



Gjensidige

Fra børsnotering i 2010 til i dag - resultat av en ny programlansering

«Aksjesparing for ansatte»-seminar

IR-direktør Janne Flessum

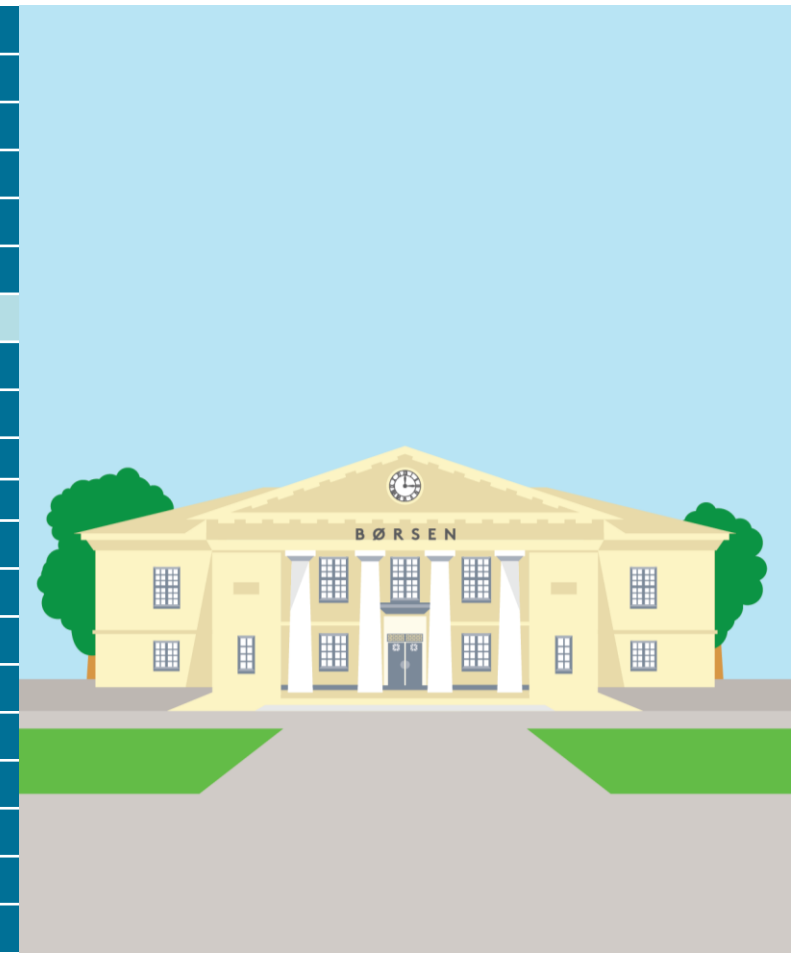
21. mai 2015





Nummer 7 på Oslo Børs med markedsverdi NOK 64mrd

1	Statoil
2	Telenor
3	DNB
4	Royal Caribbean Cruises
5	Yara International
6	Norsk Hydro
7	Gjensidige Forsikring
8	Orkla
9	Schibsted
10	Seadrill
11	Marine Harvest
12	Subsea 7
13	TGS-NOPEC Geophysical Company
14	DNO
15	Aker Solutions
16	Storebrand
17	Norwegian Air Shuttle
18	Det norske oljeselskap
19	Petroleum Geo-Services
20	Opera Software

