



## Remuneration of employees and board members - our policy

Oslo Asset Management AS (the **Company**) is an alternative investment fund manager authorised to provide the ancillary services of portfolio management and investment advice, cf. act 20 June 2014 no. 28 on the management of alternative investment funds (the **AIF-Act**). The Company has adopted a remuneration policy in accordance with the AIF Act, guiding remuneration of employees and board members.

The basic element of remuneration is fixed salary. Board members receive a fixed remuneration only.

The employees of the Company may be allocated and receive variable remuneration. Variable remuneration is discretionary, and based on the overall results of the Company, an assessment of the performance of the relevant individual, as well as the relevant business unit and funds under management over a two year-period, as well as compliance of the relevant individual with the internal risk management policies and procedures of the Company. The Company does not consider adverse impacts of investment decisions on sustainability factors in the meaning of regulation (EU) 2019/2088 (SFDR), but allocation of variable remuneration depends upon compliance with internal policies and procedures, and hereunder the Company's policy for exclusion of portfolio companies.

The compliance function of the Company does not receive variable remuneration based on the performance of the Company or funds under management.

For the managing director, who effectively directs the investment services provided by the Company, variable remuneration may not exceed 100 % of fixed remuneration. With respect to other employees, the fixed and variable components of remuneration shall be appropriately balanced.

In accordance with the AIF Act, the Company has resolved that all of variable remuneration allocated may be paid out on allocation, without retention.