

Integration of sustainability risks into remuneration policies

TIND Asset Management AS (the "Company") is an alternative investment fund manager authorised to perform such services as defined in the Alternative Investment Fund Managers Act (the "AIFM Act") section 2-2 (1) and (2) first sentence.

The Sustainable Finance Disclosure Regulation ("SFDR" or "the Regulation") entered into force on 10 March 2021. The Regulation requires AIFMs to provide information to investors with regards to the integration of sustainability risks, the consideration of adverse sustainability impacts, the promotion of environmental or social characteristics, and sustainable investments.

The Company has prepared this remuneration policy with the intention to promote good governance and control of the Company's risk, and not to encourage employees and officers to take excessive risk on the Company's expense.

The Company promotes sound and effective risk management with respect to sustainability risks, ensuring that the structure of remuneration does not encourage excessive risk-taking with respect to sustainability risks. The Company also considers the effect of potential conflicts of interest on remuneration in a way that is consistent with the integration of sustainability risks, including (but not limited to), any activities that give rise to greenwashing, misselling, or misrepresentation of investment strategies.

The purpose of the Company's remuneration policy is to establish an arrangement for compensation that may help the Company to attract highly skilled and qualified employees, develop and retain key persons and encourage perpetuity and continuous progress to reach the Company's goals, while at the same time ensuring the integrity of the Company's risk management.

The remuneration from the Company to Identified Employees may consist of a fixed and a variable element. The fixed element shall be determined on an individual basis and be sufficiently high (so that the Identified Employees of the Company are not dependent on any relevant variable remuneration, enabling the Company to not disburse the variable part of the remuneration).

The Company has no guaranteed bonuses. However, the Company may offer a guaranteed bonus and/or sign-on fee for new employees for the first year of employment.

Directors of the Board who are employees of the Company do not receive any remuneration for their directorship.

The board of directors of the Company (the "Board") has established and approved this remuneration policy and shall ensure that the Company complies with this remuneration policy. The Board shall at least once a year perform a review of the application of the policy.

In addition, the remuneration policy is reviewed by the Company's auditor annually in relation to the internal control audit.

More information related to the SDFR can be found on the company's website [Link](#)

- Sustainability Related Disclosures
- Principle Adverse Impact