

AGILYX REMUNERATION POLICY

2023 Annual Remuneration Report

April 19, 2024 (Appendix added May 16, 2024)



INTRODUCTION

Pursuant to section 16-6a of the Norwegian Public Limited Companies Act (PLCA), the Board of Directors (Board) of Agilyx ASA (Company) is required to prepare a policy with procedures and guidelines for remuneration and other benefits to the Chief Executive Officer and the other members of Agilyx's Executive Management. Additionally, this document includes the reporting of 2023 Remuneration data within the below context.

- 1. Remuneration Policy
- 2. Remuneration of Executive Management, 2023
- 3. Financial Performance of Agilyx Group, 2023
- 4. Remuneration of the Board of Directors, 2023
- 5. Terms for Terminations and Deviations from the Policy, 2023



1. REMUNERATION POLICY

The Remuneration Policy for Agilyx's Executive and Management members was proposed by the Board of Directors and approved by the Annual General meeting (AGM) in 2022. The approved policy remains valid until the AGM adopts a new policy, until any material changes to the policy occur or until the expiration of the four-year limit as identified in the PLCA, Section 16-6a (5). The Board continues to review the competitiveness of its remuneration and reserves the option to update and modify the Remuneration Policy as needed to remain competitive. The policy guidelines are published on the Agilyx website at Agilyx.com. This Remuneration Report has been set up in compliance with the guidelines approved in 2022, and applicable legislation.

The purpose of the remuneration policy is to provide a strong framework for executive remuneration that contributes to achieve Agilyx ASAs ("Company") business strategy, long-term interest and ensure the company is run sustainably, for continuous creation of long-term shareholder value. The key elements of the group strategy are long-term growth for the Company, cost performance and sustainability. The policy is in line with recognized principles of corporate governance, and the remuneration principles shall be transparent, understandable, and meet general acceptance internally in the Company, among the Company's shareholders and with the public. The remuneration principles for variable compensation are linked to the Company goals, and as such supports the Company strategy, long term-interest, and financial sustainability. The aim of the remuneration offered to the Executive Management set out in the Guidelines is to attract executives with the experience and competence required by the Company, retain employees with important



expertise and leadership qualities, and motivate the management through incentives to contribute in the long-term to reach the Company's business goals. The terms aim to be balanced in relation to experience, responsibilities, and performance. The total compensation offered to Executive Management shall be competitive, both nationally and internationally.

The Company's Executive Management includes:

- the CEO
- Group Management Team
- Senior members of the corporate staff

The policy also applies to Employee members of the Board.

The Board is responsible for paying remuneration and other benefits in accordance with the Remuneration Policy adopted by the AGM. The Board is directly responsible for the determination of the CEO's salary and other benefits, in accordance with the latest AGM Guidelines. The CEO is, in consultation with the Chair of the Board, responsible for the determination of the salary and other benefits for the Company's other Executive Management, in accordance with the latest AGM Guidelines.

This remuneration policy (the "Policy") has been established in accordance with the Norwegian Public Limited Liability Companies Act Section 6-16a and related regulations for remuneration of the Executives and Senior Management of Agilyx ASA ("Agilyx" the "Company") and its subsidiaries (including on the date of adoption, Agilyx Corporation, Agilyx GmbH, Agilyx ApS, and Agilyx, together with the Company the "Agilyx Group"). This Policy was recommended by the Company's Board of Directors ("Board") to the General Meeting of the Company ("General Meeting") and subsequently approved on May 19, 2023. This Policy is reviewed at least annually as more detailed below and (subject to any changes as part of the annual review) applies for a period of four (4) years.

The Company has to the best of its ability considered salary and employment conditions for Executives and Senior Management of the Company when preparing the Policy, by including information on Executive's and Senior Management's total income, forms of remuneration and other pay components to form the Board's basis for evaluating whether the Company's pay practices, guidelines and limitations set forth in the Policy are adequate and reasonable.

