

# Aeternum Management AS

## Remuneration policy

Article 5 of Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (the “**SFDR**“) requires fund managers such as Aeternum Management AS (“**Aeternum**“) to publish on their websites information on how their remuneration policies are consistent with the integration of sustainability risks.

Aeternum has adopted a remuneration policy in accordance with the Norwegian Act on the Management of Alternative Investment Funds and regulations thereto. Certain employees may be entitled to variable remuneration based on a discretionary assessment. Performance of the employee under this Policy is an assessment criterion both under award of variable remuneration, and ex-post risk adjustment.

Under the award process, the assessment is discretionary and among other factors based on how the employee integrates sustainability risks into relevant business decisions and the extent to which the employee promotes the firm’s objectives and principles relating to ESG and sustainability as set out in the Responsible Investment Policy and other strategy documents.

Versions published of this website disclosure

<b><i>Version</i></b>	<b><i>Date of publication</i></b>	<b><i>Amendment made</i></b>
1	2024-07-04	Initial website disclosure. (The previous disclosure was included in the Responsible Investment Policy published on the Aeternum website.)