

Report on remuneration of leading persons

OKEA ASA presents the 2024 report on remuneration as approved by the board of directors on 27 March 2025. The report is designed to comply with the provisions of the Public Limited Liability Companies Act § 6-16a and b, and 5-6 third paragraph, supplemented by the regulations on guidelines and reports on remuneration of leading personnel, as well as to provide a transparent account of remuneration of leading persons to our shareholders and other stakeholders in line with Norwegian practice and principles for good governance. The report is based on the guideline on remuneration approved by shareholders at the annual general meeting on 14 May 2024 and will be presented to the annual general meeting scheduled for 13 May 2025. The guideline on remuneration is available on www.okea.no/investors. Norwegian legislation also requires that the annual financial report includes certain information on remuneration in the notes to the financial statements. This information is included in note 10 to the financial statements.



Introduction

There were no changes in the OKEA senior management team or to the board of directors during the year. Finn Haugan resigned from his position as a member of the board of directors, effective 1 March 2025. Finn Haugan is included in the following, as he was a part of the board of directors in 2024.

The guideline on remuneration approved by the general meeting in 2024 was consistent with previous practice and policies in the company.

Elements of remuneration

Total remuneration for 2024 and 2023

Table below provides information on total remuneration of each individual leading person split by various components. Compensation in the form of salaries, bonuses, fees and other compensation is included as incurred.

Remuneration of CEO and senior management for the reported financial year

Name, position		Financial year	Fixed remuneration		Variable remuneration	Pension expense	Total remuneration	Proportion of fixed and variable remuneration	
			Base salary	Fringe benefits	One-year variable ¹			Fixed	Variable
Svein J. Liknes, CEO		2024	6,370	342	2,416	211	9,340	74 %	26 %
		2023	5,608	342	2,523	201	8,673	71 %	29 %
Birte Norheim, CFO		2024	3,979	18	1,383	211	5,592	75 %	25 %
		2023	3,566	18	1,438	201	5,222	72 %	28 %
Tor Bjerkestrand, SVP operations		2024	3,756	18	1,301	211	5,287	75 %	25 %
		2023	3,544	18	1,383	201	5,145	73 %	27 %
Dag Eggan, SVP special projects		2024	3,327	18	1,104	211	4,660	76 %	24 %
		2023	3,115	18	1,142	201	4,475	74 %	26 %
Espen Myhra, SVP strategy, business development & commercial		2024	3,513	19	1,103	211	4,846	77 %	23 %
		2023	3,094	18	1,141	201	4,454	74 %	26 %
Knut Gjertsen, SVP projects & technology		2024	3,587	639	1,107	211	5,544	80 %	20 %
		2023	3,518	596	1,188	201	5,503	78 %	22 %
Marit Vik-Langlie, VP legal		2024	2,308	18	764	211	3,302	77 %	23 %
		2023	2,024	27	763	201	3,015	75 %	25 %

¹ One year variable includes accrued LTIP for 5 months in 2023 and 7 months in 2024

Name, position	Financial year	Fixed remuneration		Variable remuneration		Total remuneration	Proportion of fixed and variable remuneration	
		Base salary	Fringe benefits	One-year variable	Pension expense		Fixed	Variable
Kjersti Hovdal, SVP business performance	2024	3,146	18	1,008	211	4,383	77 %	23 %
	2023	2,902	81	1,078	201	4,262	75 %	25 %
Børge Nerland, SVP drilling & wells	2024	3,262	19	1,047	211	4,538	77 %	23 %
	2023	2,811	18	1,398	201	4,428	68 %	32 %
Ida Ianssen Lundh, SVP subsurface ²	2024	2,998	19	953	211	4,182	77 %	23 %
	2023	619	4	585	67	1,275	54 %	46 %
Andrew McCann, SVP subsurface ³	2024	0	0	0	0	0	0 %	0 %
	2023	2,058	13	694	134	2,900	76 %	24 %

Fixed remuneration includes base salary. Fringe benefits include housing, pension compensation, free telephone, free broadband connection, newspapers, and health insurance.

Variable remuneration includes the following elements:

- The corporate share-based bonus scheme. The relative allocation under the corporate share-based bonus scheme is the same for all employees and can be up to 40% of base salary with a target value of 20%. Reference is made to section [“Performance in the reported financial year”](#) for further details.
- Benefits from the company's long-term share incentive scheme (LTIP) as further described in chapter “Shares awarded or due for the reported financial year” below.

