

Employee	Position	Option redeemed	Option not redeemed	Redemption rate	Obligation to hold shares	Gain
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