

The following primary insiders are eligible for shares under variable pay programme 2019

Name	Position	Number of shares	Current holding
Eikrem, Idar	EVP & CFO	81 371	181 329 ¹
Inadomi, Henrik	SVP Corporate Support & General Counsel	70 895	248 642
Røgenes, Steinar	EVP EPCI	74 439	209 622
Magnus, Sturla	EVP Process and Structures	74 909	36 989
Simonsen, Kenneth	EVP Renewables	54 904	77 589
Løken, Guro Høyaas	EVP FPSOs	17 331	8 715
Knudsen, Arnt	SVP Business Development	70 780	151 092

1 Included shareholding owned through a private company