Pension expense is equal to the pension premium paid for each individual. For persons only in senior management for parts of the year pension expense for that period is included.

Total remuneration is the total of all items above.

The proportion of fixed remuneration includes base salary, fringe benefits and pension expense relative to the total remuneration. The proportion of variable remuneration includes and variable remuneration and extraordinary items relative to the total remuneration.

Table below provides information of remuneration paid to each individual board member including remuneration related to work undertaken in various board subcommittees, in addition to other benefits.

For split of fees between board meetings and sub-committee meetings, reference is made to table in section [“Annual changes of remuneration and the company's results”](#)

² Ida Ianssen Lundh became part of the senior management on 1 September 2023. Amounts for 2023 therefore include four months

³ Andrew McCann was part of the senior management until 31 August 2023. Amounts for 2023 therefore include eight months.

Remuneration of board of directors for the reported financial year

Amounts in NOK ` 000

Board members	Financial year	Fees	Other benefits ⁴	BoD meetings attended
Chaiwat Kovavisarach, board chairman	2024	907	252	11
	2023	696	252	14
Mike Fischer, vice chair	2024	802	168	11
	2023	692	168	14
Rune Olav Pedersen, board member	2024	622	168	11
	2023	616	168	13
Nicola Gordon, board member	2024	798	168	11
	2023	644	168	14
Finn Haugan, board member	2024	695	168	11
	2023	717	168	14
Phatpuree Chinkulkitnivat, board member ⁵	2024	598	168	10
	2023	374	168	10
Jon Arnt Jacobsen, board member ⁵	2024	676	168	11
	2023	438	168	11
Elizabeth Williamson, board member ⁵	2024	760	168	11
	2023	410	168	11
Ragnhild Aas, board member ^{5 8}	2024	343	97	11
	2023	220	97	11
Sverre Nes, board member ⁵	2024	415	97	11
	2023	239	97	10

⁴ The column "Other benefits" relates to an additional compensation, in accordance with the company's general meeting on 14 May 2024, to the board of directors with an obligation to purchase OKEA shares. The shares are subject to a 12-month lock-up period from the date of purchase

⁵ Part of the board of directors from general meeting 11 May 2023

⁶ Part of the board of directors until general meeting 11 May 2023

⁷ Deputy member from 11 May 2023

⁸ Deputy member until 11 May 2023

Amounts in NOK ` 000

Board members	Financial year	Fees	Other benefits	BoD meetings attended
Per Magne Bjellvåg, board member ⁶	2024	335	97	11
	2023	220	97	11
Paul Murray, board member ⁶	2024	N/A	N/A	N/A
	2023	177	0	2
Saowapap Sumeksri, board member ⁶	2024	N/A	N/A	N/A
	2023	254	0	3
Grethe Moen, board member ⁶	2024	N/A	N/A	N/A
	2023	184	0	3
Anne Lene Rømuld, board member ⁶	2024	N/A	N/A	N/A
	2023	105	0	3
John Kristian Larsen, board member ⁶	2024	N/A	N/A	N/A
	2023	113	3	3
Harmonie Wiesenberg, deputy member ⁷	2024	0	0	0
	2023	0	0	0
Jan Atle Johansen, deputy member ^{6 7}	2024	0	0	0
	2023	97	0	3
Gry Anette Haga, deputy member ⁷	2024	0	0	0
	2023	0	0	0
Jens Arne Megaard, deputy member ⁸	2024	N/A	N/A	N/A
	2023	0	0	0
Gro Anita Markussen, deputy member ⁸	2024	N/A	N/A	N/A
	2023	0	0	0

Shares awarded or due for the reported financial year

The CEO and senior management were in 2024 eligible to participate in the company's long-term incentive program (LTIP), which purpose was to further align the interests of the company and its shareholders by providing a long-term program to incentivise and retain key employees who the company has identified as being critical for delivering on the company strategy. Under the LTIP, each participant is eligible to be allocated and awarded a number of synthetic restricted stock units (RSUs), each of which will entitle the participant to receive the value equivalent to one share in the company. The participants were allocated a pre-determined number of synthetic RSUs for the three-year duration of the LTIP. Eligibility for the LTIP was assessed by the CEO at the time of allocation and award. The board determined allocation to the CEO, and the CEO determined allocation to other participants. Under the LTIP, 50% of the awarded RSUs will be awarded as a cash amount.