Remuneration Governance

The purpose of the Policy is to provide transparent governance regarding the Agilyx Group's remuneration strategy and established to attract and retain Executives and Senior Management necessary to sustain a strong and growing performance-oriented culture, enabling the entire Agilyx Group to accomplish its business strategies, long-term interests, and financial capacity:



- Provide a Safe, Healthy and Ethical Workplace
- Mission-driven Business Development
- State-of-the-Art Technological Innovation
- Engaged Partner and Member Networks
- Strong Financial Performance
- High-performance Operations
- Reliable Shareholder Value

To successfully accomplish these strategies, the Compensation Committee believes that a significant portion of the remuneration package should be linked to both Agilyx Group and individual performance while ensuring that an appropriate balance is struck between fixed and variable pay, short-term variable pay and the delivery of long-term variable rewards in options.

The remuneration design shall align the interests of the Executives and Senior Management with those of the Company's investors by rewarding such aligned performance in meeting the Agilyx Group's business strategy and goals. Remuneration packages will be designed to be competitive to market compensation as compared to similar organizations without a negative perception nor damage to the Agilyx Group's/Company's reputation.

Remuneration Policy Periodic Review

The Compensation Committee will review this Policy at least annually to ensure that these policies neither encourage nor reward inappropriate operational risk-taking that may be to the detriment of investors' interests and that this Remuneration Policy is, therefore, compatible with the Company's goals and general risk policies. The Compensation Committee recommended the Policy to the Board, who in turn recommended the Policy to the General Meeting. The General Meeting is satisfied that the Policy's structure is appropriate for its purposes.

Consideration of employment conditions elsewhere in the Company

Whilst the Company does not formally consult with employees on matters of executive remuneration, it does consider the general basic salary increase for the broader employee population when determining the annual salary review for the Executives and Senior Management. The Compensation Committee is also made aware of employment conditions within the Agilyx Group, including a



general overview of variable pay plan outcomes. The Board, however, is the decision-making body for the Plan and any other options plans. The Compensation Committee also considers environmental, social and governance issues, and risk when reviewing executive pay structure.

Consideration of investors' views

The Compensation Committee considers investor feedback received each year. This feedback is then considered as part of an annual review of this Remuneration Policy. In addition, the Compensation Committee seeks to proactively engage directly with major investors and their representative bodies and takes their views seriously.

2. REMUNERATION, EXECUTIVE MANAGEMENT, 2023

Agilyx's remuneration scheme is linked with the Company strategy, goals, long-term interest and structured for financial sustainability, as outlined in the Remuneration guideline.

The Company offers remuneration and benefits to the Executive Management consisting of components including fixed salary, annual cash bonus, long-term share option scheme, pension contribution and benefits in kind.

Total Remuneration

The Compensation Committee recommends the remuneration of the CEO for the Board for approval. Additionally, the Compensation Committee provides the approval for remuneration of the CEO's direct reports based on the recommendation of the CEO and Vice President, Human Resource. Details of compensation are contained in the Company's Annual and Half Year Report and are published in the Company's annual Remuneration Report.



Chart 2.1: Proportional Share of Fixed and Variable Remuneration

	2023 Proportional Share of Fixed and Variable Remuneration																
	Note: Converstion rates used for USD amounts: CHF-0.8985, DKK-6.89019, GBP-0.80437																
Last Name	First Name	Position		.1 Fixed: se Annual Salary		2 Fixed: nefits in kind	1.3 Fixed: Pension Expense*	o	Variable: ne-Year Bonus	Vai	2.2 riable: lti-Year	Extra	Variable: ordinary tems	Explanation of Extraordinary Items	.1 Total nuneration		portion Variable
Stedman	Tim	CEO	s,	455,079	\$	39,905	\$ 41,673	\$	113,913			\$	55,080	Early 2023 Bonus Payment due to departure	\$ 705,650	76%	24%
Hacker	Isabel	General Counsel	\$	346,132	\$	33,233	\$ 36,246	\$	32,488	\$	-	\$		Early 2023 Bonus Payment due to departure	\$ 507,643	82%	18%
Barranco	Mark	SVP Engineering & Execution	\$	283,662	\$	12,875	\$ 8,461	\$	28,366	\$	-	\$	-	N/A	\$ 333,365	91%	9%
Main	Russ	CFO	\$	278,100	\$	13,895	\$ 9,024	\$	146,240	\$	-	\$	-	N/A	\$ 447,259	67%	33%
Faulkner	Chris	Chief Technology Officer	\$	255,852	\$	19,964	\$ 6,759	\$	25,585	\$	-	\$	-	N/A	\$ 308,161	92%	8%
Ringier	Kate	VP, Communication and Gov't Affairs	\$	206,917	\$	19,142	\$ 22,935	\$	21,981	\$	-	\$	•	Early 2023 Bonus Payment due to departure	\$ 291,540	85%	15%
Larsen	Carsten	cco	\$	319,155	\$	-	\$ 31,600	\$	54,715	\$	-	\$	-	N/A	\$ 405,470	87%	13%
Hamlet	Stephen	VP, Human Resources	\$	197,950	\$	19,964	\$ 6,502	\$	19,795	\$	-	\$	-	N/A	\$ 244,212	92%	8%
Bryant	Louise	VP-Investor Relations & Sustainability	\$	236,894	\$	17,902	\$ 30,837	\$	47,379	\$	-	\$	-	N/A	\$ 333,012	86%	14%

