

Remuneration report for the financial year 2021 for North Energy ASA

Introduction

The guidelines for remuneration to senior executives in North Energy ASA was adopted by the Annual General Meeting in 2021. This report contains information on remuneration to the senior executives as well as the Directors of the Board. The report has been prepared in accordance with the Public Limited Liability Companies Act § 6-16 b and the Regulations on guidelines and report on remuneration for senior executives § 6.

Additional information on remuneration to senior executives is provided in Note 5 (Payroll and related expenses / Employees and personnel costs) in North Energy's Annual Report for 2021.

North Energy's performance in 2021

The Company's overall performance is summarized in the CEO statement in the Annual Report. A more detailed account of the Company's performance is presented in the Board of Director's report included in the Annual report.

The company's remuneration guidelines

The purpose of the salary system is to stimulate a strong and sustainable result-oriented culture that contributes to increasing share values. The remuneration scheme shall promote and provide incentives for good management and control of the company's risk and counteract excessive risk-taking. Remuneration for all employees consists of fixed salary, benefits in kind, variable remuneration and pension and insurance schemes.

The board is responsible for the salary of the senior executives and the remuneration is determined on the basis of an overall assessment where the main emphasis in the variable part of the remuneration is based on achieved results and implementation of the strategy plan based on the company's values and ethical guidelines.

In 2021 the company complied with the applicable guidelines adopted by the Annual General Meeting.

Remuneration to the senior executives

Amounts in NOK 1000

Name of director	Year	Director's fees	Fixed remuneration	Variable remuneration	Pension expenses	Benefits expenses	Share of remuneration Fixed/ Variable		Total remuneration
Management									
Knut Sæberg (CEO)	2021		2186	4407	79	25	33%	67%	6697
	2020		2053	0	78	22	95%	5%	2153
Board of Directors									
Anders Onarheim (chair)	2021	500					100%		500
	2020	225					100%		225
Elin Karfjell (director)	2021	250					100%		250
	2020	225					100%		225
Jogeir Romestrand (director)	2021	250					100%		250
	2020	225					100%		225
Total	2021	1000	2186	4407	79	25	41%	59%	7697
	2020	675	2053	0	78	22	96%	4%	2828

The variable remuneration to CEO in 2021 consists solely of severance payment as the CEO left the company as of 31 December 2021. The severance payment is payable with 50% in 2022 and 50% in 2023.

Share-based incentive programs

The company currently has no active share-based incentive programs.

Comparative information pertaining to changes in remuneration and the company's performance

The table below shows changes in remuneration and the company's performance over the last five reported fiscal years

Figures in NOK 1000	2017 vs 2016	2018 vs 2017	2019 vs 2018	2020 vs 2019	2021 vs 2020	2021
Change in remuneration to senior executives						
Knut Sæberg, CEO	291 (9%)	-1305 (-38%)	-15 (-1%)	24 (1%)	4544 (211%)	6697
Anders Onarheim (chair)	-315 (-58%)	0 (0%)	0 (0%)	0 (0%)	275 (122%)	500
Elin Karfjell (Director)	15 (7%)	0 (0%)	0 (0%)	0 (0%)	25 (11%)	250
Jogeir Romestrand (Director)	32 (17%)	0 (0%)	0 (0%)	0 (0%)	25 (11%)	250
Johan T. Bjerka (former director)	52 (108%)	-100 (-100%)	NA	NA	NA	0
Change in the Company's performance						
Profit/(loss) for the year	-52651 (-65%)	-63124 (-224%)	18876 (-54%)	136544 (-847%)	-148256 (123%)	-27829
Annual change in average remuneration to other employees						
Remuneration to other employees	-8 (-1%)	-717 (-44%)	113 (13%)	134 (13%)	78 (7%)	1226
Change in average number of other employees	-6 (-44%)	-5 (-58%)	-1 (-41%)	-1 (-35%)	0 (-23%)	1

Oslo, 24 March 2022

Board of Directors
North Energy ASA