

reimbursed USD 2,000,000 to the company. Other reasonable costs associated with the administration of the ADR program were borne by the company. For the year ended 31 December 2021, such costs, associated with the administration of the ADR program, added up to USD 201,166. Under certain circumstances, including the removal of J.P. Morgan as the depositary, JPMorgan is required to repay to the company certain amounts paid to the company in prior periods.

Taxation

Norwegian tax consequences

This section describes material Norwegian tax consequences for shareholders in connection with the acquisition, disposal and shares and American Depositary Shares (“ADS”) in Equinor. The term “shareholders” refers to both holders of ADS and shares, unless otherwise explicitly stated.

The outline does not provide a complete description of all Norwegian tax regulations that might be relevant for shareholders. Shareholders may wish to consult with their own tax advisers, including shareholders that carry on business activities in Norway, and whose shares or ADSs are effectively connected with such business activities), and is based on current law and practice. Shareholders should consult their tax advisers for advice about individual tax consequences.

Taxation of dividends received by Norwegian shareholders

Corporate shareholders (i.e. limited liability companies and similar entities) residing in Norway for tax purposes are generally subject to a reduced tax rate on dividends received from Norwegian companies. The basis for taxation is 3% of the dividends received, while the standard income tax rate of 22% applies to other income.

Individual shareholders residing in Norway for tax purposes are subject to the standard income tax rate of 22% on dividends exceeding a basic tax free allowance. However, dividend income exceeding the basic tax free allowance is grossed up for the ordinary taxable income, resulting in an effective tax rate of 31.68% (22% x 1.44). The tax free allowance is computed for each individual share or ADS and corresponds as a rule to the state-owned ADS fund multiplied by an annual risk-free interest rate. Any part of the calculated allowance for one year that is not used for the share or ADS (“unused allowance”) may be carried forward and set off against future dividends received on the same share or ADS. Any unused allowance will also be added to the allowance for the same share or ADS the following year.

Individual shareholders residing in Norway for tax purposes may hold the listed shares in companies resident in Norway through a stock savings account. Dividend on shares owned through the stock savings account is only taxable when the dividend is withdrawn from the account.

Taxation of dividends received by foreign shareholders

Non-resident shareholders are as a starting point subject to Norwegian withholding tax at a rate of 25% on dividends. The Norwegian company is responsible for deducting the withholding tax upon distribution to non-resident shareholders.

Corporate shareholders that carry on business activities in Norway, and whose shares or ADSs are effectively connected with such activities, are subject to withholding tax. For such shareholders, 3% of the received dividends are subject to tax on the standard income.

Certain other important exceptions and modifications are outlined below.

The withholding tax does not apply to corporate shareholders in the EEA that are comparable to Norwegian limited liability companies, and are further able to demonstrate that they are genuinely engaged in business activity within the EEA, provided that Norway is entitled to receive information from the shareholder pursuant to a tax treaty or other international treaty. If no such treaty exists with the country of residence, the shareholder must provide documentation issued by the tax authorities of the country of residence verifying the documentation.

The withholding rate of 25% is often reduced in tax treaties between Norway and other countries. The reduced withholding rate will apply to dividends paid on shares held by shareholders who are able to properly demonstrate that they are the owner and entitled to the benefits of the tax treaty.

Individual shareholders residing for tax purposes in the EEA may apply to the Norwegian tax authorities for a refund if the tax paid exceeds the tax that would have been levied on individual shareholders resident in Norway.

Individual shareholders residing for tax purposes in the EEA may hold the listed shares in companies resident in Norway through a stock savings account. Dividend on shares owned through the stock savings account will only be subject to withholding tax when the dividend is withdrawn from the account.

Procedure for claiming a reduced withholding tax rate on dividends:

A foreign shareholder that is entitled to an exemption from or reduction of withholding tax on dividends, may request that the exemption is applied at source by the distributor. Such request must be accompanied by documentation establishing that the foreign shareholder is entitled to a reduced withholding tax rate. Specific documentation requirements apply.

