

# Gassco Bonus 2026

# Gassco AS Bonus 2026

Secure the core and prepare the future		
	Target 2026	Bonus 2026
<b>Safe &amp; reliable</b>		
Critical incidents improvement in frequency (%)	-60%	10
IT security – user awareness (%)	100	10
Gassco deliverability at exit point (%)	99,30	20
Extra capacity sale (MSM <sup>3</sup> )	3000	10
<b>Competitive systems</b>		
Kårstø Development Plan (%)	100	5
Nyhamna Development Plan	100	5
Total operating costs excl. energy costs and fees (MNOK)	9380	10
<b>Low emissions</b>		
Kårstø reduced emissions ( Ethane reinjection, Electrification and MCRP (membrane CO2 removal plant)) meet DG milestone (%)	100	10
<b>People and competence</b>		
People and competence	92	20

# Gassco AS 2026 - Description

	Description
Safe & reliable	
Improvement in Critical incidents frequency (SIF) (%)	<p>Critical incidents: Accumulated frequency of critical HSE incidents. Critical HSE incidents are defined as all undesirable incidents categorized with HSE actual or potential seriousness of red level 1 or 2 (according to the Gassco classification matrix).</p> <p>Improvement in result of critical incidents frequency this year compared to basis year 2024. (Result less or equal to number critical incidents in 2025)</p>
IT security – user awareness (%)	<ol style="list-style-type: none"><li>1. How many users gave away confidential data. Target 0%.</li><li>2. How many clicked on link in phishing emails. Target: Less than 5%.</li><li>3. How many participated in learning sessions. Target 90% of all users with Microsoft 365 licensee.</li></ol>
Gassco deliverability at exit point (%)	<p>Deliveries at the exit points in total shall not be reduced by more than 0.70 % on a yearly basis caused by Gassco's operatorship.</p> <p>Delivered/(nominated deliveries - external events).</p>
Extra capacity sale (MSM <sup>3</sup> )	Gassco's ability to sell extra short term (ST) capacity. Dornum/Emden/Nybro (GerDen) looping is included.

# Gassco AS 2026 - Description

	Description
<b>Competitive systems</b>	
Kårstø Development Plan (%)	<ul style="list-style-type: none"> <li>Identify short- and medium-term cost reducing opportunities in the "as is" functionality of the asset: 100% in 2026</li> <li>Establish a long-term development strategy and timetable for Kårstø identifying and prioritising key decisions that require further maturation: 100% in 2026</li> </ul> <p>Equal weight on the two actions</p>
Nyhamna Development Plan (%)	<ul style="list-style-type: none"> <li>Identify short- and medium-term cost reducing opportunities in the "as is" functionality of the asset: 100% in 2026</li> <li>Establish a long-term development strategy and timetable for Nyhamna identifying and prioritising key decisions that require further maturation: 100% in 2026</li> </ul> <p>Equal weight on the two actions</p>
Total operating costs excl. energy costs and fees (MNOK)	<p>Approved budget total operating costs excl. energy costs +2,5% (Kårstø, Nyhamna and Kollsnes) and fees for Gassled, Zeepipe terminal (included in Gassled), Dunkerque terminal (included in Gassled), Haltenpipe, Utsira High Gas Pipeline, Nyhamna, Polarled, Vestprosess and special operatorship. The approved budget will be updated according to the figure in optional budget if the approved projects includes operating costs.</p>

# Gassco AS 2026 - Description

	Description
Low emissions	
Kårstø reduced emissions ( Ethane reinjection, Electrification and MCRP (membrane CO2 removal plant) meet DG milestone (%)	Kårstø Ethane reinjection DG4 February ( Weight 30%) Kårstø Electrification DG4 December (Weight 10%) Kårstø MCRP DG4 December (Weight 60%) Milestone dates to be updated if change is approved by Gassled MC

# Gassco AS 2026 - Description

	Description
People and competence	
People and competence	<p><u>Appraisal talks - yearly</u> All employees will have an annual appraisal talk. In the appraisal talks, the focus will be on professional as well as personal development among the Gassco employees. Target 92%</p> <p><u>Response pulse survey</u> All employees participate in the survey. Target 92%</p> <p><u>E-learning for Code of conduct and inside information</u> Complete learning session. Target 92%</p> <p><i>Equal weight on the three parameters.</i></p>

## Gassco AS 2026 – KPI - Traffic lights

	Traffic lights	
Safe and reliable		
Critical incidents improvement in frequency (%)	Green:	Result <= Target
	Red:	Result > Target
IT security – user awareness and system robustness according to plan (%)	Green:	Result = 100%,
	Red:	Result < 100%
Gassco deliverability at exit point (%)	Green:	Result = Target
	Red:	Result < Target
Extra capacity sale (Sm³)	Green:	Result = Target
	Red:	Result < Target

## Gassco AS 2026 – KPI - Traffic lights

	Traffic lights
<b>Competitive systems</b>	
Kårstø Development Plan (%)	Green: Result = Target Red: Result < Target
Nyhamna Development Plan (%)	Green: Result = Target Red: Result < Target
Total operating costs excl energy costs and fees (MNOK)	Green: YTD cost <= Target Red: YTD cost > Target



# Gassco AS 2026 – KPI - Traffic lights

	Traffic lights
<b>Low emissions</b>	
Kårstø reduced emissions ( Ethane reinjection, Electrification and MCRP (membrane CO2 removal plant)) meet DG milestone (%)	Green: Result = Target Red: Result < Target
<b>People and competence</b>	
People and competence (%)	Limits for appraisals: Green: Result >= Target Red: Result < Target  Limits for response pulse survey/E-learning session: Green: Result >= Target Red: Result < Target  Equal weight om appraisals and response pulse survey/E-learning