

To the shareholders of Equinor ASA

## NOTICE OF ANNUAL GENERAL MEETING

14 MAY 2025 AT 15:00 CEST

Equinor Business Center, Forusbeen 50, 4035 Stavanger

Lumi AGM for digital participation

### AGENDA

1. **Opening of the annual general meeting by the chair of the corporate assembly (no voting)**
2. **Registration of represented shareholders and proxies (no voting)**
3. **Election of chair for the meeting**  
The board of directors proposes that the general meeting elects the chair of the corporate assembly, Nils Morten Huseby, as chair of the meeting.
4. **Approval of the notice and the agenda**
5. **Election of two persons to co-sign the minutes together with the chair of the meeting**
6. **Approval of the annual report and accounts for Equinor ASA and the Equinor group for 2024, including the board of directors' proposal for distribution of fourth quarter 2024 dividend**  
The board of directors proposes a fourth quarter 2024 dividend of US dollar (USD) 0.37 per share. The fourth quarter 2024 dividend accrues to the shareholders as registered in Equinor's shareholder register with the Norwegian Central Securities Depository (VPS) as of expiry of 16 May 2025. Subject to ordinary settlement in VPS, this implies that the right to dividends accrues to shareholders as of 14 May 2025. The shares will be traded ex-dividend on the Oslo Stock Exchange (Oslo Børs) from and including 15 May 2025. For US ADR (American Depositary Receipts) holders, dividend accrues to the ADR-holders as of 14 May 2025, and the ex-dividend date will be from and including 16 May 2025.

Shareholders whose shares trade on the Oslo Stock Exchange will receive their dividend in Norwegian kroner (NOK). The NOK-dividend will be communicated on 22 May 2025. The expected payment date for the dividend is 28 May 2025.

Proposed resolution:

*"The annual accounts and the annual report for 2024 for Equinor ASA and the Equinor group are approved, including group contributions from Equinor ASA to subsidiaries as described in the annual accounts. A fourth quarter 2024 dividend of USD 0.37 per share is approved to be distributed."*

**7. Authorisation to the board of directors to distribute dividend based on approved annual accounts for 2024**

The board of directors proposes that the general meeting provides an authorisation to the board of directors to approve quarterly dividends for second and third quarter 2025 and first quarter 2026 cf. the Norwegian Public Limited Liability Companies Act Section 8-2 second paragraph. Such dividends will be formally based on the company's approved annual accounts for 2024. Equinor ASA will announce dividends in connection with the respective quarterly results. Payment of the quarterly dividend is expected to take place approximately four months after the announcement of the quarterly results.

Proposed resolution:

*"The general meeting of Equinor ASA hereby authorises the board of directors to resolve the payments of dividend based on the company's approved annual accounts for 2024, cf. the Norwegian Public Limited Liability Companies Act Section 8-2, second paragraph.*

*The board of directors shall, when using the authorisation, make its decision in accordance with the company's approved dividend policy. The board of directors shall before each decision to approve the payment of dividends consider if the company, after the payment of dividends, will have sufficient equity and liquidity, cf. Section 8-1 fourth paragraph cf. Section 3-4 of the Norwegian Public Limited Liability Companies Act.*

*The authorisation is valid until the next annual general meeting, but no later than 30 June 2026."*

**8. Energy transition plan 2025**

The board of directors has presented the company's energy transition plan to its shareholders, available at [www.equinor.com/agm](http://www.equinor.com/agm). The plan describes the strategy for the company's energy transition, including its actions and climate ambitions, its support for the Paris Agreement and how it plans to deliver energy with lower emissions over time while protecting long-term shareholder value and competitiveness.

The responsibility for Equinor's strategy lies with the board of directors and the CEO. The general meeting shall carry out an advisory vote on the energy transition plan and the board proposes that the general meeting supports the presented plan.

