

Notice of Annual General Meeting in American Shipping Company ASA

Notice is hereby provided of the annual general meeting of American Shipping Company ASA on Wednesday 27 April 2016 at 9 a.m. (Oslo time) at Advokatfirmaet BA-HR DA, Tjuvholmen Alle 16, 0252 Oslo, Norway. Ballots will be distributed at the meeting venue from 8:30 a.m. to 9 a.m. on the day of the annual general meeting.

The annual general meeting will be held for the purposes stated below:

1. **Opening of the annual general meeting of American Shipping Company ASA, including approval of the notice and agenda.**
2. **Election of a person to co-sign the meeting minutes along with the meeting chair.**
3. **Presentation of business activities (non-voting).**
4. **Amendment of the Company's Articles of Association.**

The Board of Directors proposes that the General Meeting passes the following resolution:

"§ 2 of the Articles of Association is amended to read as follows:

The Company's registered office is in the municipality of Bærum.

§ 10 of the Articles of Association is amended to include a new last sentence which reads as follows:

The General Meeting may be held in Oslo."

5. **Approval of the 2015 annual accounts of American Shipping Company ASA, group consolidated accounts and the Board of Directors' report.**
6. **Statement from the Board of Directors regarding determination of salary and other remuneration to the Management of the Company.**
 - a. **Advisory guidelines**
 - b. **Binding guidelines**
7. **Consideration of the statement of corporate governance (no voting).**
8. **Determination of the board members' remuneration.**
9. **Determination of the remuneration to the members of the Nomination Committee.**
10. **Approval of remuneration to the auditor for 2015.**
11. **Election of members to the Board of Directors.**
12. **Election of member to the Nomination Committee.**
13. **Authorization to the Board of Directors for payment of dividends.**

14. **Authorization to the Board of Directors to acquire treasury shares in connection with incentive scheme for employees.**
15. **Authorization to the Board of Directors to acquire treasury shares for investment purposes or subsequent sale or deletion or such shares.**
16. **Authorisation to the Board of Directors to acquire treasury shares in connection with acquisitions, mergers, de-mergers or other transactions.**
17. **Authorization to the Board of Directors to increase the share capital in connection with future investments etc.**

The shares of the company and the right to vote for shares

The Company's share capital is NOK 606,165,050 divided into 60,616,505 shares, each having a face value of NOK 10. Each share carries one vote. However, voting and ownership restrictions apply to Shipping Operators, as defined in the articles of association, according to the Articles of Association section 8.

Each shareholder has, subject to the above mentioned restrictions for Shipping Operators as defined in the Articles of Association section 8, the right to vote for the number of shares owned by the actual shareholder and registered in the shareholder's register with the Norwegian Central Securities Depository (VPS) at the time of the general meeting. If a share acquisition has not been registered with the Norwegian Central Securities Depository (VPS) at the time of the general meeting, voting rights for the acquired shares may only be exercised if the acquisition is reported to the Norwegian Central Securities Depository (VPS) and proven at the general meeting. In a share transfer, the parties may agree that the seller can exercise the rights as holder of the shares until the shares have been transferred to the acquirer.

According to the company's assessment, neither the actual owner nor the agent has the right to vote for shares registered on nominee accounts with the Norwegian Central Securities Depository (VPS), cf. the Norwegian Public Limited Liability Companies Act section 4-10. The actual owner may, however, vote for the shares in the event all

necessary steps are taken to terminate the custodian registration of the shares, and the shares are transferred to an ordinary account registered with the Norwegian Central Securities Depository (VPS), in the owner's name. Provided that the owner can document such conduct, and he has an actual ownership interest in the company, he may, in the company's opinion, vote for the shares, even though they are not yet registered on an ordinary VPS-account.

The shareholders' rights

A shareholder cannot demand that new items are added to the agenda now, as the deadline for such request has expired, cf. Norwegian Public Limited Liability Companies Act section 5-11 second sentence. A shareholder has the right to make proposals for a resolution regarding the items which will be discussed by the general meeting.

