

2 September 2016

Primary insiders who have been granted PSUs/RSUs and related free-standing warrants

Employee	2 September 2016 PSUs/RSUs awarded	Total balance of free-standing warrants related to PSUs/RSUs
Kristian Johansen	68,000	88,000
Sven Børre Larsen	32,000	52,000
John Adamick	26,000	38,000
Knut Agersborg	23,000	35,000
Fredrik Amundsen	26,000	28,500
Zhiming Li	26,000	38,000
Katja Akantieva	26,000	38,000
Tana Pool	23,000	35,000
Will Ashby	23,000	24,800
Johannes Røyrvik	1,800	3,280
Amund Sjøia	1,800	3,280
Whitney Eaton	1,800	1,800