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OSLO ASSET MANAGEMENT AS - DISCLOSURE PURSUANT TO REGULATION (EU) 2019/2088 ARTICLE 5

Under our remuneration policy, certain employees may be awarded variable compensation. The assessment of variable compensation is discretionary, and is based on a combination of the assessment of the individual and of the results of the business unit concerned and of the overall results of Oslo Asset Management AS. The discretionary assessment of the individual includes an assessment of how the relevant employee adheres to and implements the principles set out in our internal risk management policies, including our policies on the integration of sustainability risks in investment decision-making processes.