A shareholder has the right to request board members and CEO to provide necessary information to the general meeting that may influence the approval of the annual accounts and the Board of Directors' report; items brought before the general meeting for approval; the company's financial state, including information on other businesses the company may have interest in, and other items to be discussed at the general meeting, unless the information requested may not be disclosed without disproportionate damage to the company.

If additional information is necessary, and an answer not will be given at the general meeting, a written answer shall be prepared within two weeks from the date of the general meeting. Such answer shall be available at the company's office and sent to shareholders requesting the information. If the answer is considered material for evaluation of the circumstances mentioned in the previous paragraph, the answer should be sent to all shareholders with known address.

Registration of attendance to the general meeting

Shareholders who wish to participate the annual general meeting either in person or by proxy, must notify the company of their attendance no later than Monday 25 April 2016 at 12:00 noon. Notification of attendance can be given via the company's website www.americanshippingco.com via or via VPS Investor Services, a service offered by most registrars in Norway, or by completing and returning the enclosed attendance form scanned by email to genf@dnb.no, or alternatively by post to DNB Bank ASA, Registrar's Department, P.O. Box 1600 Sentrum, 0021 Oslo.

Notification of attendance must be sent electronically or received no later than the deadline stated above.

Shareholders who fail to register by this deadline may be denied access to the annual general meeting and denied the right to vote. Proxy with or without voting instructions, can if desirable, be given to the chairman of the board or the person she appoints.

Voting by means of electronic communication prior to the general meeting

A shareholder, not present himself at the general meeting, may prior to the general meeting cast vote on each agenda item via the company's website, www.americanshippingco.com, or via VPS Investor Services (PIN-code and reference number from the notice of attendance is required). The deadline for prior voting is Monday 25 April 2016 at 12:00 noon. Up until the deadline; votes already cast may be changed or withdrawn. If a shareholder choose to attend the general meeting in person or by proxy, votes already cast prior to the general meeting will be considered withdrawn.

The following documents will be available on www.americanshippingco.com:

- This notice and the enclosed form for notice of attendance/proxy
- The Board of Directors' proposed resolutions for the annual general meeting for the items listed above
- The Board of Directors' proposed 2015 financial statements and annual accounts, annual report and auditor's report
- The statement from the Board of Directors regarding determination of salary and other remuneration to the Management of the Company
- The recommendations from the Nomination Committee

Pursuant to section 10 of American Shipping Company ASA's Articles of Association and Section 5-12 (1) of the Norwegian Public Limited Liability Companies Act, the Chairman of the Board, Annette Malm Justad, will open and chair the general meeting.

Any shareholder, who wants to receive the documents, can contact IR@amshipco.com or regular mail to American Shipping Company ASA, P.O. Box 230, 1326 Lysaker, Norway.

6 April 2016

American Shipping Company ASA
Board of Directors

Enclosure: Notice of attendance/Proxy

Reference no.:
PIN code:
Notice of annual general meeting

The annual general meeting of American Shipping Company ASA will take place on 27 April 2016 at 9 a.m. (Oslo time) at Advokatfirmaet BA-HR DA, Tjuvholmen Alle 16, 0252 Oslo, Norway

If the shareholder is a legal entity,
please identify the authorized representative:

Name of authorized representative
(To grant a proxy, please use one of the proxy forms below.)

Notice of attendance/voting prior to meeting

The undersigned will attend the annual general meeting in American Shipping Company ASA on 27 April 2016 and exercise the voting rights attached to the following shares:

own shares, and/or
other shares in accordance with the enclosed proxy/proxies, i.e.

shares in total.

This notice of attendance must be received by DNB Bank ASA by 25 April 2016 at 12:00 noon.

Notice of attendance may be sent electronically via American Shipping Company ASA's website – www.americanshippingco.com – or via VPS Investor Services. This notice of attendance may also be scanned and sent by email to genf@dnb.no or be submitted by post to DNB Bank ASA, Registrar's Department, P.O. Box 1600 Sentrum, 0021 Oslo, Norway.