Proposed resolution:

*"The general meeting supports the company's energy transition plan."*

**9. Proposal from shareholder that Equinor shall discontinue the wind power business and decommission all wind power plants**

Shareholder Roald Skjoldheim has proposed the following resolution:

*"Equinor shall immediately discontinue the wind power business. Decommission all wind power plants as soon as possible."*

The shareholder's supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**10. Proposal from shareholder that Equinor shall withdraw from all offshore wind projects and that all bonus schemes and salary increases should be omitted in 2025 for the Equinor board members and corporate executive committee**

Shareholder Tom Jacob Dybwad has proposed the following resolution:

- "1. Equinor withdraws from all offshore wind projects in the US and elsewhere in the world.*
- 2. In light of financial misjudgements regarding wind power, all bonus schemes and salary increases should be omitted in 2025 for the Equinor board members and corporate executive committee."*

The shareholder's supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**11. Proposal from shareholder that Equinor shall review work locations and work operations to ensure that any potentially hazardous conditions are identified**

Shareholder Idar Herland has proposed the following resolution:

- "1. Work locations and work operations must be examined, ensuring that any potential hazardous conditions are identified, and the employees must be informed about the risks as well as how to protect themselves from hazardous exposure.*
- 2. Exposure must be registered on a person, and this must be available to both the individual, and to the safety delegate service and others who need access to this information.*
- 3. When employees are exposed to hazardous conditions, they must be offered medical follow-up.*
- 4. When employees become ill, the occupational health service must assess whether the illness may be work-related, and if so, report this."*

The shareholder's supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**12. Proposal from shareholders that Equinor shall present a plan for how the company will reach the Paris Agreement goals and net-zero emissions by 2050 and terminate all overseas oil and gas projects**

Shareholders Bente Marie Bakke, Gro Nylander, Guttorm Grundt and Even Bakke have proposed the following resolution:

- "1. Present a detailed plan for how the company will be able to reach the Paris Agreement goals and net-zero emissions by 2050.*
- 2. Terminate all overseas oil and gas projects as quickly as possible, as they lead to financial losses and severe pollution."*

The shareholders' supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

- 13. Proposal from shareholders that Equinor shall separate the renewable energy part of the company and invest at least NOK 5 billion annually in the repair and renewal of Ukraine's energy infrastructure**  
Shareholders Even Bakke and Guttorm Grundt have proposed the following resolution:

- "1. Equinor shall separate the renewable energy part of the company into a new public limited company with a revised ownership structure that can meet, increase and achieve the renewable energy targets.*
- 2. Equinor shall invest at least NOK 5 billion annually in the repair and renewal of Ukraine's energy infrastructure in cooperation with Ukraine's energy authorities and companies."*

The shareholders' supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

- 14. Proposal from shareholder that Equinor shall renew their green aims, avoid further international investment in oil and gas and donate billions to Ukraine**

Shareholder Gro Nylander has proposed the following resolution:

*"Equinor should*

- 1. renew their green aims, disclosed some years back, to become "a broad energy company, investing not only in oil and gas, but even in wind and sun". The management at some point planned to use four percent of its total investments in the transition to renewable energy before 2026.*
- 2. avoid further international investment in oil and gas as these have caused enormous losses for the company, for the state and thus for the entire Norwegian population.*
- 3. donate billions to Ukraine, for rebuilding their energy-infrastructure."*

The shareholder's supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

- 15. Proposal from shareholder that Equinor shall gradually divest from all international operations**

Shareholder Ivar Sætre has proposed the following resolution:

*"The general meeting orders the company's administration to gradually divest from all international operations, first within renewable energy, then within petroleum production."*

The shareholder's supporting statement and the board of directors' response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

- 16. Proposal from shareholder that Equinor shall review its guidelines and procedures for human rights due diligence assessments**

Shareholder Greenpeace has proposed the following resolution:

*"To keep Equinor in alignment with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines on Multinational Enterprises, and the Norwegian Transparency Act, and meet the expectation of the Norwegian Government White Paper on ownership policy, the shareholders in the General Assembly ask the Company to review its guidelines and procedures for human rights due diligence assessments (HRDD Procedures) to ensure sufficient due diligence on material business relationships, in particular business cooperation with affiliated companies that serves to perpetuate Israel's illegal presence in Palestine.*

Where HRDD Procedures identify a business relationship with an actor that is causing, contributing to, or is directly linked to serious human rights abuses or breaches of international law, or that goes against Norwegian Policy, shareholders request that the Company take steps to perform a responsible exit from that relationship.”

