

| Employee | Position | Option redeemed | Option not redeemed | Redemption rate | Obligation to hold shares | Gain |
|----------------------|-----------------|----------------------------|--------------------------------|----------------------------|--------------------------------------|-------------|
| Andreas Kvame | CEO | 55 275 | 202 997 | 45,62 | Need to buy | 2 521 500 |
| Atle Harald Sandtorv | CFO | 35 230 | 76 044 | 45,62 | Need to buy | 1 607 118 |
| Knut Utheim | COO | 35 230 | 117 106 | 45,62 | Need to buy | 1 607 118 |
| Alexander Knudsen | MD Rogaland | 31 789 | 128 641 | 45,62 | Need to buy | 1 450 118 |
| Roy Tore Rikardsen | MD Finnmark | 30 888 | 138 317 | 45,62 | Need to buy | 1 409 031 |