

<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>
Andreas Kvame	CEO	85 991	314 009	26,79	Need to buy
Atle Harald Sandtorv	CFO	53 199	146 801	26,79	Fulfilled
Knut Utheim	COO	62 107	187 893	25,12	Need to buy
Alexander Knudsen	MD Rogaland	7 621	192 379	26,79	Fulfilled
Roy Tore Rikardsen	MD Finnmark	100 000	200 000	31,37	Need to buy
Sigurd Pettersen	MD Shetland	44 744	155 256	26,79	Need to buy
Stewart Hawthorn	Former MD BC	50 127	0	24,67	NA