

**OCEAN YIELD ASA
DECLARATION REGARDING STIPULATION OF SALARY AND OTHER REMUNERATION TO THE
CEO AND CFO
REF. PUBLIC LIMITED LIABILITY COMPANIES ACT § 6-16A**

Directive of remuneration of the CEO and CFO

The accumulated remuneration to the executives consists of a fixed salary, standard pension- and insurance terms for employees and a variable salary (see section Incentive scheme). The main purpose of the system for management remuneration is to stimulate a strong and lasting profit oriented culture leading to an increasing value of the Company.

Advisory guidelines

The CEO and CFO are members of a collective pension and insurance scheme applicable to all employees. The collective pension and insurance scheme is for salaries up to 12G. The Company offers standard employment contracts and standard employment conditions for the CEO and CFO. The Company does not offer any stock option programs to its employees.

Binding guidelines

Ocean Yield ASA has implemented an incentive scheme pursuant to which the CEO, CFO and certain other key employees are entitled to bonuses calculated on the basis of the development of the market price of the shares and dividends paid on the shares. Under the incentive scheme, a specified number of synthetic shares are allocated to the scheme participants. Each scheme participant annually receives a cash bonus equal to the difference of a base price and the average closing price of the shares on the Oslo Stock Exchange on the five last trading days during a relevant year and the five first trading days in the following year, multiplied by the number of synthetic shares allocated to that scheme participant (a "**Share Price Increase Bonus**"). Each scheme participant further receives an amount equal to the dividend paid per share multiplied by the number of synthetic shares allocated to that scheme participant, as of the date of payment of any such dividend on the shares (a "**Dividend Bonus**"). The scheme participant can further request to acquire shares for an amount equal to the Share Price Increase Bonus or the Dividend Bonus. In such cases, the shares shall be subscribed or purchased by the scheme participant at a price equal to the closing price less 20%. The shares must be held by the scheme participant for a minimum period of three years. For the year 2020 the CEO and CFO has been allocated the following number of synthetic shares:

Lars Solbakken, CEO:	1 100 000 shares
Eirik Eide, CFO:	380 000 shares

Remuneration to the CEO and CFO

Lars Solbakken was appointed CEO from March 2012. His appointment can be terminated by both parties with 3 months' notice. If the contract is terminated by the company, Lars Solbakken has the right to 3 months' notice and 3 months' salary from the date of termination. This salary will not be paid if he continues in another company within the Aker Group. The remuneration plan for Lars Solbakken includes a fixed salary, standard pension- and insurance plan for employees and he is part of the incentive scheme. In 2020 Lars Solbakken has been allocated 1,100,000 synthetic shares under the incentive scheme. Lars Solbakken had a fixed salary of USD 439,072 (USD 489,142 in 2019), and earned a bonus of USD 254,822 (USD 976,322 in 2019). The value of additional remuneration was USD 3,283 in 2020 (USD 5,556 in 2019) and net pension expense was USD 30,720 (USD 34,414 in 2019).

Eirik Eide is the CFO of Ocean Yield ASA. His appointment can be terminated by both parties with 3 months' notice. The remuneration plan for Eirik Eide includes a fixed salary, standard pension and insurance plan for employees and he is part of the incentive scheme. In 2020 Eirik Eide has been allocated 380,000 synthetic shares under the incentive scheme. Eirik Eide had a fixed salary of USD 287,934 (USD 310,555 in 2019), and earned a bonus of USD 387,2018, of which USD 300,959 was discretionary (USD 526,704 in 2019). The value of additional remuneration was USD 2,021 (USD 1,889 in 2019) and the net pension expense was USD 19,364 (USD 20,182 in 2019).

At the Annual General Meeting held 25th April 2019 a loan of USD 468,790 was granted to Eirik Eide for the purpose of acquiring shares in Ocean Yield ASA. Interest is calculated at a rate equal to the prevailing "normrente" for loans to employees as published by the Norwegian Tax Authorities. The loan facility has a tenor of five years, and any amount outstanding shall be repaid at the latest six months after termination of Eirik Eide's employment contract. As of year-end 2020 Eirik Eide has borrowed USD 234,395 under this loan facility.

The CEO and CFO do not receive any remuneration related to Board positions or positions as general manager in other Ocean Yield Group companies.