The shareholder’s supporting statement and the board of directors’ response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**17. Proposal from shareholder that Equinor shall identify and manage risks and possibilities regarding climate and integrate these in the company’s strategy**

Shareholder WWF has proposed the following resolution:

*“Equinor identifies and manages risks and possibilities regarding climate and integrates these in the company’s strategy. The company sets targets and implements measures to reduce greenhouse gas emissions over a short- and long-term period in line with the target to limit global warming to 1.5 °C, and reports to shareholders on progress against these targets. Targets and measures include the entire supply chain (scope 1, 2 and 3) and entail an absolute reduction in greenhouse gas emissions.”*

The shareholder’s supporting statement and the board of directors’ response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**18. Proposal from shareholders that the board of directors of Equinor shall assess if the company’s planned increase in oil and gas production is consistent with the majority shareholder expectations**

Shareholders ACCR, Sampension and Folksam have proposed the following resolution:

*“The board shall disclose:*

- 1. its assessment of the consistency between the Company’s planned increase in oil and gas production disclosed in its 2025 Energy Transition Plan and the Majority Shareholder Expectations, noting material inconsistencies,*
  - 2. its assessment of the consistency between its growth strategy in the international segment of its upstream oil and gas business and the Majority Shareholder Expectations, noting material inconsistencies, and*
  - 3. the remaining carbon budget assumptions relied on in making these assessments.*
- These disclosures shall be made by no later than the publication date for the 2025 Annual Report.”*

The shareholders’ supporting statement and the board of directors’ response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

## **19. The board of directors' report on Corporate Governance**

Pursuant to Section 5-6 fifth paragraph of the Norwegian Public Limited Liability Companies Act, the annual general meeting shall review and evaluate the board's report on Corporate Governance which has been prepared in accordance with Section 3-3b of the Norwegian Accounting Act. The board statement on Corporate Governance is presented as a separate report and available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends that the general meeting by an advisory vote endorses the board of directors' report on Corporate Governance.

Proposed resolution:

*"The general meeting endorses the board of directors' report on Corporate Governance for 2024."*

## **20. The board of directors' report for salary and other remuneration for leading personnel**

In accordance with Section 6-16b of the Norwegian Public Limited Liability Companies Act, the board of directors shall prepare a remuneration report for leading personnel. The remuneration report is presented as a separate report and available at [www.equinor.com/agm](http://www.equinor.com/agm). The total remuneration figures are also included in note 4 in Equinor ASA's financial statements.

In accordance with Section 5-6 fourth paragraph of the Norwegian Public Limited Liability Companies Act with reference to Section 6-16b second paragraph, an advisory vote shall be held for the board of directors' remuneration report for salary and other remuneration to leading personnel.

The board of directors recommends that the general meeting by an advisory vote endorses the board of directors' remuneration report.

Proposed resolution:

*"The general meeting endorses the board of directors' 2024 Remuneration report."*

## **21. Approval of remuneration for the company's external auditor for 2024**

Proposed resolution:

*"Remuneration to the auditor for 2024 of NOK 55,611,228 for Equinor ASA is approved."*

## **22. Election of member to the corporate assembly**

The nomination committee proposes that the general meeting adopt the following resolution regarding election of a new member to the corporate assembly:

*"Berit L. Henriksen is elected as member of Equinor ASA's corporate assembly effective from 1 June 2025 and until the annual general meeting in 2026."*

For further information about the nominated candidate, please see information from the nomination committee at [www.equinor.com/agm](http://www.equinor.com/agm).

### 23. Determination of remuneration for the corporate assembly members

The nomination committee proposes that the general meeting adopt the following resolution regarding changes to the remuneration to the corporate assembly:

*"The remuneration to the corporate assembly is adjusted effective from 15 May 2025 as follows:*

	<i>From</i>	<i>To</i>
<i>Chair</i>	<i>NOK 151,200/annually</i>	<i>NOK 160,000/annually</i>
<i>Deputy chair</i>	<i>NOK 79,750/annually</i>	<i>NOK 84,300/annually</i>
<i>Members</i>	<i>NOK 56,000/annually</i>	<i>NOK 59,200/annually</i>
<i>Deputy members</i>	<i>NOK 8,070/meeting</i>	<i>NOK 8,530/meeting"</i>

### 24. Election of member to the nomination committee

The nomination committee proposes that the general meeting adopt the following resolution regarding election of a new member to the nomination committee:

*"Karl C. W. Mathisen is elected as member of Equinor ASA's nomination committee effective from 1 June 2025 and until the annual general meeting in 2026."*

For further information about the nominated candidate, please see information from the nomination committee at [www.equinor.com/agm](http://www.equinor.com/agm).

