

Gassco Bonus 2026

Gassco AS Bonus 2026

Secure the core and prepare the future		
	Target 2026	Bonus 2026
Safe & reliable		
Critical incidents improvement in frequency (%)	-75%	10
IT security – user awareness (%)	100	10
Gassco deliverability at exit point (%)	99,30	20
Extra capacity sale (MSM ³)	3000	10
Competitive systems		
Kårstø Development Plan (%)	100	5
Nyhamna Development Plan	100	5
Total operating costs excl. energy costs and fees (MNOK)	9380	10
Low emissions		
Kårstø reduced emissions (Ethane reinjection, Electrification and MCRP (membrane CO2 removal plant)) meet DG milestone (%)	100	10
People and competence		
People and competence	92	20

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
Competitive systems	
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
Low emissions	
Kårstø reduced emissions (Ethane reinjection, Electrification and MCRP (membrane CO2 removal plant)) meet DG milestone (%)	Green: Result = Target Red: Result < Target
People and competence	
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