



## GUIDELINES FOR REMUNERATION TO SENIOR MEMBERS IN EAM SOLAR ASA

### 1. BACKGROUND AND PURPOSE

New provisions have been introduced in the Public Limited Liability Companies Act (§§ 6-16a and 6-16b) which replace the Public Limited Liability Companies Act's previous requirement for a executive pay declaration (§ 6-16a). The details in the new regulations are further regulated through regulations.

### 2. SENIOR MEMBERS IN THE COMPANY

The company has no employees. The CEO receives no salary in the company for his function. The general manager has his employment relationship with the Company's manager and receives his salary there.

Senior members of the Company therefore only include members of the board.

### 3. REMUNERATION TO THE BOARD

In accordance with the nomination committee's guidelines, the remuneration of the board shall reflect the board's responsibilities, competence, time use and complexity. In the assessment, it is natural to look at the size of the remuneration of board members in other comparable companies.

The general meeting has elected a separate nomination committee, consisting of a chairman and two members. The Nomination Committee submits proposals for remuneration to the members of the Board, which are approved by the Annual General Meeting each year.

The board members have a fixed remuneration for their duties.

### 4. ANNUAL SALARY REPORT

The board shall annually ensure that a salary report is prepared in accordance with the Public Limited Liability Companies Act § 6-16b, which provides a comprehensive overview of paid and outstanding salaries and remuneration covered by the guidelines.