

| <b>Employee</b>      | <b>Position</b> | <b>Option<br/>redeemed</b> | <b>Option<br/>not redeemed</b> | <b>Redemption<br/>rate</b> | <b>Obligation to<br/>hold shares</b> | <b>Gain</b> |
|----------------------|-----------------|----------------------------|--------------------------------|----------------------------|--------------------------------------|-------------|
| Andreas Kvame        | CEO             | 48 271                     | 351 729                        | 56,12                      | Fulfilled                            | 2 708 747   |
| Atle Harald Sandtorv | CFO             | 36 881                     | 163 119                        | 56,12                      | Fulfilled                            | 2 069 604   |
| Knut Utheim          | COO             | 33 287                     | 166 713                        | 56,12                      | Fulfilled                            | 1 867 901   |
| Alexander Knudsen    | MD Rogaland     | 28 781                     | 171 219                        | 56,12                      | Fulfilled                            | 1 615 035   |
| Roy Tore Rikardsen   | MD Finnmark     | 27 992                     | 172 008                        | 56,12                      | Fulfilled                            | 1 570 762   |
| Kathleen Mathisen    | CHRO            | 25 509                     | 107 203                        | 56,12                      | Need to buy                          | 1 431 451   |
| Marvin D. Boschman   | MD BC           | 27 563                     | 107 493                        | 56,12                      | Need to buy                          | 1 546 690   |
| Grant Cumming        | MD Shetland     | 24 427                     | 118 010                        | 56,12                      | Need to buy                          | 1 370 733   |