*Pension or 401(k) Co. match (US)



Remuneration Explanation

The sections below describe how the overall remuneration is paid in accordance with the company's remuneration guidelines, including how the remuneration contributes to the company's long-term strategy and results as well as how the performance criteria have been applied.

2023 Annual Salary

The 2023 salary for executives and management aims to support the Company's ability to attract and retain leaders that will contribute in the long-term to reach the Company's business goals. The salary of each executive and management team member was assessed in consideration of current trends in local labor markets, the results achieved, and individual performance and contributions to the development of the Company. Ongoing continuous improvement in this process will include the development of a market-based compensation evaluation process and a standardized performance management system with the aim to utilize an objective and globally consistent salary benchmark and methodology.

2023 Annual bonus

The annual bonus program is based on pre-defined and measurable targets, linked with Agilyx's strategy and goals for long-term growth, cost performance and sustainability. The annual bonus program is cash-based and payment under the bonus program is calculated for each individual based on actual achievement of the set targets. The bonus consists of both company targets and individual targets. In 2023, the group targets were related to earnings, financial performance, individual contributions in meeting company goals and departmental initiative targets as well as an increased focus on environmental, health and safety and continuous improvements in multiple areas. The group targets were partially achieved.

Annual Changes to Total Remuneration

The below chart displays the annual changes to the Agilyx total remuneration.



Chart 2.2: Change in Remuneration for Executive Management and Non-executive Workforce

	3-Year (as Public Company) Change in Remuneration for Executive Management and Non-executive Workforce											
Year			2	021	20	122	2023					
			Total Annual	% Change from	Total Annual	% Change from	Total Annual	% Change from				
Last Name	First Name	Position	Remuneration*	Prior Year	Remuneration*	Prior Year	Remuneration*	Prior Year				
Stedman	Tim	CEO	N/A	N/A	\$ 428,000	N/A	\$ 561,600	31%				
Hacker	Isabel	General Counsel	N/A	N/A	\$ 321,000	N/A	\$ 357,371	11%				
Barranco	Mark	SVP Engineering & Execution	\$ 262,650	N/A	\$ 299,421	14%	\$ 312,028	4%				
Main	Russ	CFO	\$ 295,000	N/A	\$ 297,500	1%	\$ 424,340	43%				
Faulkner	Chris	сто	\$ 270,000	N/A	\$ 270,066	0%	\$ 281,437	4%				
Larsen	Carsten	ссо	N/A	N/A	\$ 279,000	N/A	\$ 321,782	15%				
Ringier	Kate	VP, Communication and Gov't Affairs	N/A	N/A	N/A	N/A	\$ 241,791	N/A				
Bryant	Louise	VP, Investor Relations & Sustainability	N/A	N/A	N/A	N/A	\$ 219,300	N/A				
Hamlet	Stephen	VP, Human Resources	N/A	N/A	\$ 185,000	N/A	\$ 217,745	18%				

^{*}Total Annual Remuneration includes only salary and any bonus paid to employee during the course of the year (amounts do not include benefits paid by the company, 401(k) contributions, option grants, etc.). Most year-to-year variances were due to market pay adjustments and or one-off bonuses for key contributions to the business.

