

Declaration of determination of salaries and other remuneration to the CEO and other executive management

The main principle of StrongPoint ASA's managerial salary is that the executive management should be offered terms that are competitive when salaries, fringe benefits and bonus are seen as whole.

Regarding salaries and other remuneration to executives this year it will take place in accordance with the above principle. As a guideline for the executive management there may be an allowance in addition to the salary (bonus), but then limited to a percentage of the salary and linked to the achievement of quantitative and qualitative targets set by the Board.

The Board has set a limit regarding performance-based remuneration for the CEO and other executive management. For 2019 it cannot exceed 50 % of the fixed salary. The basis for bonuses consists of both financial and non-financial criteria.

The company currently has no option schemes for executive employees and does not plan to introduce this. The company has no pension plans for executive employees other than the statutory.

The Board wants the members of the executive management to have shares in the company. It is therefore introduced a share program for the executive management where the members are obliged to buy shares in StrongPoint ASA for 30 % of the gross bonus amount. The shares will be bought with a 20 % discount and with a 3 year lock-in period.

In addition, a employee share program is conducted, in which all employees are allowed to buy shares for up to NOK 35 000 with 20 % discount.

Executive employees have company car, free phone, internet and newspaper by appointment, but no fringe benefits beyond this. Regarding severance the CEO in StrongPoint ASA and SVP & MD EMEA has, if terminated from the company, a right of 6 months severance beyond salary during the notice period of 6 months. The board sets the CEO's compensation package on an annual basis. Other executives do not have severance beyond the notice period of 6 months for employees in Norway and 12 months for employees in Sweden.

