



# Grants awarded under Aker BP's Long-Term Incentive Programme

Aker BP's Long-Term Incentive Programme (LTIP) is designed to incentivise the executive management team (EMT) to deliver on the company's long-term business objectives and maximise alignment with shareholder value creation.

The LTIP is a share-based scheme in which grants are awarded annually, vested over a three-year period, and subject to a one-year lockup. Each grant represents one underlying share, and the number of grants awarded corresponds to 20 percent of base salary divided by the Aker BP share price at the time of the award.

The final number of shares awarded at the end of the vesting period will be adjusted by up to +/- 100 percent based on an assessment of relative shareholder return as described in Aker BP's Annual Report for 2023. The number of shares awarded will also be adjusted for dividends paid during the vesting period.

For the 2024-2027 LTIP cycle, the EMT members have been awarded grants with effective date 1 July 2024 as set out in the table below:

| <b>Name</b>          | <b>Grants 2024</b> |
|----------------------|--------------------|
| Karl Johnny Hersvik  | 7,094              |
| David Torvik Tønne   | 3,311              |
| Per Harald Kongelf   | 3,243              |
| Paula Doyle          | 2,897              |
| Tommy Sigmundstad    | 2,764              |
| Ole Johan Molvig     | 2,669              |
| Knut Sandvik         | 2,667              |
| Lars Høier           | 2,661              |
| Per Øyvind Seljebotn | 2,546              |
| Georg Vidnes         | 2,389              |
| Thomas Hoff-Hansen   | 2,387              |
| Marit Blaasmo        | 2,362              |
| Marte Mogstad        | 2,281              |
| Thomas Øvretveit     | 2,231              |
| Ine Dolve            | 2,192              |
| Talar Arif           | 1,551              |

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**About Aker BP:**

Aker BP is a company engaged in exploration, field development and production of oil and gas on the Norwegian continental shelf. The company operates the field centres Alvheim, Edvard Grieg, Ivar Aasen, Skarv, Ula and Valhall, and is a partner in the Johan Sverdrup field. Aker BP is headquartered at Fornebu, Norway, and is listed on Oslo Børs under the ticker AKRBP. More about Aker BP at [www.akerbp.com/en](http://www.akerbp.com/en).

This information is subject to disclosure requirements pursuant to section 5-12 of the Norwegian Securities Trading Act and requirements under the EU Market Abuse Regulation.