### 25. Determination of remuneration for the nomination committee members

The nomination committee proposes that the general meeting adopt the following resolution regarding changes to the remuneration to the nomination committee:

*"The remuneration to the nomination committee is adjusted effective from 15 May 2024 as follows:*

	<i>From</i>	<i>To</i>
<i>Chair</i>	<i>NOK 15,000/meeting</i>	<i>NOK 15,900/meeting</i>
<i>Members</i>	<i>NOK 11,130/meeting</i>	<i>NOK 11,800/meeting"</i>

### 26. Authorisation to acquire Equinor shares in the market to continue operation of the company's share-based incentive plans

Since 2004, the company has offered a share saving plan for employees in the group. The purpose of this plan is to augment good business culture and encourage loyalty through employees becoming part-owners of the company. The long-term incentive plan was implemented in 2007 with the purpose of strengthening the alignment of top management and shareholders' long-term interests and sustainability of the company, and to retain key executives. At the annual general meeting in 2024 it was decided to authorise the board of directors to acquire shares in the market. This authorisation is valid until 30 June 2025. It is proposed that the annual general meeting gives the board of directors a new authorisation to acquire shares in the market, to continue the company's share-based incentive plans. The new authorisation shall replace the authorisation granted on 14 May 2024 from the time of registration in the Register of Business Enterprises.

Proposed resolution:

*"The board of directors is authorised on behalf of the company to acquire Equinor shares in the market. The authorisation may be used to acquire own shares at a total nominal value of up to NOK 36,000,000.*

*Shares acquired pursuant to this authorisation may only be used for sale and transfer to employees of the Equinor group as part of the group's share-based incentive plans, including the long-term incentive plan, as approved by the board of directors.*

*The minimum and maximum amount that may be paid per share will be NOK 50 and NOK 1,000, respectively. Within these limits, the board of directors shall itself decide at what price and at what time such acquisition shall take place.*

*The authorisation is valid until 30 June 2026. This authorisation replaces, from the time of registration in the Register of Business Enterprises, the previous authorisation to acquire own shares for the company's share-based incentive plans for employees granted by the annual general meeting on 14 May 2024."*

## **27. Reduction in capital through the cancellation of own shares and the redemption of shares belonging to the Norwegian State**

The annual general meeting resolved on 14 May 2024 to authorise the board of directors of Equinor ASA to acquire Equinor shares in the market with a nominal value of up to NOK 230,000,000. The authorisation is valid until the next annual general meeting, but no later than 30 June 2025.

Own shares acquired pursuant to the authorisation may only be used for cancellation through a reduction of the company's share capital, pursuant to the Norwegian Public Limited Liability Companies Act Section 12-1.

In June 2021 the board of directors of Equinor ASA launched an indicative annual share buy-back programme of up to USD 1.2 billion (including shares to be redeemed from the Norwegian State) starting from 2022, subject to board of directors' approval prior to the commencement of each tranche. In February 2024 the board of directors further announced a two-year share buy-back programme of total USD 10-12 billion for 2024 - 2025, with up to USD 6 billion for 2024 and as announced in February 2025, up to USD 5 billion for 2025 (including shares to be redeemed from the Norwegian State). The share buy-back programme will be subject to market outlook and balance sheet strength and be structured into tranches where the company will buy back shares for a certain value in USD over a defined period. Commencement of new share buy-back tranches will be decided by the board of directors on a quarterly basis in line with the company's dividend policy and will be subject to board authorisation for share buy-back from the company's annual general meeting and agreement with the Norwegian State regarding share buy-back (as further described below).

In accordance with the share buy-back programme and the board authorisation granted by the annual general meeting on 14 May 2024, the board of directors of Equinor ASA has approved and carried out the following tranches:

<b>Tranche</b>	<b>Board approval</b>	<b>Commencement</b>	<b>End-date for purchases in the market</b>	<b>Total value (including shares to be redeemed from the Norwegian State)</b>
Second tranche 2024	24 April 2024	16 May 2024	22 July 2024	USD 1.6 billion
Third tranche 2024	23 July 2024	25 July 2024	22 October 2024	USD 1.6 billion
Fourth tranche 2024	23 October 2024	25 October 2024	31 January 2025	USD 1.6 billion
First tranche 2025	4 February 2025	6 February 2025	2 April 2025	USD 1.2 billion

The board of directors of Equinor ASA has, in accordance with the share buy-back programme and the board authorisation granted by the annual general meeting on 14 May 2024, acquired 77,871,327 own shares in the market at an average price of NOK 276.2670.