Average remuneration on a full-time equivalent non-executive employees (e.g., not including executives listed above)		2021	20	22	202	:3
# Agilyx Employees as of 12/31 of each year	58	N/A	66	14%	59	-11%
#Cyclyx Employees as of 12/31 of each year	25	N/A	46	84%	51	11%
Average Annual Pay/Employee (not including salaries of executives above)	\$ 147,203	N/A	\$ 92,419	-37%	\$ 115,456	25%

Overview of Remuneration

This Policy declares that the remuneration of Executives and Senior Management will include fixed salary; (cash) bonuses; allocation of options; pension schemes (where applicable); severance arrangements; and/or benefits and other forms of remuneration, or any other special compensation, in each case in addition to the base salary, as further described below:

Salary: The fixed salary determination is based on the competitive market rate of the positions level of responsibility, performance, and contribution to the success of the Agilyx Group over time.



(Cash) Bonuses: Bonuses are a form of variable compensation that is discretionary and based on both the Agilyx Group's and the individual's performance, usually during an annual period or for a specific accomplishment. Short-term incentive bonuses are designed to be based on aligned and pre-set goals to be accomplished during a short-term period (usually annually). Recognition bonuses are provided to recognize key accomplishments supporting the strategic goals of the business. Other bonus incentives may be used to encourage employees as part of the recruitment process and/or as participation, retention or other performance measures that align accomplishments with the goals of the business.

The Executive Performance Criteria Matrix delineates the weighting of the company financial goals and individual department goals for each member of executive management. For 2023, The executive management team was required to lead the company through many changes that required a critical balance between a strict focus on cost savings while still resourcing the business to meet legal, contractual, and business commitments. The alignment between remuneration and the business short-term and long-term goals was based on the executive management's results in balancing efficiency and effectiveness during 2023. The resulting performance criteria were based on a combination of both financial and individual department goals and results accomplished throughout the year to establish a fair and documented measurement of performance. The below chart shows how this criterion was established for each executive management team.

Chart 2.3: Performance Criteria for Executive Management

	Performan	ce Criteria For Executives in the reported finar	ncial year		P	erformance Crit	eria For Executives in the reported f	inancial yea	r
Name	Title	Performance Criteria	Weighting	Goal	Name	Title	Performance Criteria	Weighting	Goal
Stedman	Financial	Financial Goals	50	100%	Faulkner	Financial	2022 Financial Goals	30	100%
Steuman	Business	Overall Business & Operational Goals	50	100%	Faulkner	R&D	Ind. Research&Development Goals	70	100%
Hacker	Financial	2022 Financial Goals	30	100%	Parrango	Financial	2022 Financial Goals	30	100%
паскег	Legal	Ind. Legal and legislative Support Goals	70	100%	Barranco	Eng./Ops	Ind. Engeering/Ops Goals	70	100%
Dinger	Financial	2022 Financial Goals	30	100%	Hamlat	Financial	2022 Financial Goals	30	100%
Ringer	Mar./Comm	Ind. Marketing & Communication Goals	70	100%	Hamlet	HR	Ind. Human Resources Goals	70	100%
Loroon	Financial	2022 Financial Goals	30	100%	Druget	Financial	2022 Financial Goals	30	100%
Larsen	Bus. Dev.	Ind. Business & Development Goals	70	100%	Bryant	Inv. Relations	Ind. Investor Relations Goals	70	100%
Main	Financial	2022 Financial Goals	30	100%					
Maili	Fin./Acct.	Ind. Finance and Accounting Goals	70	100%					



Execuitve Management Options Held, Awarded and Expired in 2023

The below chart displays the stock option grants held, awarded, and expired in 2023 for each member of the executive management team.

