

2023 Remuneration Policy and Practices Disclosure

1. Introduction

Finansforetaksloven with associated regulations chapter 15, mandates institutions to disclose information on remuneration policies for staff who's defined to have material impact on the institution's risk profile. This ensures transparency in decision-making, pay-performance links, and key compensation figures.

2. Remuneration Policy Overview

(a) Decision-Making and Oversight

The Remuneration Committee shall control the exercise of Formue's Remuneration Policy, changes in the remuneration scheme, assess whether the remuneration scheme satisfies applicable legal requirements, and shall strive for the greatest possible common interest regarding the compensation models.

The Remuneration Committee met once during 2023. No external consultancy was used other than benchmark services from Korn Ferry.

(b) Link Between Pay and Performance

All identified staff have fixed salary and their individual share of ownership incentive program. Formue believe the combination of fixed salary and ownership creates the best alignment with long-term risk management and financial stability.

3. Key Features of Remuneration System

(c) Design Characteristics

The following overarching structure and principles form the basis for Formue's compensation system:

- Fair market-based fixed salary
- Limited use of bonus scheme/incentive program with annual distribution
- Encouragement of share ownership through regular offers of share purchases or invitations to ownership incentive programs.

(d) Fixed and Variable Pay Ratios

To ensure balance and compliance with Directive 2013/36/EU, Formue does not have variable pay with annual distribution. (MNOK 0/57")

4. Quantitative Remuneration Data

(h) Aggregate Data

- (i) Breakdown of remuneration for senior management and key risk staff

	Fixed salary	Variable salary	Pension	Other benefits	Number of employees
Group CEO	4 977 668	-	91 337	275 236	1
Leaders of investment services Formue Norge AS	11 498 989	-	398 563	761 562	4
Other members of the Group Executive Team F1	9 100 088	-	1 075 326	270 651	4
Other members of the Management Group S1 in Formue Sverige AB	5 266 585	-	724 076	-	6
Regional leaders of wealth management in Formue Norge AS	16 756 630	1 689 491	896 767	276 216	9
Asset class managers Investment Department in Formue Norge AS	10 737 416	543 319	597 845	110 774	6
Compliance & Risk Unit	3 396 001	-	199 282	4 288	5
Total	56 755 709	2 232 810	3 891 859	1 423 491	

(ii) Variable remuneration forms (cash, shares, etc.)

No variable remuneration made during 2023.

(iii) Outstanding deferred remuneration, split into vested and unvested.

Deferred variable remuneration for Regional leaders of wealth management in Formue Norge AS (12) and Asset Class Managers Investment Department (3) is NOK 1.560.261 (2025) and NOK 688.961 (2026).

(iv) Details on deferred remuneration awarded, paid, or reduced.

Deferred payments for previous programs for the group Regional leaders of wealth management in Formue Norge AS (12) and Asset Class Managers Investment Department (3) – total payment NOK 2.232.810

(v) Sign-on and severance payments, including amounts and beneficiaries.

No sign-on or severance payments awarded during 2023

(vi) Severance payment amounts, beneficiaries, and highest award.

No severance payments awarded during 2023.

(i) High-Earning Employees

No employee is earning more than €1 million or more annually.

5. Conclusion

CRR Article 450 enhances transparency on remuneration policies, linking pay to performance while aligning with prudent risk management. Formue believe to have provided both qualitative and quantitative data to ensure accountability.

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Medlemmer av Den norske Revisorforening

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Uavhengig uttalelse om foretakets rapport om praktiseringen av godtgjørelsesordningen for 2023

Foretakets styre skal fastsette og regelmessig evaluere prinsippene for godtgjørelsesordningen, og ha ansvar for å overvåke praktiseringen av den, jf. Forskrift om finansforetak og finanskonsern («Forskriften») av 9.12.2016, § 15-4 (4) bokstav c. Formålet med Forskriften er at foretak skal ha en godtgjørelsesordning som skal være i samsvar med og fremme forsvarlig og effektiv styring av risiko, og motvirke for høy risikotaking, jf. Forskriften § 15-1 (4) bokstav a.

Foretaket skal minst én gang i året foreta en gjennomgang av praktiseringen av godtgjørelsesordningen. Dokumentasjon ble oversendt til oss 27. juni 2024. Vår oppgave er å gjennomføre en uavhengig intern kontroll av om praktiseringen av godtgjørelsesordningen er i tråd med styrets fastsatte prinsipper og retningslinjer, jf. Forskriften § 15-1 (4) bokstav d.

I vår gjennomgang kontrollerer vi følgende:

- om praktiseringen av godtgjørelsesordningen oppfyller kravene i regelverket
- om retningslinjer for godtgjørelsesordningen er etablert og godtgjørelsesutvalg oppnevnt
- at styret har vedtatt retningslinjene
- at styret har oppnevnt godtgjørelsesutvalg med tilstrekkelig kompetanse og erfaring til å vurdere om godtgjørelsespolitikken er passende

Gjennomgangen omfatter ikke testing av at faktisk utbetalt godtgjørelse er utført i henhold til foretakets retningslinjer for godtgjørelsesordningen og krav i Forskriften. Vi legger til grunn at foretaket offentliggjør informasjon om deres godtgjørelsesordning, jf. CRR art. 450.

Etter vårt syn oppfyller Formues' godtgjørelsesordning og praktiseringen av denne i 2023, i all hovedsak, vilkårene i gjeldende regelverk.

Med vennlig hilsen
ERNST & YOUNG AS



Kjetil Kristensen
Ansvarlig internrevisor