

## ATTACHMENT

NOTE - This attachment is an integral part of the January 24, 2020, Atlantic Sapphire AS - Long Term Incentive Plan - Grant Of Stock Options - Primary Insider Notification.

### **Long-term incentive plan - stock options grant - effective January 21, 2020**

Title	Name	Options with exercise price at NOK 177 / share	Options with exercise price at NOK 136 / share	Total options following the transaction	Total shares following the transaction
CEO	Johan E. Andreassen	111,188		111,188	10,552,946*
COO	Dharma Rajeswaran	20,462	17,373	87,835	1,000
CFO	Jose Prado	13,899		513,899	320,570
CDIO	Svein Taklo	20,462	17,373	72,835	4,000
CTO	Thue Holm	20,462	17,373	37,835	669,699
Director of Aquaculture	Mario Palma	5,791	4,917	40,708	-
Director of Water Infrastructure	Eric Meyer		9,834	34,834	9,355
Head of HR & ESAP	Cristina Espejo		6,556	22,556	1,300
Director of Finance	Karl Øystein Øyehaug	3,861		28,861	5,405
Group Controller	Alejandro Castro		3,278	23,278	920
Other employees			43,843		
<b>Total</b>		<b>196,125</b>	<b>120,547</b>		

\* Held through JEA Invest AS, which is wholly owned by Johan E Andreassen, and through Alasco AS, which is jointly owned by Johan E Andreassen and Bjørn-Vegard Løvik. The number of shares held by Alasco AS has not been weighted according to ownership by Johan E Andreassen and Bjørn-Vegard Løvik, but includes all shares held by Alasco AS.

### **New employee stock options grant – Board of Directors approved January 21, 2020**

Title	Name	Expiration Date	Exercise Price	Number of options	Total options following the transaction	Total shares following the transaction
CDIO	Svein Taklo	9/30/2024	NOK 104	35,000	72,835	4,000
Head of HR	Cristina Espejo	3/1/2024	NOK 92	16,000	22,556	1,300
Other 1	-	5/31/2024	NOK 103	20,000	-	-
Other 2	-	5/12/2024	NOK 102	10,000	-	-

### **New employee stock options grant – Board of Directors approved December 3, 2019**

Title	Name	Expiration Date	Exercise Price	Number of options	Total options following the	Total shares following the
Head of Legal	Danielle Marie Villoch	1/12/2025	NOK 126	20,000	20,000	-
Director of Marketing	Maximiliano Francia Pesantes	1/5/2025	NOK 127	17,000	17,000	-
MD Denmark	Ole Spicker	1/10/2025	NOK 126	20,000	20,000	-