Advance votes may only be cast electronically via American Shipping Company ASA's website – www.americanshippingco.com – or via VPS Investor Services. A reference number and pin code are required to access the electronic system for notification of attendance and advance voting via American Shipping Company ASA's website. Votes must be registered by 25 April 2016 at 12:00 noon. Votes already cast may be amended or withdrawn prior to the deadline.

_____ Place	_____ Date	_____ Shareholder's signature (Sign only if attending in person. To grant a proxy, please use one of the forms below.)
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Proxy (without voting instructions) Reference no.: PIN code:

This proxy form must be used when granting a proxy without voting instructions. To grant a proxy with voting instructions, please use the form on page 2.

If you are unable to attend the annual general meeting in person, you may grant a proxy to an authorized representative, or you may submit the proxy form without appointing a proxy holder, in which case the proxy will be deemed to be granted to the Chairman of the Board of Directors or a person authorized by her. The proxy form must be received by DNB Bank ASA, Registrar's Department, by 25 April 2016 at 12:00. The proxy may be sent electronically via American Shipping Company ASA's website – www.americanshippingco.com – or via VPS Investor Services. The proxy may also be scanned and sent by email to genf@dnb.no or be submitted by post to DNB Bank ASA, Registrar's Department, P.O. Box 1600 Sentrum, 0021 Oslo, Norway.

The undersigned (name in capital letters): _____

hereby grants (tick one of the two boxes):

☐ the Chairman of the Board of Directors (or a person authorized by her)

☐ _____
(Name of proxy holder in capital letters)

a proxy to attend and exercise the voting rights attached to my/our shares at the annual general meeting of American Shipping Company ASA on 27 April 2016.

_____ Place	_____ Date	_____ Shareholder's signature (Sign only if granting a proxy.)
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Attendance and voting rights are governed by the Norwegian Public Limited Liability Companies Act, in particular Chapter 5. If the shareholder is a company, the company's certificate of registration must be attached to the proxy.

Proxy (with voting instructions)

Reference no.:

PIN code:

This proxy form must be used when granting a proxy with voting instructions. If you are unable to attend the annual general meeting in person, you may use this proxy form to issue voting instructions. You may grant a proxy with voting instructions to an authorized representative, or you may submit the proxy form without appointing the proxy holder, in which case the proxy will be deemed to be granted to the Chairman of the Board of Directors or a person authorised by her. The proxy must be dated and signed.

The proxy form must be received by DNB Bank ASA, Registrar's Department, by 25 April 2016 at 12:00 noon.

The proxy may also be scanned and sent by email to genf@dnb.no, be submitted by post to DNB Bank ASA, Registrar's Department, P.O. Box 1600 Sentrum, 0021 Oslo, Norway.

The undersigned (name in capital letters): _____

hereby grants (tick one of the two boxes):

☐ the Chairman of the Board of Directors (or a person authorized by her)

☐ _____
Name of proxy holder (in capital letters)

a proxy to attend and exercise the voting rights attached to my/our shares at the annual general meeting of American Shipping Company ASA's on 27 April 2016.

The voting rights shall be exercised in accordance with the instructions below. Please note that if any item below is not voted on (no box is ticked), this will be deemed to be an instruction to vote "in favor" of that item. However, if any motions are received from the floor in addition to or in replacement of the proposals in the notice, the proxy holder may vote or abstain from voting at his discretion. In that case, the proxy holder will vote on the basis of his reasonable understanding of the motion. The same applies if there is any doubt as to how the voting instructions should be understood. Where no such reasonable understanding of the motion can be formed, the proxy holder may abstain from voting.

