

## **Declaration of determination of salaries and other remuneration to the CEO and other Executive Management**

StrongPoint ASA's main principle for management remuneration is that the compensation should be competitive and market aligned when the combined salaries, fringe benefits and bonus are evaluated.

Salaries and other remuneration to executives will take place in accordance with the above principle. In addition to base salary, the members are entitled to an individual bonus based on performance of Revenue, EBITDA and Qualitative performance measures set by the Board of Directors and CEO. Maximum bonus per member is 50 % of the yearly base salary. 30 % of gross bonus shall be used to purchase shares in StrongPoint ASA, with a 3 year lock-up period.

The company currently has no option schemes for executive employees. The Board of Directors evaluates a long-term incentive plan for the Executive management. The company has no pension plans for executive employees other than the statutory requirements.

The Board wants the members of the executive management to have shares in the company. A share program for the executive management with the opportunity to buy shares for up to NOK 500 000 per year with 20 % discount is in place. In addition, all employees in a StrongPoint legal entity are offered to buy shares for up to NOK 35 000 per year with a 20 per cent 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.