On 10 May 2024, Equinor ASA signed an agreement with the Norwegian State, represented by the Ministry of Trade, Industry and Fisheries, regarding the repurchase of own shares. It is a mutual condition in the agreement that the repurchases and cancellations of own shares will not change the Norwegian State's percentage ownership in the company. When Equinor ASA cancels own shares purchased in the open market, a proportionate number of the Norwegian State's shares shall therefore be redeemed and cancelled to ensure that the percentage ownership remains unchanged at 67 per cent.

The compensation to the Norwegian State for the redeemed shares represents the volume-weighted average price paid by Equinor ASA for shares purchased in the market, with the addition of an interest compensation and a deduction for dividend payments (and corresponding interest). The interest rate corresponds to six months' NIBOR + 1 per cent per annum, calculated from the time of each share purchase. Payment of the compensation will be made upon the redemption and cancellation of 158,102,391 shares owned by the Norwegian State.

The compensation to the Norwegian State in NOK amounts to 40,868,032,356.61 based on agreed settlement date and subtracted for interest compensated dividend for first through third quarter 2024. In addition, the fourth quarter 2024 dividend of USD 0.37 per share (see decision in agenda item 6 above) and corresponding interest compensation (calculated in line with the description above) will be deducted. The dividend in NOK per share for the fourth quarter 2024 will be communicated on 22 May 2025.

The part of the amount that is proposed paid to the Norwegian State that exceeds the nominal value of the shares, will be covered by "retained earnings" in the company's accounts.

The auditor's confirmation stating that there is still coverage for the company's remaining share capital and undistributable reserves after the reduction in share capital and retained earnings, is available on [www.equinor.com/agm](http://www.equinor.com/agm). The capital reduction is conditional upon a creditor notice.

Proposed resolution:

*"As part of the implementation of the company's share buy-back programme, the company's share capital will be reduced by NOK 589,934,295 from NOK 6,981,953,075.00 to NOK 6,392,018,780.00. Of the total capital reduction amount:*

- (i) NOK 194,678,317.50 will be used to cancel 77,871,327 own shares, and*
- (ii) NOK 395,255,977.50 will be used to redeem and cancel 158,102,391 shares owned by the Norwegian State through the Ministry of Trade, Industry and Fisheries.*

*In addition to the capital reduction amount described in item (ii) above, the Norwegian State by the Ministry of Trade, Industry and Fisheries shall receive NOK 42,938,907,775.65, with a deduction for fourth quarter 2024 dividend of USD 0.37 per share and corresponding interest compensation. The part of the amount paid to the Norwegian State that exceeds the nominal value of the shares, shall be covered by retained earnings.*

*With effect from the time the capital reduction has been registered, Article 3 of the company's Articles of Association will be amended to read as follows:*

*"The share capital of the company is NOK 6,392,018,780.00 divided into 2,556,807,512 shares of NOK 2.50 each."*

## **28. Authorisation to the board of directors to acquire Equinor ASA shares in the market for subsequent cancellation**

The board of directors propose that the general meeting grants the board of directors an authorisation to repurchase up to 84,000,000 own shares in the market (approximately 3.3 per cent of the company's share capital) in accordance with the Norwegian Public Limited Liability Companies Act Section 9-4.

The reason for the request for such an authorisation is to enable Equinor's board of directors to utilise this mechanism permitted by the Norwegian Public Limited Liability Companies Act with respect to the distribution of capital to the company's shareholders. The repurchase of own shares will also be an important means of continuously adjusting the company's capital structure in order to make it more expedient. The repurchase of own shares leads to the remaining shares representing an increased ownership interest in the company.