Agenda annual general meeting 2016	For	Against	Abstention
1. Opening of the annual general meeting of American Shipping Company ASA, including approval of the notice and agenda.	☐	☐	☐
2. Election of a person to co-sign the meeting minutes along with the meeting chair.	☐	☐	☐
3. Presentation of business activities (no voting).			
4. Amendment of the Company's Articles of Association	☐	☐	☐
5. Approval of the 2015 annual accounts of American Shipping Company ASA, group consolidated accounts and the Board of Directors' report.	☐	☐	☐
6. Statement from the Board of Directors regarding determination of salary and other remuneration to the Management of the Company.			
(a) Advisory guidelines	☐	☐	☐
(b) Binding guidelines	☐	☐	☐
7. Consideration of the statement of corporate governance (no voting).			
8. Determination of the board members' remuneration.	☐	☐	☐
9. Determination of the remuneration to the members of the Nomination Committee.	☐	☐	☐
10. Approval of remuneration to the auditor for 2015.	☐	☐	☐
11. Election of members to the Board of Directors.	☐	☐	☐
12. Election of member to the Nomination Committee.	☐	☐	☐
13. Authorization to the Board of Directors for payment of dividends.	☐	☐	☐
14. Authorization to the Board of Directors to acquire treasury shares in connection with incentive scheme for employees.	☐	☐	☐
15. Authorization to the Board of Directors to acquire treasury shares for investment purposes or subsequent sale or deletion or such shares.	☐	☐	☐
16. Authorization to the Board of Directors to acquire treasury shares in connection with acquisitions, mergers, de-mergers or other transactions.	☐	☐	☐
17. Authorization to the Board of Directors to increase the share capital in connection with future investments etc.	☐	☐	☐

Place

Date

Shareholder's signature
(Sign only if granting a proxy with voting instructions.)

Attendance and voting rights are governed by the Norwegian Public Limited Liability Companies Act, in particular Chapter 5. A written power of attorney dated and signed by the shareholder granting the proxy must be presented at the meeting. If the shareholder is a company, the company's certificate of registration must be attached to the proxy.

THE BOARD OF DIRECTORS' REASONING AND PROPOSAL FOR THE RESOLUTIONS TO BE PASSED

Item 4 Amendment of the Company's Articles of Association.

As the Company has moved to Fornebuporten, it is proposed that the Company's Articles of Association are amended to reflect the relocation from Oslo to Bærum municipality.

The Board of Directors proposes that the General Meeting passes the following resolution:

"§ 2 of the Articles of Association is amended to read as follows:

The Company's registered office is in the municipality of Bærum.

§ 10 of the Articles of Association is amended to include a new last sentence which reads as follows:

The General Meeting may be held in Oslo."

Item 5 Approval of the 2015 annual accounts of American Shipping Company ASA, group consolidated accounts and the Board of Director's report.

The annual report which comprises the annual accounts, the Board of Directors' report and the audit opinion for 2015, is available at the Company's website: www.americanshippingco.com.

The Board of Directors proposes that the General Meeting passes the following resolution:

"The General Meeting approves the annual accounts for 2015 for American Shipping Company ASA, group consolidated accounts and the Board of Director's Report."

Item 6 Statement from the Board of Directors regarding determination of salary and other remuneration to the Management of the Company.

In accordance with section 6-16a of the Norwegian Public Limited Liability Companies Act, the Board of Directors has prepared a statement on the determination of salary and other remuneration to the Management of the Company. The statement is available at the Company's website.

The General Meeting's approval of the guidelines is of an advisory nature to the Board of Directors. However, the approval of the guidelines regarding remuneration in the form of shares, subscription rights, options, and other forms of remuneration linked to shares or the development of the share price in the Company or in other companies within the group, are binding for the Board of Directors, cf. the Norwegian Public Limited Liability Companies Act section 5-6 (3) third sentence, cf. section 6-16a (2) fourth sentence.

The advisory and binding guidelines are subject to separate votes.

(a) Advisory guidelines

The Board of Directors proposes that the General Meeting passes the following resolution with regard to the advisory guidelines:

"The General Meeting endorses the advisory guidelines in the declaration from the Board of Directors pursuant to the Norwegian Public Limited Liability Companies Act section 6-16a."