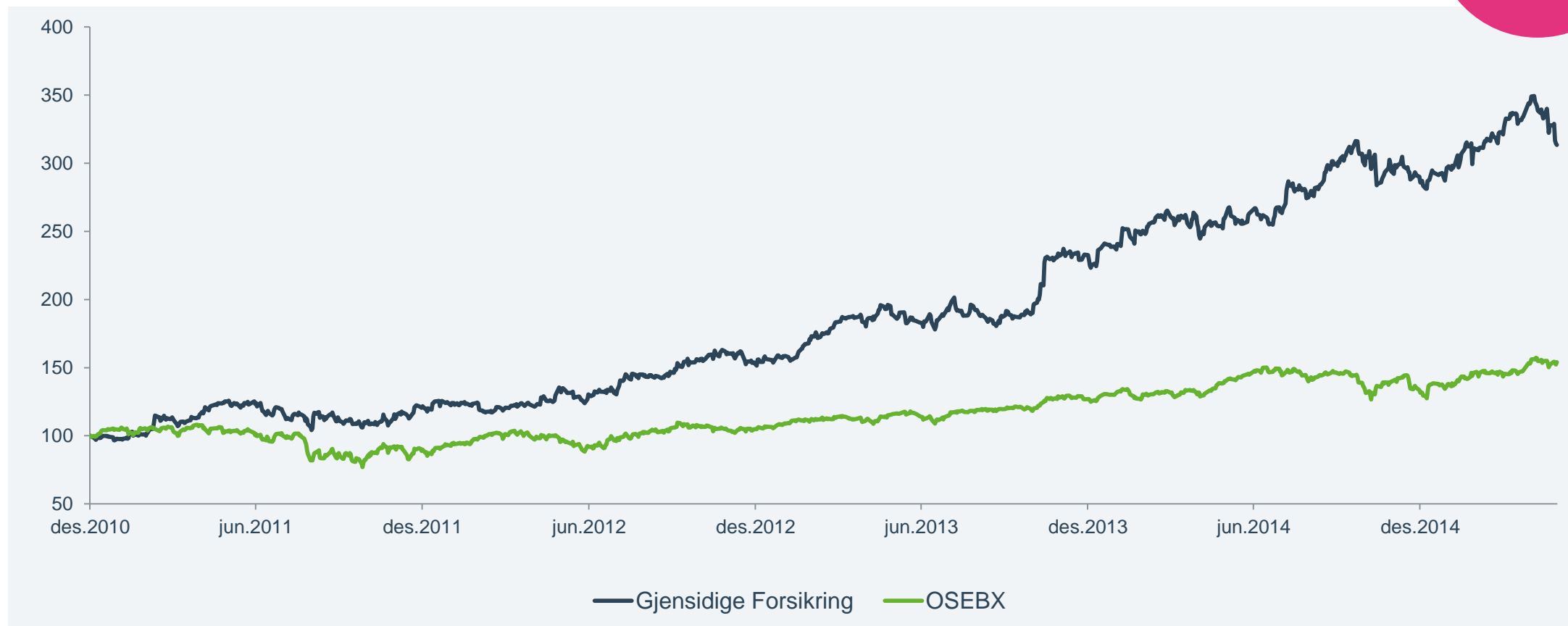


Betydelig verdiskaping for våre eiere - 50 prosent av ansatte i Norge tegnet seg ved notering

