

## 2025 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 had three meetings in 2025. No external consultancy was used during the year.

#### (b) Link Between Pay and Performance

All identified staff have fixed salary and their individual share of ownership in investment 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 investment 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 0/80'')

## 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	4 483 114		109 334	305 365	1
Leaders of investment services Formue Norge AS	5 770 878		82 001	44 080	2
Other members of the Group Executive Team F1	18 061 626		1 384 087	390 150	8
Other members of the Group Executive Team S1 in Formue Sverige AB	10 188 214		948 120	36 565	7
Regional leaders of wealth management in Formue Norge AS	28 125 705	298 511	1 496 422	297 789	15
Asset class managers Investment Department in Formue Norge AS	10 442 290	109 852	656 006	113 428	6
Compliance & Risk Unit	3 131 352	83 831	317 591	59 949	5
<b>Total</b>	<b>80 203 179</b>	<b>492 194</b>	<b>4 993 562</b>	<b>1 247 326</b>	<b>44</b>

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

Variable remuneration due to overtime, amounting to NOK 83.831 was awarded during 2025.

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

No deferred variable remuneration for 2025.

#### (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 (6) and Asset Class Managers Investment Department (2) – total payment NOK 408.363

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

Severance payments amounting to NOK 3.142.490 were paid during 2025.

#### (i) High-Earning Employees

No employee earns 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.