



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	<i>Anita Marie Hjerkin Aarnæs</i>

2.	Reason for the notification	
a)	Position / status	<i>Board member</i>
b)	Initial notification / amendment	<i>Initial notification</i>

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZXH3K072	

4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		NOK 0*	17,961
d)	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
	— Price	<i>Price: NOK 0</i> <i>Volume: 17,961</i> <i>Total value NOK 0*</i>	
e)	Date of the transaction	2025-06-06	
f)	Place of the transaction	XOFF - Outside a trading venue	

**No payment has been made. Anita Marie Hjerkin Aarnæs was awarded synthetic shares for a market value of NOK 226,500 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	<i>Bijan Mossavar-Rahmani</i>

2.	Reason for the notification	
a)	Position / status	<i>Executive Chairman</i>
b)	Initial notification / amendment	<i>Initial notification</i>

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZXH3K072	

4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		NOK 0*	332,865
d)	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
	— Price	<i>Price: NOK 0</i>	
		<i>Volume: 332,865</i>	
e)	Date of the transaction	<i>2025-06-06</i>	
f)	Place of the transaction	<i>XOFF - Outside a trading venue</i>	

**No payment has been made. Bijan Mossavar-Rahmani was awarded synthetic shares for a market value of USD 416,000 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount (using the latest available USD-NOK exchange rate published by the central bank of Norway) by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	<i>Elin Karfjell</i>	
2.	Reason for the notification		
a)	Position / status	<i>Board member</i>	
b)	Initial notification / amendment	<i>Initial notification</i>	
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZH3K072	
4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
b)	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s) NOK 0*	Volume(s) 17,961
d)	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
		<i>Price: NOK 0</i>	
		<i>Volume: 17,961</i>	
d)	— Price	<i>Total value NOK 0*</i>	
e)	Date of the transaction	2025-06-06	
f)	Place of the transaction	XOFF - Outside a trading venue	

**No payment has been made. Elin Karfjell was awarded synthetic shares for a market value of NOK 226,500 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	<i>Ferris J. Hussein</i>

2.	Reason for the notification	
a)	Position / status	<i>Board member</i>
b)	Initial notification / amendment	<i>Initial notification</i>

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZXH3K072	

4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		NOK 0*	17,961
d)	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
	— Price	<i>Price: NOK 0</i>	
		<i>Volume: 17,961</i>	
e)	Date of the transaction	<i>2025-06-06</i>	
f)	Place of the transaction	<i>XOFF - Outside a trading venue</i>	

**No payment has been made. Ferris J. Hussein was awarded synthetic shares for a market value of NOK 226,500 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	<i>Grethe Kristin Moen</i>

2.	Reason for the notification	
a)	Position / status	<i>Board member</i>
b)	Initial notification / amendment	<i>Initial notification</i>

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZXH3K072	

4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		NOK 0*	17,961
d)	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
	— Price	<i>Price: NOK 0</i>	
		<i>Volume: 17,961</i>	
e)	Date of the transaction	<i>2025-06-06</i>	
f)	Place of the transaction	<i>XOFF - Outside a trading venue</i>	

**No payment has been made. Grethe Kristin Moen was awarded synthetic shares for a market value of NOK 226,500 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	<i>Gunnar Hirsti</i>

2.	Reason for the notification	
a)	Position / status	<i>Deputy Chairman</i>
b)	Initial notification / amendment	<i>Initial notification</i>

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZXH3K072	

4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		NOK 0*	21,530
d)	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
	— Price	<i>Price: NOK 0</i> <i>Volume: 21,530</i> <i>Total value NOK 0*</i>	
e)	Date of the transaction	2025-06-06	
f)	Place of the transaction	XOFF - Outside a trading venue	

**No payment has been made. Gunnar Hirsti was awarded synthetic shares for a market value of NOK 271,500 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*



Form of notification – Award of synthetic shares under the synthetic share incentive program in DNO ASA

1.	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	<i>Najmedin Meshkati</i>

2.	Reason for the notification	
a)	Position / status	<i>Board member</i>
b)	Initial notification / amendment	<i>Initial notification</i>

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer, or auction monitor		
a)	Name	DNO ASA	
b)	LEI	5967007LIEEXZXH3K072	

4.	Details of the transaction(s) section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
	Description of the financial instrument, type of instrument	<i>Synthetic shares under the synthetic share incentive program in DNO ASA. The synthetic shares have no separate identification code and track the ordinary shares of DNO ASA, ISIN NO 0003921009.</i>	
a)	Identification code		
b)	Nature of the transaction	<i>Award of synthetic shares to members of the issuer's board of directors pursuant to its synthetic share incentive program, which was approved by the issuer's annual general meeting on 5 June 2025.</i>	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		NOK 0*	17,961
	Aggregated information		
	— Aggregated volume	<i>N/A transaction relates to one-time award of synthetic shares</i>	
		<i>Price: NOK 0</i>	
		<i>Volume: 17,961</i>	
d)	— Price	<i>Total value NOK 0*</i>	
e)	Date of the transaction	2025-06-06	
f)	Place of the transaction	XOFF - Outside a trading venue	

**No payment has been made. Najmedin Meshkati was awarded synthetic shares for a market value of NOK 226,500 by the annual general meeting in DNO ASA on 5 June 2025. The number of synthetic shares was determined by dividing the NOK equivalent of said amount by the closing price of the issuer's shares on the Oslo Stock Exchange on the last business day prior to the 2025 Annual General Meeting, being NOK 12.61. The synthetic shares shall be cash settled through compulsory realisation based on the closing price of the issuer's shares on the Oslo Stock Exchange the first business day after its publication of the interim report for Q1 2027, provided that the relevant member of the Board maintains a position as a member of the Board for the full period from the 2025 Annual General Meeting to the 2027 Annual General Meeting.*