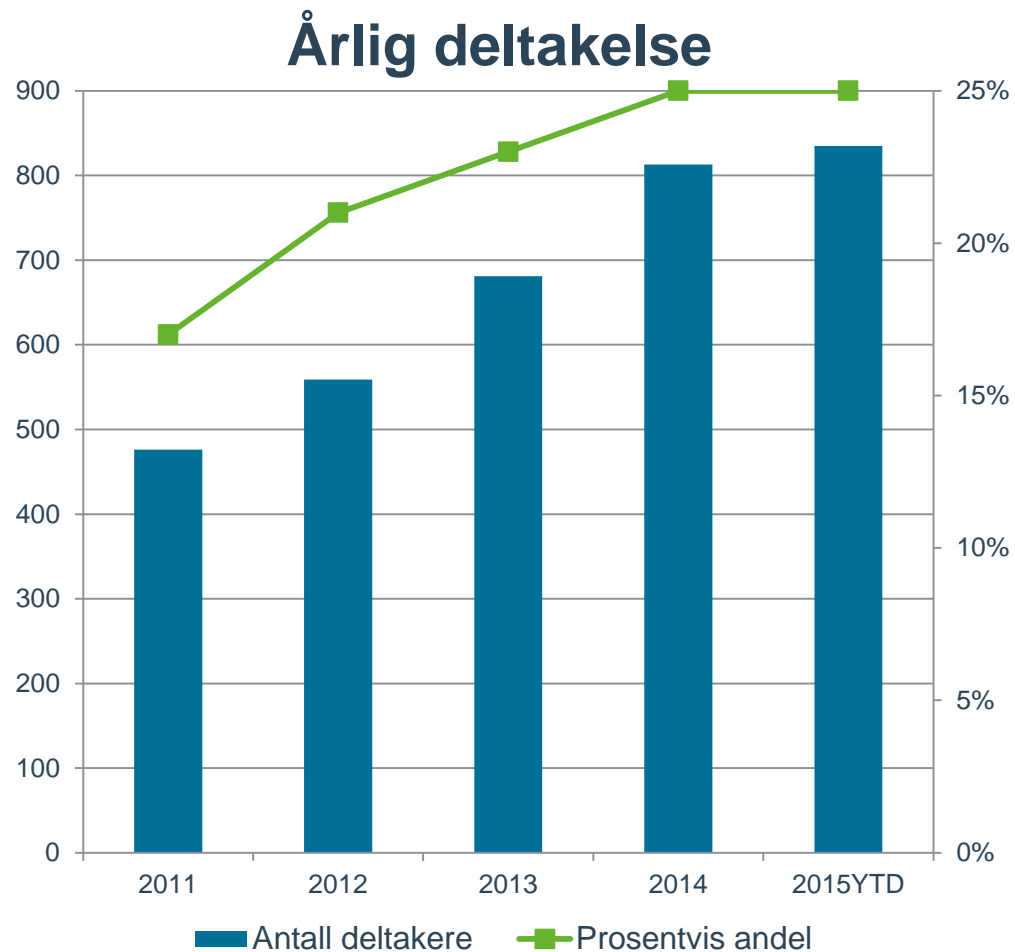


! >200 %
totalavkastning
siden
børsnoteringen

Totalavkastning siden børsnoteringen i desember 2010



25 prosent av alle ansatte og 30 prosent av ansatte i Norge deltar i aksjespareordningen for 2015



- 60 % av deltakerne fra 2011 deltar også i 2015
- 80 % av deltakerne fra 2014 deltar også i 2015



Hvorfor aksjespareordning?

- Øke interessen blant medarbeidere for selskapets mål og resultater
- Del av strategien for å motivere, belønne og beholde medarbeidere





Fleksibel og forutsigbar ordning

- skaper trygghet og bidrar til lojalitet

- **Fleksibilitet**
 - Rullerende program med årlig påmelding
 - Av- og påmelding når den ansatte ønsker
 - Ingen bindingstid
- **Forutsigbarhet**
 - 25 % bonusaksjer basert på antall kjøpte aksjer, 2 år etter kjøpet
 - Uavhengig av selskapets økonomiske utvikling eller kursutvikling

Årlig sparebeløp

- Maksimalt NOK 75.000
- Minimum NOK 3.000
- Månedlig trekk i lønn

Tilskudd

- 20 % av sparebeløp opp til NOK 7.500
- Maksimalt tilskudd NOK 1.500
- 25% bonusaksjer etter 2 år