For holders of shares and ADSs deposited with JPMorgan Chase Bank N.A. (JPMorgan), documentation establishing the benefits under a tax treaty with Norway, may be provided to JPMorgan. JPMorgan has been given power by the tax authorities to receive dividends from us for redistribution to a beneficial owner of shares and ADSs without any applicable tax.

The statutory 25% withholding tax rate will be levied on dividends paid to shareholders (either directly or through a depository) if the relevant documentation to the relevant party that they are eligible for a reduced rate. The excess of the tax paid over the tax liability to Skatteetaten (The Norwegian Tax Administration) for a refund of the excess amount paid will be held by the tax authorities' web page for more information and the requirements of such application: www.skatteetaten.no/en/person

Taxation on realisation of shares and ADSs

Corporate shareholders resident in Norway for tax purposes are not subject to tax in Norway on gains derived from the sale, redemption or other disposal of shares or ADSs in Norwegian companies. Capital losses are not deductible.

Individual shareholders residing in Norway for tax purposes are subject to tax in Norway on the sale, redemption or other disposal of shares or ADSs or losses in connection with such realisation are included in the individual's ordinary taxable income. The taxable gain or deductible loss is included in the ordinary taxable income, resulting in an effective tax rate of 31.68% (22% + 20% + 14%) for the income.

The taxable gain or deductible loss (before gross up) is calculated as the sales price adjusted for transaction expenses minus the shareholder's tax basis is normally equal to the acquisition cost of the shares or ADSs. Any previously unused share may be deducted from a taxable gain on the same share or ADS but may not lead to or losses from the same share may not be set off against gains from the realisation of the other shares or ADSs.

If a shareholder disposes of shares or ADSs acquired at different times, the shares or ADSs that were first acquired will be the first to be sold (FIFO principle) when calculating gain or loss for tax purposes.

Individual shareholders residing in Norway for tax purposes may hold listed shares in companies resident within the EEA through a stock savings account. Gain on shares owned through the stock savings account will only be taxable when the account is terminated. Loss on shares will be deductible when the account is terminated.

A corporate shareholder or an individual shareholder who ceases to be tax resident in Norway due to Norwegian provisions may, in certain circumstances, become subject to Norwegian exit taxation on unrealised capital gains related to shares or ADSs.

Shareholders not residing in Norway are generally not subject to tax in Norway on capital gains, and losses are not deductible on the other disposal of shares or ADSs in Norwegian companies, unless the shareholder carries on business in Norway and the shares or ADSs are or have been effectively connected with such activities.

Wealth tax

The shares or ADSs are included in the basis for the computation of wealth tax imposed on individuals residing in Norway. Norwegian limited liability companies and certain similar entities are not subject to wealth tax. The marginal wealth tax rate is 0.85% of the value assessed. The assessment value of listed shares (including ADSs) is as of 1 January 2022.

Non-resident shareholders are not subject to wealth tax in Norway for shares and ADSs in Norwegian limited liability companies if the shareholder is an individual and the shareholding is effectively connected with the individual's business activities in Norway.

Inheritance tax and gift tax

No inheritance or gift tax is imposed in Norway.

Transfer tax

No transfer tax is imposed in Norway in connection with the sale or purchase of shares or ADSs.

United States tax matters

This section describes the material United States federal income tax consequences for US holders (as defined below) and disposition of shares or ADSs. It only applies to you if you hold your shares or ADSs as capital assets for United States

federal income tax purposes. This discussion addresses only United States federal income taxation and does not discuss state or local taxes. This discussion does not apply to you if you are a member of a special class of holders of Equinor shares, including foreign, state or local tax-exempt entities, insurance companies, partnerships or entities or arrangements that are treated as partnerships for federal income tax purposes, persons that actually or constructively own 10% of the combined voting power of outstanding stock of Equinor, persons that hold shares or ADSs as part of a straddle or a hedging transaction that purchase or sell shares or ADSs as a part of a wash sale for tax purposes, or persons who are not U.S. persons.

