



# Remuneration report 2021

Version 1.0 - published March 2022

## ATEA ASA REMUNERATION REPORT 2021

This Report on Compensation to Executive Directors and Board members is prepared in accordance with section 6-16b of the Norwegian Public Limited Liability Companies Act. This section requires that a listed company provide a summary report of compensation to the executive directors employed by the company (in Norwegian: "ledende personer").

According to the Remuneration Policy adopted by the Annual General Meeting in April 2021, the company's Remuneration Principles dated April 2020 provide the framework for the remuneration of Executive Management in 2021. The Remuneration Principles are available on [atea.com](http://atea.com).

### 1. Key developments in remuneration - 2021

Atea had another year of record high revenue and operating profit in 2021, despite global supply shortages in the electronics industry which limited hardware deliveries to customers. Atea Denmark reported greatly improved financial results following a reorganization in 2020 and made a major contribution to the Group's profit growth in 2021.

Group revenue increased by 7.5% in constant currency to NOK 41.3 billion, with solid growth across all business lines. EBIT for the full year 2021 was NOK 1,046 million, up 23% from last year. Net profit after tax was NOK 763 million, up 29% from last year.

Cash conversion continued to be very strong. The Group reported cash flow from operations of NOK 1,137 million in 2021 and had a positive net financial position of NOK 822 million (cash, less interest-bearing debt) at the end of the year.

During 2021, Management launched the "One Atea" program to better align strategy and operations across geographies. The program will establish specialist teams to drive business development and best practice execution within each of its business lines. The program is also accelerating the alignment of backoffice functions and supply chain operations in order to drive efficiencies through scale and increased use of automation.

Atea aims to be an industry leader within corporate social responsibility and has won numerous awards for its performance in sustainability during the past year. Atea was recognized as one of the most sustainable corporations in the world (51<sup>st</sup> overall, and 1<sup>st</sup> in the IT services industry) by Corporate Knights as part their annual "Global 100" ranking. Atea was also awarded the highest rating in environmental and social performance by EcoVadis for the second straight year, ranking Atea in the top 1% of 75,000 organizations evaluated globally. The Financial Times recognized Atea among a select group of Europe's Climate Leaders - companies that have made the greatest progress in curbing their greenhouse gas emissions.

Remuneration to Executives and the Board has been in accordance with the Remuneration policy approved by the AGM during 2021. The total value of remuneration to the Executive team was NOK 62 million in 2021, or same as in 2020. The remuneration reflects solid business results and individual performances by the executives. The remuneration to the Board of Directors was unchanged in 2021.

The following changes were made to the Executive team in 2021: Ole Petter Saxrud has replaced Michael Jacobs as Managing Director in Atea AS (Norway). Other changes are described in footnotes in the tables below. There have been no changes in the composition of Board of Directors in 2021.

### 2. Compensation to Executive Directors

Executive directors at Atea consist of the Chief Executive Officer, Chief Operating Officer and Chief Financial Officer ("Corporate Officers") and the Managing Directors of each of the geographies reported as business segments ("Country Managers"). Non-executive directors at Atea consist of the employee-elected Board representatives.

Atea's compensation policy toward Executive Directors is designed to attract and retain a leadership team which will drive Atea's corporate strategy, long-term business development and financial performance. The main principle is that the company executives shall be offered a competitive salary with performance-based compensation tied to business results and to shareholder value.

Each year, the Board of Directors meets with the Corporate Officers to evaluate the Group's long-term business strategy, and to translate this strategy into specific business development plans and financial targets for the coming year. These plans are then drilled down to specific financial targets for each member of the executive team's area of responsibility.

Afterward, Corporate officers conduct a quarterly business review of each executive's area of responsibility to assess how their business area is developing relative to the agreed business plans and financial targets. The financial targets for operating profit (EBIT or EBITA) established during the Board strategy review become the basis for determining quarterly and annual bonus compensation paid to each executive throughout the year.

