

The following primary insiders are eligible for shares under variable pay programme 2017:

Name	Title	No. of shares	Current holding
Idar Eikrem	Interim President & CEO/EVP & CFO	34 041	3 899
Henrik Inadomi	SVP Corporate Support & Legal Counsel	32 013	117 433
Ellen Grete Andersen	Chief of Staff	27 917	14 824
Arnt Knudsen	SVP Business Development	28 840	77 940
Elly Bjerknes	EVP Process Solutions	30 708	45 734
Steinar Røgenes	EVP EPCI	30 646	79 605
Hans Petter Mølmen	EVP Concrete and New Solutions	29 313	57 800
Sturla Magnus	EVP Structural Solutions	25 885	27 191