(b) Binding guidelines

The Board of Directors proposes that the General Meeting passes the following resolution with regard to the binding guidelines:

"The General Meeting approves the binding guidelines in the declaration from the Board of Directors pursuant to the Norwegian Public Limited Liability Companies Act section 6-16a."

Item 8 Determination of the board members' remuneration.

The recommendations from the Nomination Committee are available at the Company's website.

The Nomination Committee proposes that the General Meeting passes the following resolution:

"In accordance with the proposal from the Nomination Committee, the General Meeting approves that the remuneration rates for members of the Board of Directors for the period from the 2015 Annual General Meeting up to the 2016 Annual General Meeting shall be as follows:

- *NOK 450,000 to the Chairperson of the board*
- *NOK 350,000 to each of the other board members."*

Item 9 Determination of the remuneration to the members of the Nomination Committee.

The recommendations from the Nomination Committee are available at the Company's website.

The Nomination Committee proposes that the General Meeting passes the following resolution:

"In accordance with the proposal from the Nomination Committee, the General Meeting approves that the remuneration rate for members of the Nomination Committee for the period from the 2015 Annual General Meeting up to the 2016 Annual General Meeting shall be NOK 33,000 for each member."

Item 10 Approval of the remuneration to the auditor for 2015.

The Board of Directors proposes that the General Meeting passes the following resolution:

"The remuneration to the auditor of NOK 856,185 ex. VAT for the audit of the Company's 2015 annual accounts is approved. In addition, the Group has paid fees to KPMG of NOK 684,799 ex. VAT for services other than audit."

Item 11 Election of members to the Board of Directors.

The recommendations from the Nomination Committee are available at the Company's website.

The Nomination Committee proposes that the General Meeting passes the following resolution:

"In accordance with the proposal from the Nomination Committee, Peter Ditlef Knudsen is re-elected as member of the Board of Directors and Audun Stensvold is elected as new member of the Board of Directors, both for a period of two years.

The Board of Directors of American Shipping Company ASA will then consist of the following members:

Annette Malm Justad (Chairperson)

Peter Ditlef Knudsen

Audun Stensvold."

Item 12 Election of member to the Nomination Committee.

The recommendations from the Nomination Committee are available at the Company's website.

The Nomination Committee proposes that the General Meeting passes the following resolution:

"In accordance with the proposal from the Nomination Committee, Christine Rødsæther is re-elected as member of the Nomination Committee for a period of two years.

The Nomination Committee of American Shipping Company ASA will then consist of the following members:

Arild Støren Frick (Chair)

Christine Rødsæther."

Item 13 Authorization to the Board of Directors for payment of dividends.

To facilitate for payment of dividend on an on-going basis, the Board of Directors proposes that the General Meeting passes the following resolution:

"The General Meeting grants the Board of Directors authorization to resolve payment of dividends based on the Company's annual accounts for 2015. The authorization is valid up to the Annual General Meeting in 2017."

Item 14 Authorization to the Board of Directors to acquire treasury shares in connection with incentive scheme for employees.

The Board of Directors proposes that the General Meeting passes the following resolution:

- 1. The Board of Directors is authorized to acquire treasury shares with a total nominal value of NOK 2,500,000.*
- 2. The authorization is valid up to the Annual General Meeting in 2017, but no longer than June 30, 2017.*
- 3. Treasury shares shall be acquired for a consideration of minimum NOK 1 and maximum NOK 300 per share.*
- 4. The Board of Directors is free to decide the method of acquisition and disposal of treasury shares. The authorization can be used in situations as described in the Securities Trading Act section 6-17.*
- 5. The authorization can only be used in connection with the incentive scheme for employees.*

Item 15 Authorization to the Board of Directors to acquire treasury shares for investment purposes or subsequent sale or deletion of such shares.

