

Primary insiders participating in the employee share ownership program (ICEOP) for 2020, including shareholding and options prior to the allocation of shares under the ICEOP

Name	Annual investment in ICEOP 2020 (NOK)	Holding of shares*	Holding of options
Shiraz Naveed Abid	30,000	3,292	400,000
Geir Magne Flyum	40,000	0	0
Hans Heggenhaugen	51,000	6,000	285,000
Eivind Helgaker	103,000	152,476	1,345,000
Jan-Erik Hvidsten	13,000	0	250,000
Reynir Johannesson	45,000	0	250,000
Henning Karlsrud	94,210	25,000	300,000
Cathrine Wiig Ore	52,000	0	250,000
Espen Risholm	40,000	0	0
Adrian William Vosgraff-Pattison	12,345	0	0
Martin Westersø	40,000	15,194	365,000

* Holding of shares before shares allocated in ICEOP 2020, includes shares held by close affiliates