

Remuneration report 2024

Remuneration Principles for the Board and for the Shareholders Committee

Bonheur ASA has no employees. The members of the board, members of the Audit Committee and members of the Shareholders Committee, neither of whom is employed by Bonheur, receive an annual remuneration. The remuneration is determined by the Annual General Meeting (AGM) and is valid from one AGM to the next. Normally this is from June one year to May the next year.

Remuneration development over the last five years:

Fee to the Board of Directors:					
<i>Amounts in NOK 1,000</i>	2024	2023	2022	2021	2020
Fred. Olsen, Chairman of the Board	1 670	1 643	1 550	1 420	1 420
<i>Annual change in remuneration</i>	27	93	130	0	-75
Nick Emery	440	420	375	350	350
<i>Annual change in remuneration</i>	20	45	25	0	0
Carol Bell	440	420	375	350	350
<i>Annual change in remuneration</i>	20	45	25	0	0
Jannicke Hilland (From 17 July 2020)	440	420	375	350	306
<i>Annual change in remuneration</i>	20	45	25	44	306
Andreas Mellbye (Until AGM 2024)	0	420	375	350	350
<i>Annual change in remuneration</i>	-420	45	25	0	0
Bente Hagem (from 17 July 2020 until AGM 2024)	0	420	375	350	306
<i>Annual change in remuneration</i>	-420	45	25	44	306
Gaute Gjelsten	440	0	0	0	0
<i>Annual change in remuneration</i>	440	0	0	0	0
Heidi Skaaret	440	0	0	0	0
<i>Annual change in remuneration</i>	440	0	0	0	0
Helen Mahy (Until 17 July 2020)	0	0	0	0	49
<i>Annual change in remuneration</i>	0	0	0	-49	-407
Total compensations	3 870	3 743	3 425	3 170	3 131
<i>Annual change in total remuneration</i>	127	318	255	39	130

Fee to the Audit Committee:					
<i>Amounts in NOK 1,000</i>	2024	2023	2022	2021	2020
Nick Emery	60	51	46	43	43
<i>Annual change in remuneration</i>	9	5	3	0	0
Carol Bell	60	51	46	43	43
<i>Annual change in remuneration</i>	9	5	3	0	0
Total compensations	120	102	92	86	86
<i>Annual change in total remuneration</i>	18	10	6	0	0

Travel cost and other expenses to the Board of Directors:

<i>Amounts in NOK 1,000</i>	2024	2023	2022	2021	2020
Nick Emery	38	40	25	0	13
<i>Annual change in remuneration</i>	-2	15	25	-13	-50
Carol Bell	30	20	38	0	7
<i>Annual change in remuneration</i>	10	-18	38	-7	12
Jannicke Hilland (From 17 July 2020)	0	23	30	0	0
<i>Annual change in remuneration</i>	-23	-7	30	0	0
Andreas Mellbye (Until AGM 2024)	0	45	30	0	8
<i>Annual change in remuneration</i>	-45	15	30	-8	-50
Bente Hagem (from 17 July 2020 until AGM 2024)	0	53	30	0	0
<i>Annual change in remuneration</i>	-53	23	30	0	0
Total compensations	68	181	153	0	28
<i>Annual change in total remuneration</i>	-113	28	153	-28	-88

Total remuneration to the Board of Directors:

<i>Amounts in NOK 1,000</i>	2024	2023	2022	2021	2020
Fred. Olsen, Chairman of the Board	1 670	1 643	1 550	1 420	1 420
<i>Annual change in remuneration</i>	27	93	130	0	-75
Nick Emery	538	511	446	393	406
<i>Annual change in remuneration</i>	27	65	53	-13	-50
Carol Bell	530	491	459	393	400
<i>Annual change in remuneration</i>	39	32	66	-7	12
Jannicke Hilland (From 17 July 2020)	440	443	405	350	306
<i>Annual change in remuneration</i>	-3	38	55	44	306
Andreas Mellbye (Until AGM 2024)	0	465	405	350	358
<i>Annual change in remuneration</i>	-465	60	55	-8	-50
Bente Hagem (from 17 July 2020 until AGM 2024)	0	473	405	350	306
<i>Annual change in remuneration</i>	-473	68	55	44	306
Gaute Gjelsten	440	0	0	0	0
<i>Annual change in remuneration</i>	440	0	0	0	0
Heidi Skaaret	440	0	0	0	0
<i>Annual change in remuneration</i>	440	0	0	0	0
Helen Mahy (Until 17 July 2020)	0	0	0	0	49
<i>Annual change in remuneration</i>	0	0	0	-49	-407
Total compensations	4 058	4 026	3 670	3 256	3 245
<i>Annual change in total remuneration</i>	32	356	414	11	42

Total remuneration to the Shareholders' Committee:

<i>Amounts in NOK 1,000</i>	2024	2023	2022	2021	2020
Christian Fr. Michelet	240	225	205	190	190
<i>Annual change in remuneration</i>	<i>15</i>	<i>20</i>	<i>15</i>	<i>0</i>	<i>0</i>
Jørgen G. Heje	200	190	175	160	160
<i>Annual change in remuneration</i>	<i>10</i>	<i>15</i>	<i>15</i>	<i>0</i>	<i>0</i>
Ole Kristian Aabø-Evensen	200	190	175	160	160
<i>Annual change in remuneration</i>	<i>10</i>	<i>15</i>	<i>15</i>	<i>0</i>	<i>0</i>
Bård Mikkelsen	0	0	175	160	160
<i>Annual change in remuneration</i>	<i>0</i>	<i>-175</i>	<i>15</i>	<i>0</i>	<i>0</i>
Einar Harboe	0	0	175	160	160
<i>Annual change in remuneration</i>	<i>0</i>	<i>-175</i>	<i>15</i>	<i>0</i>	<i>0</i>
Synne Homble	200	190	0	0	0
<i>Annual change in remuneration</i>	<i>10</i>	<i>190</i>	<i>0</i>	<i>0</i>	<i>0</i>
Andreas Mellbye	200	0	0	0	0
<i>Annual change in remuneration</i>	<i>200</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
Gaute Gjelsten	0	190	0	0	0
<i>Annual change in remuneration</i>	<i>-190</i>	<i>190</i>	<i>0</i>	<i>0</i>	<i>0</i>
Total compensations	1 040	985	905	830	830
<i>Annual change in total remuneration</i>	<i>55</i>	<i>80</i>	<i>75</i>	<i>0</i>	<i>0</i>

Performance development in the consolidated group of companies
Consolidated EBITDA for the Bonheur group of companies

<i>Amounts in NOK 1,000</i>	2024	2023	2022	2021	2020
EBITDA	3 537	3 557	3 854	1 937	544
<i>Annual change in the consolidated EBITDA</i>	<i>-20</i>	<i>-297</i>	<i>1 917</i>	<i>1 393</i>	<i>-931</i>