

REMUNERATION REPORT 2024

1. Introduction

Summary

Kreditor Finans AS is a financial institution subject to the Norwegian Financial Supervisory Authority supervision. Kreditor Finans is a wholly owned subsidiary of the debt collection company Kreditor AS.

In 2024 the company had 9 number of employees.

The remuneration of employees is set according to the Standard for remuneration approved by the Board of directors 11th of September 2024.

Kreditor Finans is not obliged to and has not established a remuneration committee. The parent company Kreditor AS does however have a remuneration committee.

The board is of the opinion that the remuneration for executive personnel for 2024 was in line with the Standard for remuneration.

2. Compliance with the remuneration policy

Kreditor Finans has reviewed which employees that is defined as executive personnel, employees with substantial impact on the company's risk exposure and employees with control functions.

Executive personnel: MD

Employees with substantial impact on the company's risk exposure: None

Employees with control functions: Outsourced to Kreditor AS. No employees in the Group have received variable remuneration in 2024. The fixed cash remuneration, pension plans and other benefits (benefits in kind) for control functions is set to attract and retain competent and motivated employees that contribute to long term value creation for the Group.

3. Total remuneration for executive personnel

The board sets the MD's salary. The MD determines the remuneration of the other employees of the company.

The remuneration for executive personnel (MD) consists for fixed cash remuneration, pension plans and other benefits (benefits in kind). There was no variable remuneration paid to executive personnel (MD) for 2024.

Remuneration to Executive Management

		Salary	Bonus	Other compensation	Pension
Managing Director Anmol Juneja		2 546	-	179	153
Remuneration to the Board of Directors					225