

SOLON EIENDOM ASA

THE BOARD OF DIRECTORS' STATEMENT ON DETERMINATION OF SALARY AND OTHER REMUNERATION TO THE EXECUTIVE MANAGEMENT FOR THE FINANCIAL YEAR 2017

1. General

This statement on determination of salary and other remuneration to the executive management has been prepared by the board of directors of Solon Eiendom ASA ("Company") in accordance with section 6-16a of the Norwegian Public Limited Companies Act for consideration by the annual general meeting on 23 May 2017.

The board of directors shall determine and approve salary and other remuneration for the general manager and establish guidelines for such remuneration for the other executive management members.

2. General guidelines for management remuneration

The board of directors shall in the evaluation of remuneration of the executive management aim to secure a long-term economic development in the Company. The total remuneration shall be competitive to similar companies and be of such level that it will attract and retain a highly qualified executive management. The compensation scheme shall be construed in a way that motivates the executive management to strive for the improvement of the Company's business and result.

The compensation scheme shall be determined with due consideration to the Company's economic situation and shall be set on such level that can be justified by the Company's position.

The main element in the compensation scheme for the executive management shall be a fixed base salary. In addition to the base salary, the executive management can be given other variable remunerations suitable to motivate for an extra effort. The variable remuneration may consist of a bonus system based on the Company's results. The bonuses of the executive management shall be determined individually based on the fixed base salary. The Company may also make non-recurring disbursements in relation to the hiring of the executive management.

3. Binding principles for remuneration related to shares or share price trends

On 14 December 2016 the shareholders granted an authorization to the Board to issue up to 485,450,121 new shares (equaling 5% of the issued share capital of the Company) under the incentive program of the Company at any given time. The Company has currently issued 1,125,000¹ options to issue new shares in Solon under the incentive program of the Company. The options vest in three tranches with 1/3 per tranche the first, second and third anniversary after grant and all options expire 1 March 2021.

The authorization is proposed renewed in connection with the annual general meeting 23 May 2017. Within the frame of the authorization the Board may decide to issue additional options to members of the executive management or in connection with employment of new members of the executive management.

¹ As adjusted for the share split in a ratio of 200:1, resolved by the extraordinary general meeting on 21 March 2017.

4. Other remuneration and benefits

The Company is according to the Norwegian Act on occupational pensions obliged to have an occupational pension scheme. The Company's pension schemes meet the requirements decreed by applicable law. The executive management of the Company is participating in the Company's occupational pension scheme.

The executive management of the Company may receive such benefits in kind that are normal in comparable positions, such as telephone use, pc to use at home, broadband, daily newspaper and car allowance. The executive management shall be covered by the Company's group life insurance, occupational injury insurance and travel insurance.

5. Statement on the Company's remuneration policy and the effect of agreements on remuneration for the preceding financial year

The remuneration policy for the executive management of the Company for the financial year of 2016 has been carried out in accordance with the guidelines for determination of salary and other remuneration as described above.

The board of directors has not identified any significant negative consequences resulting from agreements on salaries and remuneration in 2016.

Oslo, 28 April 2017

The board of directors, of Solon Eiendom ASA