



Ice Group ASA - New share option program

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Oslo, 3 February 2021: The Board of Directors of Ice Group ASA (the "Company") has approved a new long-term incentive (LTI) program aimed to align the interests of the participating employees with those of the Company's shareholders. The program is discretionary, and participants are invited on an annual basis.

The total number of options granted in this year's program is 2,019,000 (1% of outstanding shares) where each option will give the holder the right to acquire one Ice Group ASA share. The options are granted with 550,000 options to CEO, 180,000 options to each of the other non-resigned members of the executive management team and up to 569,000 options in total to other key employees. The program includes a cap on profit equal to 5x annual salary per employee.

The strike price of the options is NOK 25. The options will have a vesting period of four years, with 25% of the options vesting each year and first vesting one year after the grant date. Two exercise periods per year will be set by the Company. The options will expire 7 years after the grant date.

After these grants, the members of the management team in the Company has the following holdings in the Company's shares and bonds:

Name	Position	Shares	Options
Eivind Helgaker	Chief Executive Officer	159 301	1 350 000
Henning Karlsrud	Chief Financial Officer	31 243	250 000
Martin Westersø	Chief of Staff	17 844	430 000
Shiraz Abid	Chief Commercial Officer	5 280	430 000
Hans Heggenhaugen	B2B Director	9 379	430 000
Jan-Erik Hvidsten	CTIO	861	430 000
Reynir Johannesson	Communications Director	2 982	430 000
Cathrine Wiig Ore	General Counsel	3 445	250 000

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About Ice Group ASA

Ice Group is a telecommunications company with a nationwide network in Norway. The company operates a pure 4G mobile network, providing smartphone, m2m, IoT and mobile broadband services to B2C and B2B customers.

Disclaimer

This information is subject to the disclosure requirements pursuant to section 5-12 of the Norwegian Securities Trading Act.

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Attachments

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