This section is based on the Internal Revenue Code of 1986, as amended, its legislative history, existing and proposed regulations and court decisions, all as currently in effect, and the Convention between the United States and Norway for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Income (the "Treaty"). These laws are subject to change, possibly on a retroactive basis. In addition, this section is based on the assumption that each obligation in the deposit agreement and agreement will be performed in accordance with its terms. For United States federal income tax purposes, if you hold ADSs, you will generally be treated as the owner of the ordinary shares represented by those ADSs. For ADSs and ADRs for shares will not generally be subject to United States federal income tax.

A "US holder" is a beneficial owner of shares or ADSs that is, for United States federal income tax purposes: (i) an individual who is a U.S. citizen or resident; (ii) an estate whose income is subject to United States federal income tax or (iv) a trust if a United States court can exercise primary supervision over the trust and the trust is authorized to control all substantial decisions of the trust.

You should consult your own tax adviser regarding the United States federal, state and local and Norwegian and other tax consequences of owning and disposing of shares and ADSs in your particular circumstances.

The tax treatment of the shares or ADSs will depend in part on whether or not we are classified as a passive foreign corporation for United States federal income tax purposes. Except as discussed below, under "PFIC Rules," we are not classified as a PFIC for United States federal income tax purposes.

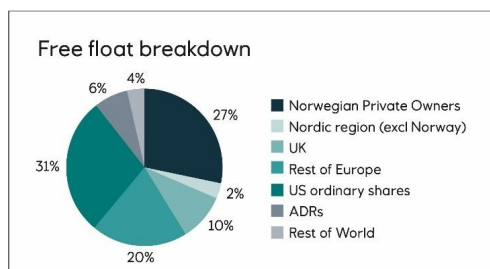
Taxation of distributions

Under the United States federal income tax laws, the gross amount of any distribution (including any Norwegian dividend) paid by Equinor out of its current or accumulated earnings and profits (as determined for U.S. tax purposes) other than certain pro-rata distributions of its shares, will be treated as a dividend if it is paid to you as a shareholder or the depositary, in the case of ADSs, receive the dividend, actually or constructively. Dividends that constitute qualified dividend income will be eligible to be taxed at the preferential rates as long as, in the year that you receive the dividend, the shares or ADSs are readily tradable securities market in the United States or Equinor is eligible for benefits under the Treaty. We believe that the benefits of the Treaty and we therefore expect that dividends on the ordinary shares of Equinor will qualify for the preferential rates, you must hold the shares or ADSs for more than 60 days during the 90-day period beginning 90 days before the ex-dividend date and meet certain other requirements. The dividend will not be eligible for the deduction generally allowed to United States corporations in respect of dividends received from other corporations.

The amount of the dividend distribution that you must include in your income will be the value in USD of the dividend as determined by the NOK/USD rate on the date the dividend distribution is includible in your income, regardless of whether the dividend is converted into USD. Distributions in excess of current and accumulated earnings and profits for U.S. federal income tax purposes, will be treated as a non-taxable return of capital to the extent of your tax basis, and the extent in excess of your tax basis, will be treated as capital gain. However, Equinor does not have earnings and profits in accordance with United States federal income tax principles. Accordingly, you should expect that distributions we make as dividends.

Subject to certain limitations, the 15% Norwegian tax withheld in accordance with the Treaty and paid to Norway will be creditable against your United States federal income tax liability, unless a reduction or refund of the tax will be available. Special rules apply in determining the foreign tax credit limitation with respect to dividends that are subject to dividends will generally be income from sources outside the United States and will generally be eligible for computing the foreign tax credit allowable to you. Any gain or loss resulting from fluctuations in the exchange rate from the date you include the dividend payment in income until the date you receive the dividend will be treated as US-source ordinary income or loss and will not be eligible for the special tax rate.

Taxation of capital gains



As of 31 December 2021, the Norwegian State had a 67% direct ownership interest in Equinor and a 3.6% indirect interest through the National Insurance Fund (Folketrygdfondet), totalling 70.6%.

