

Employee	Position	Option redeemed	Option not redeemed *)	Redemption rate	Obligation to hold shares	Gain
Andreas Kvame	CEO	29 530	400 000	87,78	Fulfilled	2 592 102
Atle Harald Sandtorv	CFO	18 826	199 960	87,78	Fulfilled	1 652 465
Knut Utheim	COO	20 364	200 000	87,78	Fulfilled	1 787 465
Alexander Knudsen	MD Rogaland	17 607	200 000	87,78	Fulfilled	1 545 487
Roy Tore Rikardsen	MD Finnmark	17 124	200 000	87,78	Fulfilled	1 503 121
Kathleen Mathisen	CHRO	67 288	132 712	24,45	Need to buy	1 645 188
Grant Cumming	MD Shetland	64 944	135 056	24,45	Need to buy	1 587 883
Marvin D. Boschmann	MD BC	57 563	142 437	24,45	Need to buy	1 407 419

\*) The total excludes 472 593 options that have expired, as maximum gain for 2019 has been achieved in accordance to cash scheme policy.