Information on how Oberon Capital Management AB´s remuneration policy is consistent with Oberon's policy for integration of sustainability risks

Oberon Capital Management AB's (the "Company") remuneration policy is designed to ensure that individuals do not have an incentive to engage in unnecessary risk-taking, including sustainability risks. The remuneration policy is not designed to reward or assess employees in a way that conflicts with the Company's obligation to act in the best interests of its customers. Employees in the Company whose duties may have an impact on the Company's integration of sustainability risks into its investment decisions are at all times required to comply with the Company's policy for integration of sustainability risks. In the event that an employee of the Company has made an investment decision that is contrary to the Company's policy for integration of sustainability risks, no variable remuneration will be disbursed to the employee.