The remaining 50% may be awarded through shares should the company's share performance outperform a defined group of peers in the 12-month period from 1 August to 1 August each year during the LTIP (first period being 1 August 2022 to 1 August 2023).

Award is contingent upon the person remaining member of senior management, or that terms of the termination of employment being in accordance with LTIP regulations. Shares purchased under the LTIP have a lock-up period of 24 months.

Due to share price development in 2024, no shares were awarded under the LTIP.

Shares awarded or due to the Directors for the reported financial year

Name, position	The main conditions of share award plans				Information regarding the reported financial year during the year			
	Speci-fication of plan	Performance period	Award date	End of lock-up period	Shares awarded	Value at award	Shares awarded and unvested at year end	Shares subject to a holding period
Svein Jakob Liknes, CEO	LTIP	2023	13.09.23	13.09.24	8,061	627	8,061	8,061
Birte Norheim, CFO	LTIP	2023	13.09.23	13.09.24	4,176	325	4,176	4,176
Tor Bjerkestrand, SVP operations	LTIP	2023	13.09.23	13.09.24	3,941	307	3,941	3,941
Dag Eggan, SVP special projects	LTIP	2023	13.09.23	13.09.24	2,763	215	2,763	2,763
Espen Myhra, SVP strategy, business development & commercial	LTIP	2023	13.09.23	13.09.24	2,763	215	2,763	2,763
Knut Gjertsen, SVP projects & technology	LTIP	2023	13.09.23	13.09.24	2,763	215	2,763	2,763
Marit Vik-Langlie, VP legal	LTIP	2023	13.09.23	13.09.24	2,009	156	2,009	2,009
Kjersti Hovdal, SVP business performance	LTIP	2023	13.09.23	13.09.24	2,763	215	2,763	2,763
Børge Nerland, SVP drilling & wells	LTIP	2023	13.09.23	13.09.24	2,763	215	2,763	2,763
Ida Ianssen Lundh, SVP subsurface	LTIP	2023	N/A	N/A	N/A	N/A	N/A	N/A

Under the LTIP scheme described above each participant is awarded a cash amount corresponding to an amount of synthetic RSU's, including a performance element which if met is awarded as cash with an obligation to purchase OKEA shares. In the table below the variable

remuneration of senior management is for transparency set out in a OKEA specific table, showing LTIP, corporate bonus scheme and cash awarded for purchase of shares under the purchase obligation pursuant to both the LTIP and the corporate bonus scheme.

Variable remuneration to senior management under LTIP and corporate bonus scheme

<i>Amounts in NOK `000</i>					
Name, position	Financial Year	LTIP ⁹	Corporate bonus scheme	Total	Cash used to purchase shares ¹⁰
Svein Jakob Liknes, CEO	2024	1,145	1,270	2,416	635
Birte Norheim, CFO	2024	651	732	1,383	366
Tor Bjerkestrand, SVP operations	2024	591	710	1,301	355
Dag Eggan, SVP special projects	2024	471	632	1,104	316
Espen Myhra, SVP strategy, business development & commercial	2024	471	632	1,103	316
Knut Gjertsen, SVP projects & technology	2024	441	666	1,107	333
Marit Vik-Langlie, VP legal	2024	315	448	764	224
Kjersti Hovdal, SVP business performance	2024	411	597	1,008	298
Børge Nerland, SVP drilling & wells	2024	411	635	1,047	318
Ida Ianssen Lundh, SVP subsurface	2024	351	602	953	301

⁹ LTIP explained in summary above

¹⁰ All purchases related to Corporate bonus scheme in 2024 paid in 2025.

Performance in the reported financial year

As a part of its salary system, the company has a bonus scheme applicable for all employees. The relative allocation under the share bonus scheme is the same for all employees and can be up to 40% of base salary with a target value of 20%. The specific criteria (KPIs) for the bonus are determined by the board of directors on an annual basis and are designed to promote the corporate strategy. The bonus awarded is split between cash and shares, where 50% of the awarded bonus is withheld as employee tax, 25% is paid as cash and 25% is awarded in shares.

The bonus earned in 2024 was 19% and was settled in first half of 2025. While bonus earned for 2023 of 23% was settled in first half of 2024.

