

Stockholm June 2023

Areim entity level website disclosures

Information regarding Areim AB's ("Areim") considerations regarding sustainability related aspects in accordance with the Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (the "Sustainable Finance Disclosure Regulation, SFDR" or the "Disclosure Regulation").

Integration of sustainability risks in the investment decision making process

A sustainability risk means "an environmental, social or governance event or condition that, if it occurs, could cause an actual or potential material negative impact on the value of the investment". As part of the acquisition process for a potential investment, Areim performs an in-depth analysis in accordance with Areim's Policy on Investment Decisions and Procedures, including identification of sustainability risks and potential related mitigative actions. Where any sustainability risks are identified during the investment analysis process and are deemed possible to mitigate as part of the development of the investment, those mitigative actions are included in the relevant investment's business plan. The final analysis and proposal for the potential investment, including the business plan, are presented to Areim's Investment Committee (the "IC") in a final investment memorandum for review and assessment. Following the assessment, the IC makes investment decisions considering all risks identified during the investment analysis process, including any sustainability risks.

Remuneration policy

Areim has a total remuneration model consisting of both fixed and variable remuneration. Variable remuneration is based on the fulfilment of criteria both on a company level and an individual level, including an individual's compliance with policies and procedures related to the impact of sustainability risks on the investment decision making process and not taking excessive risk in relation to sustainability risk.

Consideration of principal adverse impacts of investment decisions on sustainability factors

Areim considers the principal adverse impacts of investment decisions on sustainability factors as part of its investment analysis due diligence process. For entity level PAI disclosures see Areim SFDR PAI reporting 2023.