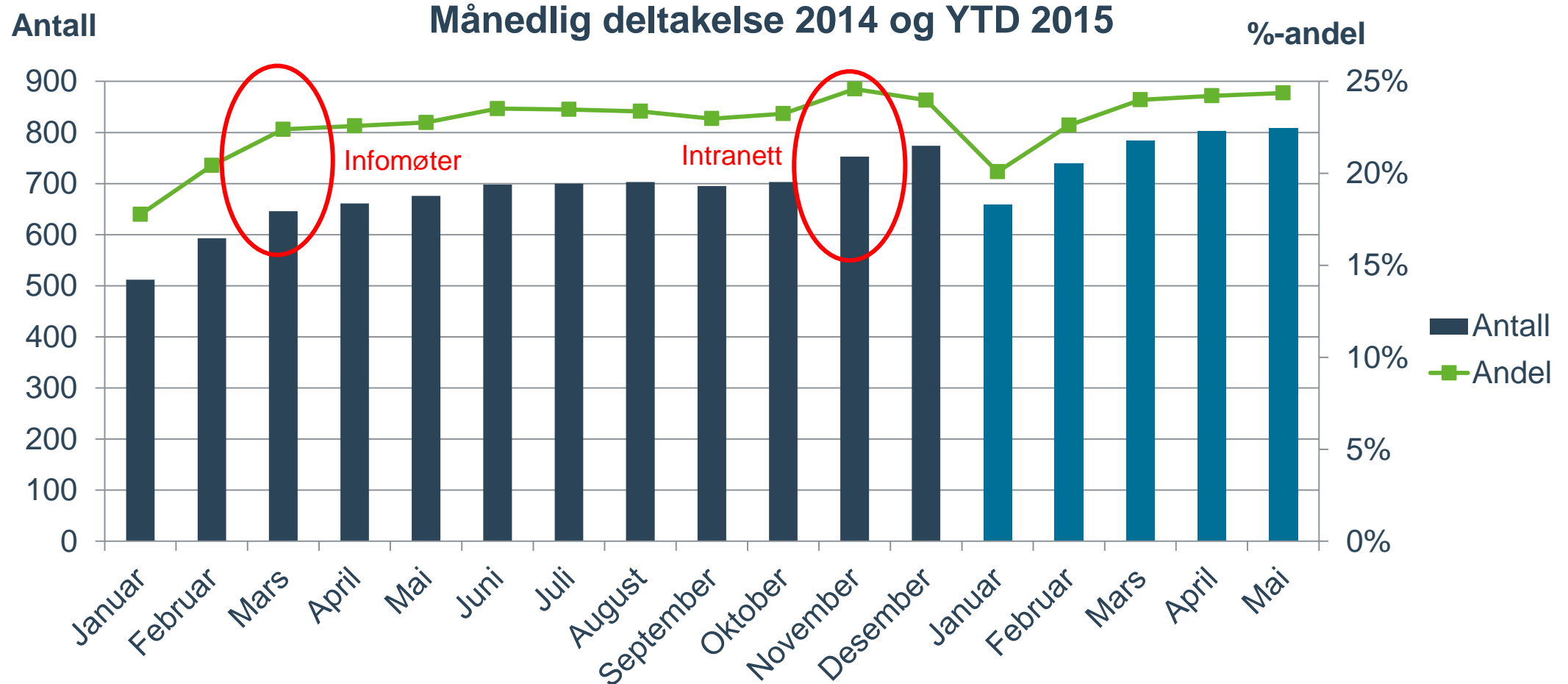
Handel

- Kvartalsvise kjøp dagen etter delårsrapportering

Faktisk månedlig sparebeløp

- 4. kvartal 2014: NOK 2.800 i snitt

Løpende aktiviteter kreves for å minne om ordningen og sikre forståelse og interesse





Mål om 25 % deltakelse i løpet av 2014 oppnådd

Suksessfaktorer

- God løpende informasjon
 - epost
 - intranett
 - personalhåndbok
 - informasjonsmøter
- Forenklet tilgang til aksjespareportal

Utfordringer

- Øke andelen deltakere i Sverige og Danmark
- Ekstraarbeid for svenske og danske deltakere
 - Kreves norsk VPS-konto
 - Rapportering på selvangivelse



Gjensidige



Mål om 30 prosent deltakelse ila 2016



TUSEN TAKK!



Disclaimer

This presentation and the information contained herein have been prepared by and is the sole responsibility of Gjensidige Forsikring ASA (the "Company"). Such information is being provided to you solely for your information and may not be reproduced, retransmitted, further distributed to any other person or published, in whole or in part, for any purpose. Failure to comply with this restriction may constitute a violation of applicable securities laws. The information and opinions presented herein are based on general information gathered at the time of writing and are therefore subject to change without notice. The Company assumes no obligations to update or correct any of the information set out herein.

These materials may contain statements about future events and expectations that are forward-looking statements. Any statement in these materials that is not a statement of historical fact including, without limitation, those regarding the Company's financial position, business strategy, plans and objectives of management for future operations is a forward-looking statement that involves known and unknown risks, uncertainties and other factors which may cause our actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. Such forward-looking statements are based on numerous assumptions regarding the Company's present and future business strategies and the environment in which the Company will operate in the future. The Company assumes no obligations to update the forward-looking statements contained herein to reflect actual results, changes in assumptions or changes in factors affecting these statements.

This presentation does not constitute or form part of, and is not prepared or made in connection with, an offer or invitation to sell, or any solicitation of any offer to subscribe for or purchase any securities and nothing contained herein shall form the basis of any contract or commitment whatsoever. No reliance may be placed for any purposes whatsoever on the information contained in this presentation or on its completeness, accuracy or fairness. The information in this presentation is subject to verification, completion and change. The contents of this presentation have not been independently verified. While the Company relies on information obtained from sources believed to be reliable, it does not guarantee its accuracy or completeness. Accordingly, no representation or warranty, express or implied, is made or given by or on behalf of the Company or any of its owners, directors, officers or employees or any other person as to the accuracy, completeness or fairness of the information or opinions contained in this presentation. None of the Company, its affiliates or any of their respective advisors or representatives or any other person shall have any liability whatsoever (in negligence or otherwise) for any loss howsoever arising from any use of this presentation or its contents or otherwise arising in connection with the presentation. The Company's securities have not been and will not be registered under the US Securities Act of 1933, as amended (the "US Securities Act"), and are offered and sold only outside the United States in accordance with an exemption from registration provided by Regulation S of the US Securities Act.

This presentation should not form the basis of any investment decision. Investors and prospective investors in securities of any issuer mentioned herein are required to make their own independent investigation and appraisal of the business and financial condition of such company and the nature of the securities. Any decision to purchase securities in the context of a proposed offering of securities, if any, should be made solely on the basis of information contained in any offering documents published in relation to such an offering. For further information about the Company, reference is made public disclosures made by the Company, such as filings made with the Oslo Stock Exchange, periodic reports and other materials available on the Company's web pages.