The Board of Directors proposes that the General Meeting passes the following resolution:

- 1. The Board of Directors is authorized to acquire treasury shares with a total nominal value of NOK 60,620,000.*
- 2. The authorization is valid up to the Annual General Meeting in 2017, but no longer than June 30, 2017.*
- 3. Treasury shares shall be acquired for a consideration of minimum NOK 1 and maximum NOK 300 per share.*
- 4. The Board of Directors is free to decide the method of acquisition and disposal of treasury shares. The authorization can be used in situations as described in the Securities Trading Act section 6-17.*
- 5. The authorization can only be used for investment purposes or subsequent sale or deletion of such shares.*

Item 16 Authorization to the Board of Directors to acquire treasury shares in connection with acquisitions, mergers, de-mergers or other transactions.

The Board of Directors proposes that the General Meeting passes the following resolution:

1. *The Board of Directors is authorized to acquire treasury shares with a total nominal value of NOK 60,620,000.*
2. *The authorization is valid up to the Annual General Meeting in 2017, but no longer than June 30, 2017.*
3. *Treasury shares shall be acquired for a consideration of minimum NOK 1 and maximum NOK 300 per share.*
4. *The Board of Directors is free to decide the method of acquisition and disposal of treasury shares. The authorization can be used in situations as described in the Securities Trading Act section 6-17.*
5. *The authorization can only be used the purpose of utilising the company's shares as transaction currency in acquisitions, mergers, de-mergers or other transactions.*

Item 17 Authorization to the Board of Directors to increase the share capital in connection with future investments etc.

The Board of Directors proposes that the General Meeting passes the following resolution:

1. *The Board of Directors is authorized to increase the share capital by up to NOK 60,620,000.*
2. *The authorization is valid up to the Annual General Meeting in 2017, but no longer than June 30, 2017.*
3. *The pre-emptive rights of the existing shareholders pursuant to section 10-4 of the Public Limited Liability Company's Act may be derogated from.*
4. *The authorization includes share capital increase against non-cash contributions, rights to assume special obligations on the Company in addition to resolution of merger and demerger, cf. the Public Limited Liability Company's Act section 13-5 and 14-6 (2). The authorization can be used in situations as described in the Securities Trading Act section 6-17.*
5. *The authorization can only be used in connection with strengthening of the Company's equity capital, or to raise equity capital for future investments within the Company's scope of operations.*

Proposal from the nomination committee of American Shipping Company ASA to its annual general meeting to be held on 27 April 2016

The nomination committee of American Shipping Company ASA ("AMSC") comprises Arild S. Frick (chairman) and Christine Rødsæther.

Since the annual general meeting in 2015, the nomination committee has held two meetings. The committee has evaluated the board's performance and received input from the shareholders and members of both the board and the management.

For AMSC's annual general meeting to be held on 27 April 2016, the nomination committee makes the following unanimous proposal:

1. Election of members to the Board of Directors

Pursuant to AMSC's articles of association, the board is to comprise of three to nine board members. The board has three members as per today. Of these Peter D. Knudsen and Kristian M. Røkke are up for election this year. The nomination committee recommends that Peter D. Knudsen is re-elected as member of the board for a period of two years, and that Audun Stensvold is elected as new member to the board for a period of two years. The board will thereby comprise of Annette Malm Justad (chair), Peter D. Knudsen and Audun Stensvold.

Audun Stensvold (born 1972) joined Aker ASA in 2006. Prior to his appointment as an investment director, he was CFO and Investment Director for Converto, which managed the Aker-owned Converto Capital Fund. He has also served as Vice President of Aker's M&A and Business Development team. Before joining Aker, Mr Stensvold worked as a strategy and finance consultant for Selmer, and as a financial analyst for DnB NOR. Mr Stensvold holds a Masters degree in Business and Economics from the Norwegian School of Economics (NHH).

