

Employee	Position	Option redeemed	Option not redeemed	Redemption rate	Obligation to hold shares	Gain
Kathleen Mathisen	CHRO	100 000	200 000	14,48	Need to buy	1 448 000
Grant Cumming	Regional Director Shetland	100 000	200 000	14,48	Need to buy	1 448 000
Marvin D. Boschman	Regional Director BC	100 000	200 000	14,48	Need to buy	1 448 000