

Summary of the compatibility of the remuneration policy and the policy for integrating sustainability risks

Teknik Innovation Norden Fonder AB (“the company”)

2021-03-10

The company's remuneration policy shall at all times be compatible with the company's policy for integrating sustainability risks. The purpose of the company's remuneration policy is to counteract risk taking that is not compatible with the funds risk profile, fund statutes and the unit holders' common interest. The company's remuneration structure does not encourage excessive risk taking, neither in terms of sustainability risks. Employees shall not be able to take excessive risk or disregard identified sustainability risks when performing work assignments. All employees shall be entitled to variable remuneration and the remuneration models that exist shall have a suitable balance between fixed and variable parts. If variable remuneration is paid, such remuneration must be in relation to the employees' performance during the period of employment and calculated in a way that it does not reward unsound risk taking – especially in relation to sustainability risks.

For further information, see our remuneration policy.