



FOSSAR MARKETS HF.

REMUNERATION POLICY

Fossar Markets' ("Fossar" or "the company") remuneration policy, to be presented at the 2021 annual general meeting, held on March 5th, 2021.

1. Objectives

The remuneration policy is intended to attract and keep effective and ambitious employees in a competitive market and enable them to grow within the company. The policy reflects the company's objectives of good governance as well as sustained and long-term value creation for shareholders.

The remuneration policy applies to all employees as well as the Board of Directors of Fossar Markets.

2. Board of Directors

Board members receive a set monthly fee determined by the company's annual general meeting. Alternate board members receive a set fee for each board meeting they attend.

The board shall propose a set fee for the upcoming operating year, taking into account responsibility and workload as well as the company's results.

3. CEO

A written contract of employment shall be made between the company and the CEO which details the CEO's primary obligations and responsibilities. The CEO's base salary and other wage terms should be in line with the CEO's education and experience as well as being competitive. Other terms of employment, such as pension-fund payments, holiday pay and other benefits, as well as term of notice, should be detailed in the contract of employment.

The CEO's base salary should be reviewed annually, taking into account the CEO's performance, salary trends in similar positions in similar companies and the general progress and management of the company.

The contract of employment shall list and include all payments the CEO is entitled to upon its termination. Under special circumstances, and if compliant with Act No. 161/2002 on Financial Undertakings, a special severance agreement can be arranged.

4. Managing directors and other key employees

The CEO hires managing directors and other key employees in collaboration with the company's board of directors.



The terms of their contracts of employment should adhere to the same factors and standards as mentioned in Art. 3, where applicable.

5. Other employees

Department heads and other key employees shall, where applicable, bear the aforementioned in mind when they decide on the wage terms of other employees.

6. Bonuses

The company's board has the authority to create and approve a bonus scheme in accordance with the FME's Rules on Bonus Schemes under the Act on Financial Undertakings No. 388/2016. If a bonus scheme has been approved by the board it is considered a part of this remuneration policy.

7. Disclosure

Information about the total wage terms of board members, the CEO and key employees of the company, shall be reported at the company's annual general meeting each year. This includes any kind of deferred payments and irregular contracts in the previous fiscal year.

8. Approving the remuneration policy

The remuneration policy shall be submitted to the shareholders at the annual general meeting for approval. The annual general meeting reviews and approves the remuneration policy every year.

The remuneration policy is a guiding tool for the board of directors. Any deviations from the policy should be noted and well-founded in the board's minutes. The board of directors shall inform the annual general meeting about any such deviations.

The company's remuneration policy shall be published on its website.