Atea's financial performance has improved steadily for many years. The Board of Directors believes that the compensation policy has been an effective tool to attract and motivate management talent to drive the long term and positive business development of the Group.

The remuneration paid to executives in 2020 and 2021 is as follows:

2021		Local currency in million									
Name	Position	Cur- rency	Fixed compensation		Variable compensation			Pension costs	Extra- ordinary items	Total remuneration	Variable remuneration relative to the fixed
			Base salary	Fringe benefits	Perfor- mance- based cash bonus	Share-based compen- sation <sup>1)</sup>					
Steinar Sønsteby	CEO of Atea ASA (Group)	NOK	4.9	0.3	3.3	6.8	0.1	-	15.3	66%	
Robert Giori	Chief Financial Officer of Atea ASA (Group)	NOK	2.8	0.0	1.1	3.2	0.1	-	7.2	60%	
August Baumann <sup>3)</sup>	Senior Vice President of Atea ASA (Group)	NOK	0.0	0.0	0.0	0.0	0.0	1.6	1.6	N/A	
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	SEK	3.3	0.2	2.6	4.0	0.9	-	10.9	66%	
Michael Jacobs <sup>2)</sup>	Managing Director of Atea AS (Norway)	NOK	2.5	0.3	1.1	2.2	0.0	-	6.1	54%	
Ole Petter Saxrud	Managing Director of Atea AS (Norway)	NOK	0.6	0.0	0.0	0.4	0.0	-	1.0	40%	
Linus Wallin	Managing Director of Atea AB (Sweden)	SEK	1.9	0.1	1.0	1.4	0.4	-	4.9	54%	
Morten Felding <sup>4)</sup>	Managing Director of Atea A/S (Denmark)	DKK	0.0	0.0	0.0	0.0	0.0	0.7	0.7	N/A	
Kathrine Forsberg	Managing Director of Atea A/S (Denmark)	DKK	2.4	0.1	0.9	0.8	0.0	-	4.2	40%	
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	EUR	0.3	0.0	0.2	0.3	0.0	-	0.8	58%	
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	EUR	0.2	0.0	0.0	0.2	0.0	-	0.4	53%	

<sup>1)</sup> Share-based compensation reflects IFRS 2 expense for outstanding stock options to the employee during period.

<sup>2)</sup> Michael Jacobs was Managing Director of Atea Norway until October 2021, and then left the company.

<sup>3)</sup> August Baumann terminated his employment with Atea in October 2020. Extraordinary items include severance payments.

<sup>4)</sup> Morten Felding terminated his employment with Atea in January 2020. Extraordinary items include severance payments.

2020		Local currency in million									
Name	Position	Cur- rency	Fixed compensation		Variable compensation				Extra- ordinary items	Total remuneration	Variable remuneration relative to the fixed
			Base salary	Fringe benefits	Perfor- mance- based cash bonus	Share-based compen- sation <sup>1)</sup>	Pension costs				
Steinar Sønsteby	CEO of Atea ASA (Group)	NOK	4.4	0.3	2.6	6.2	0.1	-	13.6	65%	
Robert Giori	Chief Financial Officer of Atea ASA (Group)	NOK	2.5	0.0	0.7	2.8	0.1	-	6.1	57%	
August Baumann <sup>3)</sup>	Senior Vice President of Atea ASA (Group)	NOK	1.7	0.3	0.8	1.2	0.1	0.3	4.4	49%	
Lorna Stangeland	Vice President of Supply Chain (Group)	NOK	2.0	0.2	0.5	1.1	0.1	-	3.8	40%	
Michael Jacobs	Managing Director of Atea AS (Norway)	NOK	2.6	0.3	1.0	2.8	0.1	-	6.8	57%	
Carl-Johan Hultenheim	Managing Director of Atea AB (Sweden)	SEK	3.2	0.2	0.4	3.4	0.9	-	8.0	53%	
Morten Felding <sup>4)</sup>	Managing Director of Atea A/S (Denmark)	DKK	0.0	0.0	1.4	0.1	0.0	2.8	4.3	N/A	
Kathrine Forsberg <sup>5)</sup>	Managing Director of Atea A/S (Denmark)	DKK	2.1	0.1	0.5	0.2	0.2	-	3.1	25%	
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	EUR	0.3	0.0	0.1	0.2	0.0	-	0.6	48%	
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	EUR	0.2	0.0	0.0	0.2	0.0	-	0.3	54%	

