

Statement on Remuneration of Executive Management

1. Overview

This document is prepared by the board of directors of Aker Solutions and contains information of remuneration practices applied for executive management in 2020. The document will be made available to the shareholders in connection with the annual general meeting to be held on April 14, 2021, however, without being subject to processing by the general meeting.

2. The remuneration practices applied in 2020

The remuneration of executive management during the financial year 2020 has been in accordance with adopted guidelines. Remuneration agreements for executive management adopted and applied during 2020 are aligned with the interests and values of the company and support long term sustainability and growth of the business.

The company's annual report for 2020, in note 30 to the consolidated financial statements, provides details of the remuneration earned by members of the executive management in 2020 including information concerning notice period and the entitlement to severance pay.

3. Forthcoming changes to reporting of executive remuneration

Effective from the calendar year 2021 revised requirements for reporting of remuneration for executive management has been implemented in the Norwegian public limited liability companies act. According to these changes a specific report will be produced prior to the Aker Solutions annual general meeting in 2022 about the application of the company's remuneration policy and details of remuneration provided to executive management in 2021.

ooOoo

The board of directors of Aker Solutions ASA

Fornebu, Norway, March 11, 2021