It is a precondition that the repurchased shares are cancelled through a resolution by a subsequent general meeting to reduce the company's share capital. It is also a precondition for the repurchase and the cancellation of own shares that the Norwegian State's ownership interest in Equinor ASA is not changed. In order to achieve this, a proposal for the redemption of a proportionate number of the Norwegian State's shares, so that the Norwegian State's ownership interest in the company remains unchanged, will also be put forward at the general meeting which is to decide the cancellation of the repurchased shares. The Norwegian State currently has an ownership interest of 67 per cent, and in total the redemption of the Norwegian State's shares and cancellation of own shares based on the proposed board authorisation could thus involve up to 254,545,455 shares (approximately 10 per cent of Equinor ASA's share capital).

It is a precondition for the board of directors' request for authorisation to repurchase own shares that Equinor ASA and the Norwegian State represented by the Ministry of Trade, Industry and Fisheries, have entered into an agreement whereby the Ministry undertakes to vote in favour of authorisation of the acquisition of own shares, their subsequent cancellation and the redemption of a proportionate number of the Norwegian State's shares. On redemption of the Norwegian State's shares, Equinor ASA will pay a compensation to the Norwegian State corresponding to the volume-weighted average price paid by Equinor ASA for shares purchased in the market, with the addition of an interest compensation calculated from the date of the individual repurchase and a deduction for any dividend payments (and corresponding interest).

Proposed resolution:

*"The general meeting of Equinor ASA hereby authorises the board of directors to acquire in the market, on behalf of the company, Equinor shares with a total nominal value of up to NOK 210 million.*

*The minimum and maximum amount that can be paid per share will be NOK 50 and NOK 1,000, respectively. Within these limits, the board of directors shall itself decide at what price and at what time such acquisition shall take place.*

*Own shares acquired pursuant to this authorisation may only be used for cancellation through a reduction of the company's share capital, pursuant to the Norwegian Public Limited Liability Companies Act Section 12-1.*

*This authorisation is valid until the next annual general meeting, but no later than 30 June 2026."*

## Participation

The annual general meeting will be held at the Equinor Business Center for those attending in person and via Lumi AGM for those attending digitally.

Voting will be carried out electronically via Lumi AGM for all shareholders. Shareholders may cast votes in advance pursuant to Section 9 of the Articles of Association. To vote during the meeting the shareholder must bring a smartphone or tablet to administrate voting. Shareholders will upon arrival receive further practical guiding.

With reference to Section 5-2 in the Norwegian Public Limited Liability Companies Act, only those who are shareholders in the company five business days prior to the general meeting, i.e. on 7 May 2025 (Record Date), are entitled to attend and vote at the general meeting. A shareholder who wishes to attend and vote at the general meeting must be registered in the VPS register at the Record Date or, alternatively, report and show evidence of its share acquisition as per the Record Date. Therefore, if shares are purchased after 7 May 2025, it will not be allowed to attend and vote for such shares at the annual general meeting 14 May 2025.

If shares are held through a nominee in the VPS register, including American Depositary Shares (ADS) held through ADR depositary, this notice will be sent to the nominee who shall pass the notice on to shareholders for which they hold shares, cf. Sections 4-10 and 1-8 of the Norwegian Public Limited Liability Companies Act, as well as regulation on intermediaries covered by the Central Securities Act Section 4-5 and related implementing regulations. Shareholders must communicate with their nominees, who are responsible for conveying votes, proxies or enrolment. If the shareholder wishes to participate at the general meeting, the nominee must notify the company within two business days prior to the date of the general meeting, i.e. 12 May 2025 12:00 CEST, cf. Section 5-3 of the Norwegian Public Limited Liability Companies Act. It is not a requirement to re-register shares in a separate VPS account in the shareholder's own name in order to attend and vote at the general meeting.

Shareholders wishing to attend the annual general meeting, either in person or by proxy, should register by 12 May 2025 at 12:00 CEST. Registration may be sent electronically via [www.equinor.com/agm](http://www.equinor.com/agm) or through VPS Investor Services. The registration form may also be sent by e-mail to [genf@dnb.no](mailto:genf@dnb.no) or by post to DNB Bank ASA, Verdipapirservice, P.O. Box 1600 Sentrum, 0021 Oslo. The registration form has been distributed to the shareholders as an appendix to the notice. Valid ID (passport, ID-license or driver license) must be presented when attending in person.

Please note that there will only be served light refreshments at the annual general meeting.