Chart 2.4: Options Held, Granted and Expired

	2023 Options Held, Granted and E	xpired in 2023		
		Options Held as	Options	
		of 01.01.2023	Granted in	Expired in
Executive Name	Position	(instruments)	period	Period
Tim Stedman	CEO	2,893,900	0	-542,610
Joe Vaillancourt	CEO-Cyclyx	1,877,700	100,000	0
Isabel Hacker	General Counsel	250,000	0	-120,625
Kate Ringier	VP, Comms and Investor Relations	293,200	0	-84,750
Russ Main	CFO	1,000,000	0	0
Chris Faulkner	сто	200,000	0	0
Mark Barranco	VP, Engineering and Execution	400,000	0	0
Carsten Larsen	ССО	500,000	0	0
Stephen Hamlet	VP, Human Resources	40,000	0	0
Louise Bryant	VP, Investor Relations and Sustainability	100,000	0	0

Allocation of Options: Agilyx has established the allocation of options for Executives and Senior Management within the organization. These options are considered to provide a long-term incentive to key individuals that focus on and are allocated based on the individuals level of responsibility, performance, and continued contribution to the success of the Agilyx Group over extended time. All options issued by the Company ("Options") are granted under and in accordance with the Agilyx ASA Stock Incentive Plan dated 4 June 2020 (as amended by resolutions of the Board dated on April 22, and May 19, 2021), (the "Plan"). The Plan covers certain employees in mostly senior positions and has the following main terms:



Granted Options are generally vested or earned during a period of three (3) to four (4) years according to a pre-determined schedule. 3-year vesting is either 20%, 30% 50% over the 3-year vesting period or 1/3, 1/3, 1/3 over a 3-year vesting period. 4-year vesting is 25%,25%, 25% & 25% over a 4-year period. Vesting requires continued employment or association with the Group.

Options vested can be exercised at each anniversary year which is each year after the Options are granted and must be exercised at the latest, ten (10) years after the award. The exercise strike price is normally defined by the share closing price at the Oslo Børs at the date when the Options are awarded. The Board is authorized in special cases to waive the requirement for full or partial vesting or determine deviating vesting structures. The Board may consider granting performance-related remuneration in the form of restricted stock units or other similar financial instruments instead of or in addition to share options. Such decision will be made by the Board on a case-bycase basis and will be subject to similar terms as the existing share option program of the Group.

Pensions: Where required by law or in compliance with local regulations, pension schemes may be included as part of the remuneration plan.

Severance Arrangements: The severance arrangement for Executives or Senior Management shall not exceed a period of six (6) months. The CEO severance arrangement shall not exceed an amount equal to twelve (12) months' base salary. Executives and Senior Management (including the CEO) shall not be eligible for severance payment in the event that he or she voluntarily terminates employment.

Benefits and Other Forms of Remuneration: In addition to fixed and variable pay, there may be opportunities to use benefits, identified items of value or other forms of compensation incentives to align or recognize performance. The total value of these benefits and other forms of remuneration shall be modest and only account for a limited portion of the total remuneration package.

The Company's Compensation Committee ("Compensation Committee") oversees the total remuneration of the Agilyx Group's Executives and Senior Management. This oversight ensures that remuneration is structured to attract, engage, and retain high caliber Executives and Senior Management with the skills and experience necessary to sustain the development of the Agilyx Group and support the delivery of the Agilyx Group's strategic priorities while taking due account of the market's best practices.

In addition to the Compensation Committee, the Board reviews the Policy and executive remuneration levels to ensure alignment, effectiveness and manage any potential conflicts of interest that may occur during the setting of business goals and renumeration plans.

3. FINANCIAL PERFORMANCE OF THE AGILYX GROUP, 2023

The Agilyx financial performance for 2023 is represented in the following financial statements. These financial statements include the Agilyx ASA Parent and Consolidated Income Statement and the Agilyx Parent and Consolidated Balance Sheet.



