her primary remuneration income from the A.P. Møller Group, has been paid a fixed fee. Remuneration for services performed by Executive Management has been charged by A.P. Møller-Mærsk A/S as part of the administration agreement. There has been no deviation from the guidance included in the Remuneration Policy.

Board of Directors

Signed by:

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Niclas Erlandson
(Chairman)

Signed by:


G4E84AB25F66459...
Fatima Benali

DocuSigned by:

1CAC844C5FCD4EB...
Casper Munch

Signed by:

A4BB667DACFB4BE...
Aruna Hussain

DocuSigned by:

239088DAD32F420...
Leonardo Sonzio