<sup>1)</sup> Share-based compensation reflects IFRS 2 expense for outstanding stock options to the employee during period.

<sup>2)</sup> Michael Jacobs was Managing Director of Atea Norway until October 2021, and then left the company.

<sup>3)</sup> August Baumann terminated his employment with Atea in October 2020. Extraordinary items include severance payments.

<sup>4)</sup> Morten Felding terminated his employment with Atea in January 2020. Extraordinary items include severance payments.

<sup>5)</sup> Kathrine Forsberg was promoted to the executive team in February 2020.

Growth in total compensation for each executive director during the last five years is stated below.

The growth rate is compared to the growth in EBIT for the Atea Group and the growth in compensation for non-executive employees of Atea.

**Comparative table over the remuneration and company performance over the last five reported financial years**

Name	Position	Currency	2017	2018	2019	2020	2021
Steinar Sønsteby	CEO of Atea ASA (Group)	NOK	8.8	13.3	14.5	13.6	15.3
% change			-22.6%	51.1%	9.3%	-6.3%	12.5%
Robert Giori	Chief Financial Officer of Atea ASA (Group)	NOK	4.1	6.1	6.7	6.1	7.2
% change			-3.9%	48.1%	9.5%	-9.1%	18.7%
Michael Jacobs <sup>1) 2)</sup>	Managing Director of Atea AS (Norway)	NOK	5.7	6.3	5.3	6.8	7.4
% change			4.8%	9.5%	-15.6%	27.8%	8.8%
Carl-Johan Hultenheim	Chief Operating Officer of Atea ASA (Group)	SEK	5.3	9.0	6.6	8.0	10.9
% change			-13.8%	71.0%	-26.5%	20.9%	35.4%
Ole Petter Saxrud <sup>3)</sup>	Managing Director of Atea AS (Norway)	NOK	-	-	-	-	1.0
% change			-	-	-	-	-
Linus Wallin <sup>4)</sup>	Managing Director of Atea AB (Sweden)	SEK	-	-	-	-	4.9
% change			-	-	-	-	-
Kathrine Forsberg <sup>5)</sup>	Managing Director of Atea A/S (Denmark)	DKK	-	-	-	3.1	4.2
% change			-	-	-	-	32.2%
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	EUR	0.3	0.5	0.5	0.6	0.8
% change			3.1%	82.1%	4.1%	11.4%	27.3%
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	EUR	0.1	0.4	0.3	0.3	0.4
% change			-13.6%	312.0%	-29.9%	24.2%	19.8%
<b>Company performance</b>							
EBIT		NOK	798.6	690.3	746.7	853.5	1 046.0
% change			17.9%	-13.6%	8.2%	14.3%	22.5%
<b>Average remuneration of a full-time equivalent basis of employees (6)</b>							
Employees of the Group							
% change			1.7%	3.0%	0.4%	1.1%	3.7%

Growth in executive compensation in 2018 was driven by a launch of a new 3-year option program.

<sup>1)</sup> For employees who were not employed in Atea for the entire year (stated below), an annualized estimate of full year compensation is used to calculate the growth rate.

<sup>2)</sup> Michael Jacobs was Managing Director of Atea Norway until October 2021, and then left the company.

<sup>3)</sup> Ole Petter Saxrud was promoted to an executive position in September 2021.

