

## **Share saving plan for employees in Entra**

The company seeks to continue the share saving plan for all employees in Entra. The share saving plan was first introduced in 2015 and has been repeated annually.

The plan has the following main terms in 2026:

- Maximum purchase per employee is NOK 150,000
- Discount of 25 % to the average market price (Volume Weighted Average Price) for the last 30 days prior to the annual general meeting in 2026
- Lock-up period of 2 years
- Employees can finance up to 3/5G (currently NOK 78,096) through a company loan

The plan is implemented using a model where Entra buy back own shares in the market for re-sale to the employees at a discount.