

<b>Employee</b>	<b>Position</b>	<b>Option redeemed</b>	<b>Option not redeemed</b>	<b>Redemption rate</b>	<b>Obligation to hold shares</b>
Andreas Kvame	CEO	55737	258272	44,41	Need to buy
Atle Harald Sandtorv	CFO	35527	111274	44,41	Fulfilled
Knut Utheim	COO	35527	152367	44,41	Need to buy
Alexander Knudsen	MD Rogaland	31949	160430	44,41	Fulfilled
Roy-Tore Rikardsen	MD Finnmark	30795	169205	44,41	Need to buy