

## HURTIGRUTEN GROUP REMUNERATION POLICY

Version: 1.0	Place and date: Oslo, April 20th 2023
Owner: CEO Hurtigruten Group	

### Remuneration at Hurtigruten Group and the UN Sustainable Development Goals

When defining the guardrails for our position as an employer, we can look to the UN SDGs, with five goals directly guiding an employers actions:

- SDG 1: No poverty
- SDG 3: Good health and well-being
- SDG 5: Gender Equality
- SDG 8: Decent work and economic growth
- SDG 16: Peace, Justice and strong institutions

These SDGs are part of the driving force behind our remuneration policy; everyone should be fairly compensated, and a decent level that reflects the local labor market and the local cost of living. Everyone should have transparency into their own compensation, and there should be no discrimination, regarding compensation or in any other form, based on race, gender, sexuality or age.

### Gender pay – equal pay for equal work

At Hurtigruten Group, we are committed to equal pay for equal work across genders, both for our internal employees, our contractors, and also our supplier's workforce. Our target is to have no difference (0%) between genders in median pay within each level of the organization by 2030. This is already reached on sea as compensation for our seafarers are negotiated through CBAs. For our land based employees, we are actively monitoring our salary levels and work within each of the countries we operate to ensure equal pay for equal work across the group.

### CBA, unions and salary negotiations

Hurtigruten Group is supporting the freedom of association, including the right to unionize, and the right to collective bargaining for both our own employees and the workforce of our partners, contractors and suppliers.

More than 60% of the companies workforce is currently covered by CBAs today.

Employees not covered by CBAs have the right to renegotiate their salaries once per year, at a timing agreed in each individual's contract.

### Executive Compensation

The executive compensation is every year set and approved by our Board of Directors.

ESG is a core part of our identity and is a prioritized in our executive agenda. This is also reflected in our compensation framework, and at least 30% of annual bonuses to executives should at all times be linked to OKRs and KPIs directly driven by ESG. This includes, but is not limited to, topics such as operational safety, emissions, 'green' projects, 3<sup>rd</sup> party ratings, workforce retention and employee satisfaction.