Digital participation will be possible via Lumi AGM on <https://dnb.lumiagm.com/182088616> from smartphone, tablet or pc. Meeting-ID for Equinor ASA will be: 182-088-616. By digital participation via Lumi AGM shareholders may cast votes on each agenda item, submit questions as well as follow the live webcast which includes simultaneous translation into English. No pre-registration is needed for digital attendance, but shareholders must be logged on before the meeting starts. We therefore encourage shareholders to log on in due time. It will be possible to log on one hour before the annual general meeting starts. Secure identification of shareholders is done by using pin-code and reference number on the attached form or as found on the shareholders account in VPS Investor Services.

More information and guidance regarding digital participation and voting via Lumi AGM is available on [www.equinor.com/agm](http://www.equinor.com/agm).

Shareholders may also follow the annual general meeting via webcast at [www.equinor.com/agm](http://www.equinor.com/agm), without logging on. The webcast will simultaneously be translated into English.

Shareholders may vote in advance on each agenda item via [www.equinor.com/agm](http://www.equinor.com/agm) or via VPS Investor Services (pin-code and reference number from the attached form or on the shareholders account in VPS Investor Services is required). Advance voting must be submitted by 13 May 2025 at 12:00 CEST.

Shareholders wishing to vote at the annual general meeting by proxy should send their proxy form by e-mail to [genf@dnb.no](mailto:genf@dnb.no) or to DNB Bank ASA, Registrar's Department, P.O.Box 1600 Sentrum, 0021 Oslo, Norway by 13 May 2025 at 12:00 CEST. Proxies issued without voting instructions may also be submitted electronically via the company's website [www.equinor.com/agm](http://www.equinor.com/agm) or through VPS Investor Services. The proxy may also submit a written signed and dated proxy at the general meeting. A proxy form, with instructions for use, is attached to this notice. The proxy form must be dated and signed to be valid.

Shareholders that have voted in advance or given a proxy, with or without voting instructions, and who wish to attend digitally via Lumi AGM or in person, will not receive cases for voting, but still have the right to speak or submit questions via Lumi AGM.

Equinor ASA is a Norwegian public limited liability company governed by Norwegian law, including the Norwegian Public Limited Liability Companies Act and the Norwegian Securities Trading Act. As of the date of this notice, the company has issued 2,792,781,230 shares, each of which represents one vote. The shares also confer equal rights in all other respects. The company has 86,149,757 own shares which will not be voted for, of which 8,278,430 shares have been purchased as part of the share savings plan.

A shareholder has the right to have items included on the agenda of the general meeting, provided that each such item is forwarded in writing to the board of directors, together with a draft resolution or a justification as to why the item should be included on the agenda, 28 days prior to the general meeting at the latest. A shareholder may bring advisor to the general meeting and let one advisor speak on the shareholders' behalf. Advisor should also be registered to the annual general meeting in advance.

A shareholder has the right to table draft resolutions for items included in the agenda and to require that members of the board of directors, hereunder the chair of the board of directors, and the CEO in the general meeting provide available information about matters which may affect the assessment of (i) the approval of the annual accounts and the annual report; (ii) items that are presented to the shareholders for decision; and (iii) the company's financial situation, including information about activities in other companies in which the company participates, and other matters to be discussed at the general meeting, unless the requested information cannot be disclosed without causing disproportionate harm to the company.

Notice of the annual general meeting and case documents, including the Articles of Association are available on [www.equinor.com/agm](http://www.equinor.com/agm).

Shareholders can request written distribution of the material by contacting:  
Equinor ASA, attn: Investor Relations, P.O. Box 3, 1330 Fornebu, Norway (email: [irpost@equinor.com](mailto:irpost@equinor.com)).

The following persons in Investor Relations can also be contacted directly:  
Erik Gonder, telephone: +47 99562611, email: [ergon@equinor.com](mailto:ergon@equinor.com)  
Anne Sofie Dahle, telephone: +47 90887554, email: [asda@equinor.com](mailto:asda@equinor.com)

16 April 2025  
The board of directors of Equinor ASA

Equinor encourages all shareholders to register for electronic reception of the notice of the general meeting.

This can be done through VPS Investor Services, either through your online bank or [www.vps.no](http://www.vps.no).  
A practical guide for how to change to electronic reception is available on [www.equinor.com/agm](http://www.equinor.com/agm).

Electronic reception will reduce the environmental effects as well as the company's costs, and it will be a simplification for the shareholders.