

REMUNERATION FOR THE SUPERVISORY BOARD, THE NOMINATION COMMITTEE AND THE CONTROL COMMITTEE

The nomination committee proposes that the General Meeting sets the following remuneration for the following offices:

Supervisory board:

For the period from the date of establishment (28 June 2010) to 27 April 2011:

- Chair: NOK 75,000 annually + travel, per diem and expenses in accordance with the general principles for such remuneration.
- Vice-Chair + members: NOK 3,500 annually + NOK 3,500 for each meeting, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Deputy members: NOK 3,500 for each meeting + travel, per diem and expenses in accordance with the general principles for such remuneration.

For the period from 27 April 2011 and until next year's ordinary General Meeting (2012):

- Chair: NOK 80,000 annually + travel, per diem and expenses in accordance with the general principles for such remuneration.
- Members: NOK 10,000 annually + NOK 5,000 for each meeting, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Deputy members: NOK 5,000 for each meeting + travel, per diem and expenses in accordance with the general principles for such remuneration.

The payment is made quarterly, and the first payment date is 1 October 2011.

Nomination committee:

For the period from the date of establishment (28 June 2010) to 27 April 2011:

- Chair: NOK 40,000 annually + NOK 6,000 for each meeting beyond meeting number 4, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Members: NOK 25,000 annually + NOK 5,000 for each meeting beyond meeting number 4, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Deputy members: NOK 5,000 for each meeting + travel, per diem and expenses in accordance with the general principles for such remuneration.

For the period from 27 April 2011 and until next year's ordinary General Meeting (2012):

- Chair: NOK 40,000 annually + NOK 7,000 for each meeting beyond meeting number 4, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Members: NOK 25,000 annually + NOK 6,000 for each meeting beyond meeting number 4, travel, per diem and expenses in accordance with the general principles for such remuneration.

The payment is made quarterly, and the first payment date is 1 October 2011.

Control committee:

For the period from the date of establishment (28 June 2010) to 27 April 2011:

- Chair: NOK 150,000 annually + NOK 6,000 for each meeting beyond meeting number 8, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Members: NOK 90,000 annually + NOK 5,000 for each meeting beyond meeting number 8, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Deputy members (required to attend): NOK 40,000 annually + NOK 5,000 for each meeting beyond meeting number 8, travel, per diem and expenses in accordance with the general principles for such remuneration.

For the period from 27 April 2011 and to next year's ordinary General Meeting (2012):

- Chair: NOK 160,000 annually + NOK 7,000 for each meeting beyond meeting number 8, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Members: NOK 100,000 annually + NOK 6,000 for each meeting beyond meeting number 8, travel, per diem and expenses in accordance with the general principles for such remuneration.
- Deputy members (required to attend): NOK 90,000 annually + NOK 6,000 for each meeting beyond meeting number 8, travel, per diem and expenses in accordance with the general principles for such remuneration.

The payment is made quarterly, and the first payment date is 1 October 2011.

Joint for all bodies

Meetings that last over two days are counted as one meeting. A per diem is paid when the total meeting and travel time is at least 30 hours.

Participation in meetings in other bodies, for example the General Meeting, and telephone meetings are included in the annual remuneration.

For periods of less than one year, the remuneration is pro rated.

Oslo, 23 March 2011

Bjørn Iversen

Benedikte Bettina Bjørn

Jan Eyolf Brustad

John Ove Ottestad

Kirsten I. Værdal