<sup>4)</sup> Linus Wallin was promoted to an executive position in January 2021.

<sup>5)</sup> Kathrine Forsberg was promoted to an executive position in January 2020.

<sup>6)</sup> Growth in average remuneration for employees in the Atea group is calculated by first determining the growth rate in each country of operations, and then creating a weighted average of these growth rates based on the geographic split of employees in 2021. This ensures that changes in the geographic mix of employees and in foreign currency rates do not skew the calculation.

The total compensation paid to executives in 2021 and 2020 complies with the company's executive compensation policy as follows:

**a) Fixed compensation**

The base salary and fringe benefits paid to executives are in line with the market level for corresponding jobs in the industry given the executive's responsibilities, expertise, and performance.

**b) Performance-based cash bonus**

During 2021, Atea paid the following cash bonus to executives based on the quarterly or annual business results of their area of responsibility compared with the targets agreed with the Board.

<b>2021</b>						
Local currency in million						
Name	Position	Performance Metric	Currency	Target Bonus	Actual Bonus paid in 2021	Estimated, unpaid Bonus 31 Dec. 2021
Steinar Sønsteby	CEO of Atea ASA (Group)	Atea Group full year EBITA, 2020	NOK	1.4	1.3	
		Overall performance review 2020	NOK	2.0	2.0	
		Atea Group full year EBITA, 2021	NOK	1.8		1.8
		Overall performance review 2021	NOK	2.0		1.7
		<b>Total</b>	NOK		<b>3.3</b>	<b>3.5</b>
Robert Giori	Chief Financial Officer of Atea ASA (Group)	Atea Group quarterly EBITA, Q4 2020 - Q3 2021	NOK	1.1	1.1	
		Atea Group quarterly EBITA, Q4 2021	NOK	0.4		0.4
		<b>Total</b>	NOK		<b>1.1</b>	<b>0.4</b>
Carl-Johan Hultenheim <sup>1)</sup>	Managing Director of Atea AB (Sweden)	Atea Sweden EBIT, 2020	SEK	1.5	1.5	-
	Chief Operating Officer of Atea ASA (Group)	Atea Group quarterly EBITA, Q1 2021 - Q3 2021	SEK	1.2	1.1	-
		Atea Group quarterly EBITA, Q4 2021	SEK	0.4		0.4
		<b>Total</b>	SEK		<b>2.6</b>	<b>0.4</b>
Michael Jacobs <sup>2)</sup>	Managing Director of Atea AS (Norway)	Atea Norway quarterly EBIT, Q4 2020 - Q3 2021	NOK	1.3	1.1	-
Ole Petter Saxrud <sup>3)</sup>	Managing Director of Atea AS (Norway)	Atea Norway quarterly EBIT, Q4 2021	NOK	0.3	-	0.3
Linus Wallin <sup>4)</sup>	Managing Director of Atea AB (Sweden)	Atea Sweden quarterly EBIT, Q1 2021 - Q3 2021	SEK	1.0	1.0	
		Atea Sweden quarterly EBIT, Q4 2021	SEK	-	-	0.4
		<b>Total</b>	SEK		<b>1.0</b>	<b>0.4</b>
Kathrine Forsberg	Managing Director of Atea A/S (Denmark)	Atea Denmark quarterly EBITA, Q3 2020 - Q3 2021	DKK	1.0	0.9	
		Atea Denmark quarterly EBITA, Q4 2021	DKK	0.2		0.2
		<b>Total</b>	DKK		<b>0.9</b>	<b>0.2</b>
Juha Sihvonen	Managing Director of Atea Finland Oy (Finland)	Atea Finland full year EBITA, 2020	EUR	0.2	0.2	-
		Atea Finland full year EBITA, 2021	EUR	0.2	-	0.1
		<b>Total</b>	EUR		<b>0.2</b>	<b>0.1</b>

<sup>1)</sup> Carl-Johan Hultenheim was Managing Director at Atea Sweden until end-2020, and then started in a new position as Chief Operating Officer of Atea ASA (Group).