Performance in 2024 with bonus payment in 2025

Element	Strategic objective	Description of the performance criteria and type of applicable remuneration	Relative weighting of the performance criteria	Information about performance target		
				Minimum target / threshold performance	Maximum / target performance	Achieved performance
Deliver shareholder value creation	Deliver profitability	Several criteria related to asset performance and profitability	50.0 %	0.0 %	20.0 %	9.6 %
Value accretive growth	Deliver sustainable new business	Several criteria based on the delivery of OKEA's growth strategy. Addition of reserves, capex- and start-up target for projects	33.0 %	0.0 %	13.0 %	4.8 %
Maintain license to operate	Maintain a safe working environment	Specific targets related to projects, ESG, QHSSE and workforce	17.0 %	0.0 %	7.0 %	4.8 %
Total				0.0 %	40.0 %	19.2 %

Compliance and governance

The individual elements and the total remuneration of leading persons during 2024 were implemented in line with the guideline on remuneration approved by shareholders at the annual general meeting on 14 May 2024 and as presented in this report. The board and the people and organisation (P&O) committee are satisfied that the company's remuneration principles enable recruitment, motivation and retention of high calibre senior management capable of achieving the objectives of the company and support the company's strategy, shareholders' long-term interests and sustainable business practices. OKEA's strategy and long-term ambitions are further described in the board of directors' report.

About the people and organisation committee (P&O committee) and its role

The board has established a charter for the P&O committee, stating its tasks and duties. The charter stipulates that the P&O committee shall:

- Evaluate and recommend the compensation of the company's CEO, administer the company's incentive programmes, and provide advice on general compensation and organisation related matters to the board,
- advise the board on the annual report on the compensation of the senior management team and other leading persons, pursuant to applicable rules and regulations,
- advise the CEO on matters relating to other material employment issues in respect of the senior management, and
- endorse the overall limits for the annual salary adjustments for employees, within the budget set by the board.

The P&O committee consisted of Finn Haugan (chair), Mike Fischer, Jon Arnt Jacobsen and Per Magne Bjellvåg. Finn Haugan resigned from his position as a member of the board of directors, effective 1 March 2025.

The P&O committee met formally seven times in 2024. The committee also had frequent contact by telephone and email to provide oversight and approvals of relevant remuneration issues, as well as discussions and recommendations for the board of directors.

The CEO attends the committee meetings, but does not attend all discussions. The committee is satisfied that there has been no conflict of interest, and that no individual was part of a decision that impacted his own remuneration directly. Advisors from Korn Ferry have provided input for benchmark considerations of the company's remuneration policy. The work of the board of directors and the P&O committee during 2024 followed the governance process laid out in the 2024 guideline on remuneration and the following sections illustrate and explain the resulting remuneration paid and awarded as well as the summarising key implementation and decision points.

The role of the board of directors

The guideline on remuneration is drafted by the board's P&O committee and subsequently reviewed and approved by the board. The remuneration shall comply with the guideline on remuneration, the requirements of regulatory and governance bodies, satisfy the expectations of shareholders and remain consistent with the general expectations of the employees in the company. The guidelines are reviewed yearly in the committee and potential amendments are presented to the board for approval, and if relevant presented to the general meeting for approval. The board has established procedures for handling of potential conflicts of interest. Senior management do not serve as board members in the company.

The board may, in special circumstances, temporarily deviate from the guideline on remuneration. The board may deviate from all elements of the guideline on remuneration when deemed necessary in order to safeguard the company's long-term interest and financial sustainability or ensure the company's viability. This may include incorporating additional remuneration elements to attract key senior management functions or reducing/removing remuneration elements if the board considers it appropriate. Should the board decide that such deviation from the guideline on remuneration is necessary, the decision shall be made in a board meeting and the reasons for the deviation shall be included in the minutes of the relevant board meeting.

The board shall decide on salaries and other remuneration of the CEO. The CEO determines salary and other remuneration of other senior management pursuant to the guideline on remuneration. The board, principally through the P&O committee, shall have the overall oversight of the remuneration of the company's senior management. If the CEO believes that a temporary deviation from the guideline on remuneration is necessary for the remuneration of senior management, this should be presented firstly to the P&O committee for consideration and subsequently to the board of directors for approval pursuant to the process described above.

Compliance confirmation

The board of directors hereby confirm that there were no deviations from the guideline on remuneration nor the procedure for implementation in 2024. The guideline on remuneration did not include remuneration of the board of directors, others than the employee elected directors, but based on current practise, information on the entire board of directors is included in this report.

