

INFORMATION ON HOW OBERON'S REMUNERATION POLICY IS CONSISTENT WITH THEIR POLICY FOR INTEGRATION OF SUSTAINABILITY RISKS

Oberon Family Office AB's (the "Company") remuneration policy states that the remuneration policy must be consistent with the Company's business strategy, objectives, values, and long-term interests, as well as with the policy of integration of sustainability risks in the investment decision-making process. Employees in the Company whose duties may have an impact on the Company's integration of sustainability risks into its investment decisions, such employees being primarily the company's portfolio managers, are at all times required to comply with the Company's policy for integration of sustainability risks.