

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

Name	Shares bought in ICEOP 2020	Holding of shares*	Holding of options
Shiraz Naveed Abid	1,988	5,280	400,000
Geir Magne Flyum	2,650	2,650	0
Hans Heggenhaugen	3,379	9,379	285,000
Eivind Helgaker	6,825	159,301	1,345,000
Jan-Erik Hvidsten	861	861	250,000
Reynir Johannesson	2,982	2,982	250,000
Henning Karlsrud	6,243	31,243	300,000
Cathrine Wiig Ore	3,445	3,445	250,000
Espen Risholm	2,650	2,650	0
Adrian William Vosgraff-Pattison	818	818	0
Martin Westersø	2,650	17,844	365,000

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