Annual changes of remuneration and the company's results

The table below contains information on the annual change in remuneration of those who were members of the senior management team in 2024 with comparable figures for the four previous years. When calculating the annual change in remuneration of an individual who commenced or retired employment during the reported financial year, the applicable remuneration is annualised to allow for a meaningful comparison.

Remuneration and company performance amounts in NOK '000

Annual change, remuneration	RFY-4 vs. RFY-5	RFY-3 vs. RFY-4	RFY-2 vs. RFY-3	RFY-1 vs. RFY-2	RFY vs. RFY-1	Total annualised remuneration regarding the RFY	Number of shares 31.12.2024
Erik Haugane, CEO ¹	19 %	6 %	N/A	N/A	N/A	N/A	NA
Svein Jakob Liknes, CEO	N/A	N/A	39 %	(8)%	8 %	9,340	200,303
Birte Norheim, CFO	N/A	24 %	28 %	(15)%	7 %	5,592	165,149
Tor Bjerkestrand, SVP operations	(10)%	12 %	47 %	(19)%	3 %	5,287	108,468
Dag Eggan, SVP special projects	6 %	11 %	29 %	(10)%	4 %	4,660	203,510
Espen Myhra, SVP strategy, business development & commercial	21 %	36 %	32 %	(18)%	9 %	4,846	251,554
Knut Gjertsen, SVP projects & technology	N/A	47 %	32 %	(22)%	1 %	5,544	182,496
Marit Moen Vik-Langlie, VP legal	N/A	16 %	44 %	(24)%	10 %	3,302	123,409
Kjersti Hovdal, SVP business performance	N/A	N/A	N/A	(16)%	3 %	4,383	175,700
Børge Nerland, SVP drilling and wells	N/A	N/A	N/A	(3)%	3 %	4,538	15,361
Ida Ianssen Lundh, SVP subsurface ²	N/A	N/A	N/A	N/A	(5)%	4,182	79,652
Andrew McCann, SVP subsurface ³	39 %	15 %	35 %	(29)%	N/A	N/A	N/A

¹ Erik Haugane was CEO until 31 May 2021 and not part of senior management after this

² Ida Ianssen Lundh became part of the senior management on 1 September 2023. Annualised amount for 2023 is used as basis for calculation of annual change.

³ Not part of senior management at year end 2023 and 2024

Company performance	2019	2020	2021	2022	2023	2024
A - Total operating income	3,019,566	1,730,222	3,881,873	6,652,629	8,884,534	11,246,097
B - Net profit (loss-) after tax	(70,712)	(603,235)	603,309	669,608	(935,358)	383,285
C - Production volume (mmbøe)	6.8	5.9	5.7	6.1	9.0	14.2

Average total remuneration of employees - full time equivalent	RFY-4 vs. RFY-5	RFY-3 vs. RFY-4	RFY-2 vs. RFY-3	RFY-1 vs. RFY-2	RFY vs. RFY-1
Average change in remuneration for employees excluding senior management	4.6%	2.3%	5.8%	-1.2%	8.2%

	2019	2020	2021	2022	2023	2024
Number of employees (full year equivalent) excluding senior management	195	201	206	249	433	458
Average total remuneration excluding senior management	1,659	1,736	1,776	1,879	1,857	2,008

Annual change: The columns RFY vs. RFY-1, RFY-1 vs. RFY-2 etc. represent the preceding financial years over which the comparative information in the table should be provided. To ensure a meaningful comparison to the previous years reported, remuneration regarding the reported financial year is included in the far-right column of the respective row. The annual change is presented as percentages. Due to the development of the share price in 2022 and the timing of effectuation of the LTI, the change in RFY vs. RFY-1 and RFY-1 vs. RFY-2 is more significant than in previous years.