Equinor has one class of shares, and each share confers one vote at the general meeting. The Norwegian State does not have rights that differ from the rights of other ordinary shareholders. Pursuant to the Norwegian Public Companies Act, a majority of at least two-thirds of the votes cast as well as of the votes represented at a general meeting must be obtained to amend our articles of association. As long as the Norwegian State owns more than one-third of our shares, it may amend our articles of association. Since the Norwegian State, acting through the Norwegian Ministry of Energy, has in excess of two-thirds of the shares in the company, it has sole power to amend our articles of association. In addition, as majority shareholder, the Norwegian State has the power to control any decision at general shareholders that requires a majority vote, including the election of the majority of the corporate assembly, which has the power to elect and approve the dividend proposed by the board of directors.

The Norwegian State endorses the principles set out in "The Norwegian Code of Practice for Corporate Governance", and expects companies in which the State has ownership interests to adhere to the code. The principle of ensuring equal treatment of different groups of shareholders is a key element in the State's own guidelines. In companies in which the State is a shareholder with others, the State wishes to exercise the same rights and obligations as any other shareholder. The State also has a duty to ensure that it does not have a detrimental effect on the rights or financial interests of other shareholders. In addition to the principles of equal treatment of shareholders, emphasis is also placed on transparency in relation to the State's ownership and on the general correct arena for owner decisions and formal resolutions.

Shareholders at December 2021	Number of Shares	Ownership in %
1 Government of Norway	2,182,650,763	67.00%
2 Folketrygdfondet	120,551,782	3.70%
3 BlackRock Institutional Trust Company, N.A.	35,910,427	1.10%
4 Schroder Investment Management Ltd. (SIM)	35,312,273	1.08%
5 The Vanguard Group, Inc.	31,919,771	0.98%
6 T. Rowe Price Associates, Inc	22,690,956	0.70%
7 DNB Asset Management AS	20,054,515	0.62%
8 KLP Forsikring	19,428,192	0.60%
9 Dodge & Cox	19,239,700	0.59%
10 Storebrand Kapitalforvaltning AS	17,013,421	0.52%
11 Wellington Management Company, LLP	15,122,526	0.46%
12 Marathon Asset Management LLP	13,762,270	0.42%
13 SAFE Investment Company Limited	11,942,771	0.37%
14 BlackRock Investment Management (UK) Ltd.	11,839,222	0.36%
15 Lazard Asset Management, L.L.C.	11,711,934	0.36%
16 State Street Global Advisors (US)	11,635,616	0.36%
17 Templeton Investment Counsel, L.L.C.	10,107,080	0.31%
18 BlackRock Advisors (UK) Limited	9,507,244	0.29%
19 Alfred Berg Kapitalforvaltning AS	9,221,242	0.28%
20 Ruffer LLP	8,922,493	0.27%

Source: Data collected by third party, authorised by Equinor, December 2021.

Exchange controls and limitations

Under Norwegian foreign exchange controls currently in effect, transfers of capital to and from Norway are not subject to government approval. An exception applies to the physical transfer of payments in currency exceeding certain thresholds, which must be declared to the Norwegian custom authorities. This means that non-Norwegian resident shareholders may receive payments without Norwegian exchange control consent as long as the payment is made through a licensed bank or payment institution.

There are no restrictions affecting the rights of non-Norwegian residents or foreign owners to hold or vote for our shares.

5.2 Use and reconciliation of non-GAAP financial measures

Since 2007, Equinor has been preparing the Consolidated financial statements in accordance with International Standards Reporting adopted by the European union (EU) and as issued by the International Accounting Standards Board (IASB) consistently to all periods presented in the 2021 Consolidated financial statements.

