

Sustainability-related disclosures

Financial market participant: Explore Equity AS

Date: 1 January 2023

Remuneration policy

Explore has established a remuneration policy in accordance with the Norwegian Alternative Investment Fund Managers Act. Under the currently applicable remuneration policy, certain employees may be entitled to variable remuneration. Variable remuneration is discretionary and is based on a combination of the performance of the individual and of the business unit or fund concerned and of the overall results of Explore.

When assessing individual performance, financial as well as non-financial criteria shall be taken into account. This includes the relevant employee's adherence to internal policies and procedures, hereunder policies and procedures on risk management and integration of sustainability risk in investment decisions.