



SFDR Art 5 Remuneration scheme for DNB REIM

REAL ESTATE



Remuneration scheme for DNB REIM

This document describes the remuneration scheme for DNB REIM (DNB Næringseiendom AS) and how sustainability risk is managed when determining remuneration. In this context, sustainability risk means environmental, social or managerial conditions that can have a significant impact on the value of an investment.

The remuneration scheme has been established in accordance with the Transparency Regulations (SFDR) Article 5. In addition, requirements are set according to DNB's own guidelines.

General on Compensation and Sustainability Risk

At DNB REIM, employees are valued and rewarded based on responsibility, performance, and behavior. The compensation scheme reflects DNB REIM's goals of good corporate governance and long-term sustainable value creation for both shareholders and investors.

DNB REIM aims to ensure good and effective risk management by setting goals, communicating these goals to employees, and following up on their achievement. Various goals are set, including those related to sustainable value creation and managing sustainability risk. DNB NE has included sustainability risk in the compensation scheme applicable to certain employees in the company.

Sustainability risk is integrated into processes, including investment processes, and is taken into consideration when assessing the individual employee's compensation. Achievement in both sustainability work and managing sustainability risk is emphasized.

The compensation scheme at DNB NE consists of fixed salary and variable compensation.

Fixed Salary

Fixed salary is based on the individual employee's background and experience and on a market-based assessment of salary levels. The fixed salary at DNB REIM should be sufficiently high to allow the company to refrain from paying variable compensation.

Board members receive only fixed compensation.

Variable Compensation

The DNB Group has a group bonus scheme set out in DNB's Group Instruction for Group Bonus, and one individual compensation scheme. Individual compensation and group bonus are alternative schemes, and no employee receives both.

Group Bonus

Variable compensation is determined annually by the board of DNB REIM after consideration by the DNB Group's Compensation Committee. The group bonus is calculated based on results from a range of criteria that mainly reflect the goals in the group strategy "The Guide."

Individual Compensation

Individual compensation is awarded based on a holistic assessment of performance and behavior. When assessing results, risk must be considered, and there should be no encouragement of excessive risk-taking or counteracting socially responsible business conduct, including sustainability requirements and those set out in the Code of Conduct for DNB. Behavior that builds the desired culture related to performance, development, sustainability, collaboration, knowledge sharing, and flexibility should be valued. At the individual level, a fundamental principle is that rewards should be based on holistic assessments of the employee's contribution to achieving the company's and individual goals.

Employees with tasks of significant importance to the company's risk exposure and/or control tasks are not included in the variable compensation scheme.

HISTORY

DATE	VERSION NUMBER	COMMENT
22. December 2022	Version 1.0	
26. June 2023	Version 1.1	
1.July 2024	Version 1.2	