



Aker BP awards shares and issues new grants under LTIP programme

Aker BP has finalised share awards under its 2022–2025 Long-Term Incentive Programme (LTIP) and initiated new grants for the 2025–2028 cycle. The LTIP is designed to align executive performance with long-term shareholder value creation.

About the LTIP

The LTIP is a share-based programme for the Executive Management Team (EMT). Grants are awarded annually, vest over three years, and are subject to a one-year lock-up. Each grant corresponds to one underlying share, with the number of grants equal to 20 percent of base salary divided by the Aker BP share price at the time of award.

Final share delivery is adjusted by up to +/- 100 percent based on relative shareholder return and dividends paid during the vesting period, as detailed in Aker BP's Annual Report.

Completion of 2022-2025 cycle

Shares have now been awarded to EMT members in accordance with programme terms. The final number reflects adjustments for dividend payments and relative shareholder return performance.

New grants for 2025-2028

Effective 1 July 2025, EMT members have received new grants under the 2025–2028 LTIP cycle.

Executive Management Team LTIP awards

Name	Shares awarded (2022–25)	Grants (2025–28)
Talar Arif	–	1,693
Marit Blaasmo	415	2,597
Ine Dolve	521	2,422
Paula Doyle	575	3,155
Karl Johnny Hersvik	1,398	7,751
Thomas Hoff-Hansen	392	2,625
Lars Høier	524	2,898
Per Harald Kongelf	602	3,583
Marte Mogstad	–	2,713
Ole Johan Molvig	535	2,879
Torbjørn Opedal	–	2,258
Knut Sandvik	528	2,919
Tommy Sigmundstad	545	3,011
Petter Sørhaug	–	2,558
David Tønne	544	3,640

Name	Shares awarded (2022–25)	Grants (2025–28)
Georg Vidnes	396	2,581
Thomas Øvretveit	361	2,349

The PDMR disclosure forms can be found in the [attachment](#).

Treasury shares

Aker BP will transfer 7,743 shares related to the 2022-2025 LTIP awards. After these transfers, the company will hold 283,938 treasury shares.

Contacts:

Kjetil Bakken, Head of Investor Relations, tel.: +47 918 89 889

Ole-Johan Faret, Press Spokesperson, tel.: +47 402 24 217

About Aker BP:

Aker BP is a leading exploration and production company focused on oil and gas operations on the Norwegian continental shelf. The company operates the Alvheim, Edvard Grieg, Ivar Aasen, Skarv, Ula, and Valhall field centres and is a key partner in the Johan Sverdrup field. Headquartered in Fornebu, Norway, Aker BP is listed on the Oslo Børs under the ticker AKRBP. For more information, visit 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.