Remuneration of board of directors last five years

The table below contains historical information about fees earned to those who were members of the board last five years. The amounts are not annualised. For presentation purposes, the table is changed from 2022 Report on remuneration of leading persons to display earned remuneration instead of paid remuneration in the year

Name and title	2020				2021				2022				2023				2024				31.12.2024
	BoD fee	Sub-com fee	Other variable ⁴	Total	BoD fee	Sub-com fee	Other variable	Total	BoD fee	Sub-com fee	Other variable ⁵	Total	BoD fee	Sub-com fee	Other variable ⁵	Total	BoD fee	Sub-com fee	Other variable	Total	Number of shares
Chaiwath Kovavisarach, chairman of the board	578	0	0	578	580	0	0	580	650	14	252	916	696	0	252	948	893	14	252	1,159	5,422
Mike Fischer, vice chair of the board	384	100	0	484	385	138	0	523	435	139	168	741	468	224	168	860	466	336	168	970	28,053
Rune Olav Pedersen, board member	384	140	0	524	385	53	0	438	435	148	168	751	460	156	168	784	466	156	168	790	28,053
Nicola Gordon, board member	377	140	0	517	385	123	0	508	435	115	168	718	468	176	168	812	466	332	168	966	28,053
Finn Haugan, board member	384	140	0	524	385	108	0	493	435	216	168	819	468	249	168	885	466	229	168	863	51,588
Phatpuree Chinkulkitnivat, board member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	318	56	168	542	458	140	168	766	5,774
Jon Arnt Jacobsen, board member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	326	112	168	606	466	210	168	844	8,424
Elizabeth (Liz) Williamson, board member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	326	84	168	578	466	294	168	928	0
Ragnhild Aas, board member	239	66	0	305	0	0	0	0	0	0	0	0	188	32	97	317	279	64	97	440	110,056
Sverre Nes, board member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	183	56	97	337	279	136	97	512	16,496

⁴ The column "Other variable" in 2019 relates to incentive-shares to board members in connection with the Initial Public Offering (IPO) of OKEA

⁵ The column "Other variable" in 2022 and 2023 relates to an additional compensation, in accordance with the company's general meeting on 12 May 2022 and 11 May 2023, to the board of directors with an obligation to purchase OKEA shares. The shares are subject to a 12-month lock-up period from the date of purchase

All amounts in NOK '000	2020				2021				2022				2023				2024				31.12.2024	
	Name and title	BoD fee	Sub-com fee	Other variable	Total	BoD fee	Sub-com fee	Other variable	Total	BoD fee	Sub-com fee	Other variable	Total	BoD fee	Sub-com fee	Other variable	Total	BoD fee	Sub-com fee	Other variable	Total	Number of shares
Per Magne Bjellvåg, Board member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	188	32	97	317	279	56	97	432	33,211
Harmonie Wiesenberg, deputy member	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
Jan Atle Johansen, deputy member	384	100	0	484	275	53	0	345	239	48	97	434	81	16	0	97	0	0	0	0	0	49,622
Gry Anette Haga, deputy member	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	6,069
Paul Murray, board member	259	0	0	259	385	75	0	510	435	81	168	760	135	42	0	177	N/A	N/A	N/A	N/A	N/A	N/A
Saowapap Sumeksri, board member	N/A	N/A	N/A	N/A	258	38	0	320	435	106	168	1,010	142	112	0	254	N/A	N/A	N/A	N/A	N/A	N/A
Grethe Moen, board member	N/A	N/A	N/A	N/A	258	63	0	320	435	120	168	757	142	42	0	184	N/A	N/A	N/A	N/A	N/A	N/A
John Kristian Larsen, board member	N/A	N/A	N/A	N/A	147	23	0	170	250	62	97	413	81	32	0	113	N/A	N/A	N/A	N/A	N/A	N/A
Anne Lene Rømuld, board member	384	100	0	484	275	30	0	330	250	63	97	413	81	24	0	105	N/A	N/A	N/A	N/A	N/A	N/A
Jens Arne Megaard, deputy board member	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A
Gro Anita Markussen, deputy board member	N/A	N/A	N/A	N/A	0	0	0	0	11	0	0	11	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A
Prisana Praharnkhasuk, board member	384	100	0	484	123	0	0	123	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Liv Monica Stubholt, board member	377	100	0	477	127	0	0	127	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ida Lanssen Lundh, board member	145	34	0	179	127	0	0	127	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Henrik Shcroder, deputy board member	125	0	0	125	N/A	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	4,402	1,020	0	5,422	4,094	700	0	4,591	4,445	1,111	1,720	7,744	4,751	1,444	1,719	7,915	4,983	1,967	1,720	8,669	370,821	

Shareholder vote on guideline

The annual general meeting on 14 May 2024 endorsed the guideline on remuneration of leading persons. No questions were raised.