

## Appendix 2

### **GUIDELINES FOR REMUNERATION OF THE MANAGING DIRECTOR AND THE COMPANY'S MANAGEMENT TEAM**

The overall objective of the management remuneration policy of Self Storage Group ASA is to attract, retain and motivate employees with the skills, qualifications and experience needed to maximize value creation for the Company and its shareholders. Self Storage Group ASA shall offer competitive terms to executive management. Subject to this, the remuneration of the Company's executive management shall as far as possible be in line with the market level for remuneration of executive management in comparable companies.

The remuneration of executive management shall not be of a size or nature which is liable to harm the Company's reputation.

#### **Salaries and remuneration to leading employees**

The remuneration of the Company's executive management may in addition to a fixed salary include customary fringe benefits.

The Board of Directors may establish a variable bonus schemes for executive management, to give management an incentive to contribute to value creation.

One employee had a pre-existing share options, the option was fully vested in 2017, and exercised in 2018. There is currently no remuneration related to the share or developments in the share price.

#### **Remuneration policy during the last accounting year**

The remuneration policy for executive management during 2018 has been in accordance with the principles described above. Information on remuneration to executive management during 2018 is included in note 10 to the annual accounts.