<sup>2)</sup> Michael Jacobs was Managing Director of Atea Norway until October 2021, and then left the company.

<sup>3)</sup> Ole Petter Saxrud joined the executive team as Managing Director of Atea Norway in September 2021.

<sup>4)</sup> Linus Wallin joined the executive team as Managing Director of Atea Sweden in start-2021.

### c) Share-based compensation

Executives in Atea held the following shares and stock options in Atea ASA during 2021:

Share controlled by key employees and board members	Position	Holdings at 1 Jan 2021	Changes	Holdings at 31 Dec 2021
Steinar Sønsteby	CEO of Atea ASA	-	125,000	125,000
Robert Giori	Chief Financial Officer of Atea ASA	16,327	110,000	126,327
Carl-Johan Hultenheim	Senior Vice President of Atea ASA	14,000	-	14,000
Arunas Bartusevicius	Managing Director of Atea Baltic UAB (the Baltics)	100,194	-	100,194
Ib Kunøe	Board Chairman	28,096,364	2,152,776	30,249,140
Morten Jurs	Member of the Board	1,000	-	1,000
Saloume Djoudat	Member of the Board	1,200	-	1,200
Marianne Urdahl	Member of the Board (employee elected)	767	-	767
Christian Våge	Member of the Board (employee elected)	400	-	400

Share option allotment, redemption and holdings for key employees	Holdings at 1 Jan 2021	Granted in 2021	Exercised in 2021	Weighted average exercise price in 2021 (NOK)	Holdings at 31 Dec 2021	Weighted average exercise price holdings at 31 Dec 2021 (NOK)	Final maturity date for options
Steinar Sønsteby	1,855,000	225,000	-1,063,693	42.97	1,016,307	104.01	15 Dec 2025
Robert Giori	610,000	125,000	-310,000	71.32	425,000	107.62	15 Dec 2025
Carl-Johan Hultenheim	625,000	150,000	-250,000	94.50	525,000	107.23	15 Dec 2025
Linus Wallin	75,000	70,000	-30,000	97.00	115,000	122.27	15 Dec 2025
Ole Petter Saxrud	45,000	15,000	-	-	60,000	95.12	15 Dec 2025
Kathrine Forsberg	82,000	70,000	-	-	152,000	109.58	15 Dec 2025
Juha Sihvonen	360,000	100,000	-120,000	96.17	340,000	107.10	15 Dec 2025
Arunas Bartusevicius	330,000	70,000	-120,000	94.50	280,000	105.56	15 Dec 2025

The following specific limitations apply with respect to all stock option grants in Atea ASA:

(i) the stock options vest during a minimum period of three years.

(ii) The strike price of the stock options is set at the market price at the time of grant. The strike price will be adjusted for any dividends paid before exercise. In 2021 the strike price for the options granted was NOK 145,50.

(iii) Stock option grants have a cap of 3 times the market price at the date of grant. If the share price exceeds the cap price, the options may be settled by the company in cash based on the gain calculated at the cap price, providing an absolute limit to the possible gain.

#### d) Pension

Finally, members of the executive management team have participated in the pension scheme of the local subsidiary in which they are employed.

#### e) Remuneration in exceptional circumstances

No extraordinary items were paid to executives during 2021. During 2020, severance payments were made to Morten Felding and August Baumann upon termination of their employment.

Carl Espen Wollebekk and Karl Martin Stang have received NOK 20,000 each person as compensation for their work for the Nomination and Election committee for 2020.

The Group has an ordinary Directors & Officers Insurance protecting the Board of Directors and management from personal liability. The maximum liability amount covered is NOK 250 million. The company has paid NOK 393,000 in 2021 for this insurance.