Equinor is subject to SEC regulations regarding the use of non-GAAP financial measures in public disclosures. Non-GAAP financial measures are defined as numerical measures that either exclude or include amounts that are not excluded or included in the measures calculated and presented in accordance with generally accepted accounting principles: (i.e., IFRS) the following financial measures may be considered non-GAAP financial measures:

- a) Net debt to capital employed ratio, Net debt to capital employed ratio adjusted, including lease liabilities and net adjusted capital
- b) Return on average capital employed (ROACE)
- c) Organic capital expenditures
- d) Free cashflow and organic free cashflow
- e) Adjusted earnings and adjusted earnings after tax
- f) Total shareholder return (TSR)
- g) Gross capital expenditure (gross capex)

a) Net debt to capital employed ratio

In Equinor's view, net debt ratio provides a more informative picture of Equinor's financial strength than gross interest-bearing financial ratios are provided below; 1) net debt to capital employed ratio, 2) net debt to adjusted capital employed including lease liabilities, and 3) net debt to capital employed ratio adjusted.

The calculation is based on gross interest-bearing financial debt in the balance sheet and adjusted for cash, cash equivalents and investments. Certain adjustments are made, e.g. collateral deposits classified as cash and cash equivalents in the balance sheet are considered non-cash in the non-GAAP calculations. The financial investments held in Equinor AS are excluded in the non-GAAP calculations as they are deemed restricted. These two adjustments and give a more prudent definition of the net debt to capital employed ratio than if the IFRS based definition was used. For IFRS Equinor presents a "net debt to capital employed adjusted" excluding lease liabilities from interest-bearing debt. Net interest-bearing debt adjusted for these items is included in the average capital employed. The table below shows the net debt to capital employed ratio, the net debt to capital employed ratio adjusted, the net debt to capital employed ratio including lease liabilities, the capital employed and the net debt to capital employed ratio adjusted. The table is comparable financial measure or measures calculated in accordance with IFRS.

Calculation of capital employed and net debt to capital employed ratio (in USD million)		For the year ended 31 December		
		2021	2020	2019
Shareholders' equity		39,010	33,873	41,139
Non-controlling interests		14	19	20
Total equity	A	39,024	33,892	41,159
Current finance debt		6,386	5,777	4,087
Non-current finance debt		29,854	32,338	24,945
Gross interest-bearing debt	B	36,239	38,115	29,032
Cash and cash equivalents		14,126	6,757	5,177
Current financial investments		21,246	11,865	7,426
Cash and cash equivalents and current financial investment	C	35,372	18,621	12,604
Net interest-bearing debt before adjustments	B1 = B-C	867	19,493	16,429
Other interest-bearing elements		2,369	627	790
Net interest-bearing debt adjusted, including lease liabilities	B2	3,236	20,121	17,219
Lease liabilities		3,562	4,405	4,339
Net interest-bearing debt adjusted	B3	(326)	15,716	12,880
Calculation of capital employed:				
Capital employed	A+B1	39,891	53,385	57,588
Capital employed adjusted, including lease liabilities	A+B2	42,259	54,012	58,378
Capital employed adjusted	A+B3	38,697	49,608	54,039
Calculated net debt to capital employed				
Net debt to capital employed	(B1)/(A+B1)	2.2%	36.5%	28.5%
Net debt to capital employed adjusted, including lease liabilities	(B2)/(A+B2)	7.7%	37.3%	29.5%
Net debt to capital employed adjusted	(B3)/(A+B3)	(0.8%)	31.7%	23.8%

1) Other interest-bearing elements are cash and cash equivalents adjustments regarding collateral deposits and cash equivalents included in the consolidated balance sheet but considered as non-cash in the non-GAAP calculations as well as Financial Investments classified as current financial investments.

b) Return on average capital employed (ROACE)

This measure provides useful information for both the group and investors about performance during the period. ROACE is calculated as Earnings after tax divided by average capital employed. ROACE to measure the return on capital employed adjusted, regardless of whether the financing is debt or equity. The ROACE should not be viewed as an alternative to income before financial items, income taxes and interest expense, which are measures calculated in accordance with IFRS or ratios based on these figures. For a detailed calculation of ROACE after tax, see e) later in this section.

ROACE was 22.7% in 2021, compared to 1.8% in 2020 and 12.0% in 2019. The change from 2020 is mainly due to adjusted earnings after tax.