In its work, the nomination committee has emphasized that the board's composition reflects a variety of experience, knowledge and qualifications. This contributes to a balanced view on priorities with regard to different company issues and beneficial decisions for the development of the company. It further strengthens the board's ability to complement, challenge and control the management of the company. To comply with these criteria, the nomination committee suggests that the annual general meeting makes a joint voting for the recommended board.

2. Election of member to the nomination committee

It is proposed that Christine Rødsæther is re-elected as member of the nomination committee for a period of two years.

3. Proposed remuneration to the members of the Board of Directors

The nomination committee proposes that board remuneration remains at the same levels as last year. The following fees are therefore proposed to the members of the board for the period from the annual general meeting 2015 until the annual general meeting 2016:

Chairman: NOK 450,000
Board members: NOK 350,000

4. Proposed remuneration to the members of the nomination committee

The nomination committee proposes to keep the remuneration unchanged from last year. The following fees are proposed to the members of the nomination committee for the period from the annual general meeting in 2015 until the annual general meeting 2016:

Chairman and members: NOK 33,000

In line with the policy of Aker ASA, the nomination committee fee to senior executives is paid directly to the employing company. Consequently, the fees accruing to Arild Støren Frick will be paid to Aker ASA.

Oslo, 6 April 2016

On behalf of the nomination committee of American Shipping Company ASA

Arild Støren Frick
Chairman of the committee

GUIDELINES FOR REMUNERATION OF SENIOR MANAGEMENT

In accordance with section 6-16a of the Norwegian Public Limited Liability Companies Act, the Board of Directors of American Shipping Company ASA has prepared a statement on the determination of salary and other remuneration of senior management of the Company. The General Meeting's approval of the guidelines is of an advisory nature to the Board of Directors. However, the approval of the guidelines regarding remuneration in the form of shares, subscription rights, options, and other forms of remuneration linked to shares or the development of the share price in the Company or in other companies within the group, are binding for the Board of Directors, cf. the Norwegian Public Limited Liability Companies Act section 5-6 (3) third sentence, cf. section 6-16a (2) forth sentence.

Advisory guidelines

The basis of remuneration of the senior management has been developed in order to create a performance-based system which is founded on the Company's values. This system of reward was designed to contribute to the achievement of good financial results and increase in shareholder value.

The senior management receives a base salary and may also be granted a variable pay as further detailed under "*Binding guidelines*" below.

The members of the senior management are entitled to 6 months' severance payment. Except for this, the members of the management are not entitled to special benefits beyond ordinary severance pay during available termination notice periods. The members of the senior management participate in a standard pension and insurance scheme.

Binding guidelines

In 2015, the senior management received a base salary in addition to a variable pay based on the award of synthetic shares in order to align performance payments with shareholder value creation. The system is based on awarding a certain number of synthetic shares to each member of the management team. The holder of the synthetic shares receives cash payments equal to the dividend paid to the shareholders. Further, the annual share price increase, if any, is paid as a cash bonus at the end of the year. There is a cap on the maximum compensation payable to each member of the management team. The remuneration of the senior management is in accordance with the guidelines for remuneration for 2015.

During 2015, Mr. Magnussen was awarded 350,000 synthetic shares. Under his synthetic share agreement, the total bonus payment paid during 2015 was USD 144.2 thousand. The cap on his salary for 2015 was NOK 7 million. During 2015, Mr. Hofstad was awarded 200,000 synthetic shares, resulting in bonus payments of USD 41.2 thousand. The cap on his salary for 2015 was NOK 3.5 million. During 2015, Ms. Jaros was awarded 50,000 synthetic shares, resulting in bonus payments of USD 20.6 thousand. The cap on Ms. Jaros' salary was USD 200 thousand per year.

The Company also has an incentive scheme for the management, where the Company can offer the management to purchase shares in the Company, subject to lock-up restrictions, with a view to incentivize long-term value creation and performance by the management.

During 2015, Mr. Magnussen purchased 20,000 shares with a price reduction of 20% to the closing price to compensate for the lock-up restrictions on the shares for a period of three years. The Company does not offer share option programs to the management.