

1 September 2015

Primary insiders who have been granted PSUs/RSUs and related free-standing warrants

Employee	1 September 2015 Free-standing warrants	
	PSUs/RSUs awarded	related to PSUs/RSUs
Robert Hobbs	40,000	40,000
Kristian Johansen	20,000	20,000
Sven Børre Larsen	20,000	20,000
John Adamick	12,000	12,000
Knut Agersborg	12,000	12,000
Genie Erneta	12,000	12,000
Stein Ove Isaksen	12,000	12,000
Zhiming Li	12,000	12,000
Katja Akantieva	12,000	12,000
Tana Pool	12,000	12,000
Will Ashby	1,800	1,800
Johannes Røyrvik	1,480	1,480
Amund Søia	1,480	1,480