

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	Shares bought in ICEOP 2020	Holding of shares*	Holding of options
Shiraz Naveed Abid	1,988	3,292	400,000
Geir Magne Flyum	2,650	0	0
Hans Heggenhaugen	3,379	6,000	285,000
Eivind Helgaker	6,825	152,476	1,345,000
Jan-Erik Hvidsten	861	0	250,000
Reynir Johannesson	2,982	0	250,000
Henning Karlsrud	6,243	25,000	300,000
Cathrine Wiig Ore	3,445	0	250,000
Espen Risholm	2,650	0	0
Adrian William Vosgraff-Pattison	818	0	0
Martin Westersø	2,650	15,194	365,000

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