

<b>Employee</b>	<b>Position</b>	<b>Option redeemed</b>	<b>Option not redeemed</b>	<b>Redemption rate</b>	<b>Obligation to hold shares</b>	<b>Gain</b>
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