Calculated ROACE based on Adjusted earnings after tax and capital employed adjusted (in USD million, except percentages)	For the year ended 31 December		
	2021	2020	2019
Adjusted earnings after tax (A)	10,042	924	4,925
Average capital employed adjusted (B)	44,153	51,823	54,637
Calculated ROACE based on Adjusted earnings after tax and capital employed adjusted (A/B)	22.7%	1.8%	9.0 %

c) Organic capital expenditures

Capital expenditures, defined as Additions to PP&E, intangibles and equity accounted investments in note 4 Segments to the Consolidated financial statements, amounted to USD 8.5 billion in 2021.

Organic capital expenditures are capital expenditures excluding acquisitions, capital leases and other investments with a significant impact on the consolidated financial statements.

In 2021, a total of USD 0.4 billion were excluded from the organic capital expenditures. Among items excluded from the organic capital expenditures in 2021 were acquisition of 100% interest in Polish onshore renewables developer Wento and addition of assets related to leases, resulting in organic capital expenditure of USD 8.1 billion.

In 2020, capital expenditures were USD 9.8 billion as per note 4 Segments to the Consolidated financial statements. Among items excluded from the organic capital expenditures in 2020 were acquisition of 30% interest in the Bandurria Sur onshore block in Argentina, acquisition of a 49% share in Kuzbass and additions of Right of Use (RoU) assets related to leases, resulting in organic capital expenditure of USD 7.8 billion.

d) Free cash flow

Free cash flow includes the following line items in the Consolidated statement of cash flows: Cash flows provided by operating activities paid and working capital items (USD 42.0 billion), taxes paid (negative USD 8.6 billion), additions to property, plant and equipment, capital expenditures and investments (negative USD 8.0 billion), increase in cash and cash equivalents (USD 0.1 billion), proceeds from sale of assets and businesses (USD 1.9 billion), dividend income and other income (negative USD 0.3 billion), resulting in a free cash flow of USD 25 billion in 2021.

e) Adjusted earnings and adjusted earnings after tax

Management considers adjusted earnings and adjusted earnings after tax together with other non-GAAP financial measures below, to provide an indication of the underlying operational and financial performance in the period. Adjusted earnings and adjusted earnings after tax are not well correlated to Equinor's operating performance, and therefore better suited for comparative purposes between periods.

The following financial measures may be considered non-GAAP financial measures:

Adjusted earnings are based on net operating income/(loss) and adjusts for certain items affecting the income for the period. Management considers adjusted earnings may not be well correlated to Equinor's underlying operational performance in the period. Management considers adjusted earnings to be a supplemental measure to Equinor's financial performance. Adjusted earnings provide an indication of Equinor's underlying operational performance in the period and facilitates an apples-to-apples comparison between the periods. Adjusted earnings include adjusted revenues and other income, adjusted operating expenses and selling, general and administrative expenses, adjusted depreciation expenses and amortisation expenses. Adjusted earnings adjusts for the following items:

- **Changes in fair value of derivatives** in gas contracts are, due to pricing or delivery conditions, deemed to be embedded derivatives, required to be carried at fair value. Also, certain transactions related to historical derivatives are carried at fair value. The accounting impacts of changes in fair value of the derivatives are excluded from adjusted earnings. In addition, adjustments are also made for changes in the unrealised fair value of derivatives related to gas trading contracts. Due to the nature of these gas sales contracts, these are deemed to be embedded derivatives and are carried at fair value at the balance sheet date. Unrealised gains and losses on these derivatives are excluded from adjusted earnings. The accounting impacts of changes in fair value of the derivatives are reflected in adjusted earnings. This presentation best reflects the economic substance of the derivatives as it replaces the effect of temporary timing differences associated with the derivatives being carried at fair value at the balance sheet date with actual realised gains and losses for the period.
- **Periodisation of inventory hedging effect** if physical storage is hedged in the paper market and is accounted for lower of cost or market price. If market prices increase above cost price, the inventory will not reflect this increase in value. There