

PRINCIPLES FOR SHAREHOLDER ELECTED BOARD MEMBERS' FEES - REVISED**For the period from 27 April 2022 to the annual general meeting 2023***(Revisions made per 19 April 2022 are in red font below)*

	Board Member Fee	Audit Committee Fee	Remuneration Committee Fee	Ad hoc Board Subcommittee	Travel Time Allowance for each meeting
All Members	NOK 550,000	NOK 90,000	NOK 75,000	NOK 75,000	- Intercontinental travel: NOK 40,000 - Regional travel (e.g. within US or Europe): NOK 25,000 - Travel within same nation/state (e.g. within Norway or Texas): NOK 4,000 - Travel within same city: NOK 0
Board/ Committee Chairperson	Additional NOK 370,000	Additional NOK 50,000	Additional NOK 40,000	N/A	As for other members

Further, any costs incurred by the shareholder elected Board Members in relation to their participation as a member of the Board or any of the committees, will be reimbursed by the Company. All fees and costs will be paid on a quarterly basis in arrears.

PRINCIPLES FOR EMPLOYEE ELECTED BOARD MEMBERS' FEES**For the period from 27 April 2022 to the annual general meeting 2023**

	Board Member Fee	Audit Committee Fee	Remuneration Committee Fee	Ad hoc Board Subcommittee	Travel Time Allowance for each meeting
All Members	NOK 130,000	N/A	N/A	N/A	N/A

The employee elected Board Members shall otherwise be subject to applicable Company policy for compensation, including policy on compensation to employees of travel related costs. All fees will be paid on a monthly basis in arrears.

PRINCIPLES FOR THE NOMINATION COMMITTEE MEMBERS' FEES**For the period 27 April 2022 to the annual general meeting 2023**

	Nomination Committee Fee	Travel Time Allowance for each meeting
All Members	NOK 75,000	- Intercontinental travel: NOK 40,000 - Regional travel (e.g. within US or Europe): NOK 25,000 - Travel within same nation/state (e.g. within Norway or Texas): NOK 4,000 - Travel within same city: NOK 4,000
Chairperson	Additional NOK 25,000	As for other members

Further, any costs incurred by the Nomination Committee Members in relation to their participation as a member of the Nomination Committee, will be reimbursed by the Company. All fees and costs will be paid on a quarterly basis in arrears.