### 3. Compensation to the Board of Directors

The compensation is paid in 2021 based on the work for year 2020.

Payments actually received by members of the Board of Directors as follows	Position	Directors fee in NOK including committee work
Ib Kunøe	Board Chairman	300,000
Morten Jurs <sup>1)</sup>	Member of the Board	250,000
Sven Madsen <sup>1)</sup>	Member of the Board	250,000
Lisbeth Toftkær Kvan <sup>1)</sup>	Member of the Board	250,000
Saloume Djoudat	Member of the Board	150,000
Marianne Urdahl	Member of the Board (employee elected)	100,000
Christian Våge <sup>2)</sup>	Member of the Board (employee elected)	66,667
Leif Jarle Larsen <sup>2)</sup>	Member of the Board (employee elected)	66,667
Marthe Dyrud <sup>3)</sup>	Member of the Board (employee elected)	33,333
Truls Berntsen <sup>3)</sup>	Member of the Board (employee elected)	33,333
<b>Total</b>		<b>1,500,000</b>

<sup>1)</sup> Including fee as a member of the Audit Committee

<sup>2)</sup> From April until December 2020

<sup>3)</sup> From January until April 2020



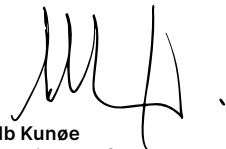
## The Board of Directors' statement on the Remuneration Report

The Board of Directors has today considered and adopted the Remuneration Report of Atea ASA for the financial year 2021. The Remuneration Report is prepared in accordance with section 6-16b of the Norwegian Public Limited Liability Companies Act. The Remuneration Report will be presented to the Annual General Meeting 2022 for an advisory vote.

Oslo, 17 March 2022



Sven Madsen



Ib Kunøe  
Chairman of the Board



Saloume Djoudat



Marianne Urdahl



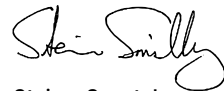
Christian Våge



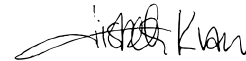
Leiv Jarle Larsen



Morten Jurs



Steinar Sønsteby  
CEO



Lisbeth Toftkær Kvan



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To the General Meeting of Atea ASA

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON REPORT ON SALARY AND OTHER REMUNERATION TO DIRECTORS

**Opinion**

We have performed an assurance engagement to obtain reasonable assurance that Atea ASA report on salary and other remuneration to directors (the remuneration report) for the financial year ended 31 December 2021 has been prepared in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

In our opinion, the remuneration report has been prepared, in all material respects, in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

**Board of directors' responsibilities**

The board of directors is responsible for the preparation of the remuneration report and that it contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and for such internal control as the board of directors determines is necessary for the preparation of a remuneration report that is free from material misstatements, whether due to fraud or error.

**Our independence and quality control**

We are independent of the company as required by laws and regulations and the International Ethics Standards Board for Accountants' Code of International Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. Our firm applies International Standard on Quality Control 1 (ISQC 1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Auditor's responsibilities**

Our responsibility is to express an opinion on whether the remuneration report contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and that the information in the remuneration report is free from material misstatements. We conducted our work in accordance with the International Standard for Assurance Engagements (ISAE) 3000 – "Assurance engagements other than audits or reviews of historical financial information".

We obtained an understanding of the remuneration policy approved by the general meeting. Our procedures included obtaining an understanding of the internal control relevant to the preparation of the remuneration report in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. Further we performed procedures to ensure completeness and accuracy of the information provided in the remuneration report, including whether it contains the information required by the law and accompanying regulation. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Oslo, 17 March 2022  
Deloitte AS

**Espen Johansen**  
State Authorised Public Accountant

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Organisasjonsnummer: 980 211 282

## **Holding**

### **Atea ASA**

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## **Finland**

### **Atea Oy**

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## **Group Logistics**

### **Atea Logistics AB**

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## **Group Shared Services**

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