Chart 3.1: Agilyx ASA Parent and Consolidated Income Statement

			Agilyx AS Parent and Consolidated Statement of comprehensive income For the Period Ended December 31 (Amounts in USD)		
Parent				Grou	-
2022	2023	Note	Operating revenue and operating expenses	2022	2023
				<u>(restat</u>	<u>ed*)</u>
		3	Revenues	7,361,747	5,894,701
: :		4	Cost of goods and services	<u>7,528,762</u>	<u>5,298,421</u>
			Gross margin	(167,015)	596,280
			Research costs	3,528,553	3,102,798
			Sales and marketing	669,549	1,424,622
<u>1,941,294</u>	<u>1,735,873</u>		General and administrative	12,040,675	11,829,284
1,941,294	1,735,873	4 & 5	Total operating expenses	16,238,777	16,356,704
(1,941,294)	(1,735,873)		Operating loss Financial income and financial expenses	(16,405,792)	(15,760,424)
_	_	17	Share of loss of equity accounted associates	<u>-</u>	(1,973,061)
_	_	9	Impairment of investment in associate	(2,539,270)	(2,023,078)
1,267,458	3,009,983	14	Fair value gain on financial instruments	1,267,458	3,009,983



	-	-		Interest expense	(81,328)	(207,663)
4	45,866	107,045		Other financial income	48,749	132,203
<u>(1</u>	<u> 159,442)</u>	(224,548)		Other financial expense	<u>(170,985)</u>	<u>(334,552)</u>
<u>1,</u>	<u>153,882</u>	<u>2,892,480</u>		Net financial items	(1,475,376)	(1,396,168)
(7	/ 87,412)	1,156,607		Loss before tax	(17,881,168)	(17,156,592)
				Income tay evpense		
(7	- '87,412)	- 1,156,607		Income tax expense Loss from continuing operations	- (17,881,168)	- (17,156,592)
()	07,412,	1,130,007		Discontinued operation	(17,001,100)	(17,130,332)
			22		(F F02 496)	112 270 196
-	<u>-</u> 	- 	23	Profit (loss) from discontinued operation, net of tax	(5,503,486)	113,279,186
<u>(7</u>	<u> (87,412)</u>	<u>1,156,607</u>		Profit (loss) for the period	<u>(23,384,654)</u>	<u>96,122,594</u>
				Other Comprehensive Income - items that will or may be reclassified to profit or loss - Foreign		
	_	_		Currency Translation	(101,111)	(122,747)
<u>(7</u>	<u>/87,412)</u>	1,156,607		Total comprehensive profit (loss) for the period	(23,485,765)	95,999,847
				Profit (loss) for the period attributable to:		
				Equity holders of the parent	(22,008,657)	97,473,988
				Non-controlling interest	(1,375,997)	(1,351,394)
				Ü	(23,384,654)	96,122,594
				Total comprehensive profit (loss) for the period attributable to:	(==)== ;1== ;1	
				Equity holders of the parent	(22,109,768)	97,351,241
				Non-controlling interest	(1,375,997)	(1,351,394)
					(23,485,765)	95,999,847
				Earnings per share - from continuing operations		
			22	Earnings per share, basic and diluted	(0.23)	(0.20)



	Earnings per share - from continuing and discontinued operations		
22	Earnings per share, basic and diluted	(0.28)	1.12
*	The comparative information has been restated due to the deconsolidation of Cyclyx following a loss of control. See Note 23.		



Chart 3.2: Agilyx Parent and Consolidated Balance Sheet

Agilyx AS Parent and Consolidated Balance Sheet as of December 31 (Amounts in USD)

			ASSETS	Group	
2022	2023	Note	Non-current assets	2022	2023
-	-	6	Intangible assets	4,002,430	3,586,680
-	-	7	Property, plant and equipment	1,619,988	1,336,219
-	-	8	Right of use asset	708,848	284,111
52,197,722	71,438,516	17	Shares in subsidiaries	-	-
-	-	17	Investment in associate	-	113,002,939
5	<u> </u>		Other non-current assets	<u>89,624</u>	<u>35,802</u>
52,197,722	71,438,516		Total non-current assets	6,420,890	118,245,751
			Current assets		
-	-	10, 17	Accounts receivable	2,443,453	588,878
-	-	10, 18	Inventory	1,687,126	-
-	-		Deferred project costs	-	2,165,727
6,939	6,939		Prepaid expenses and other current assets	367,873	772,997
5,007,823	5,958,889		Cash and cash equivalents	13,671,319	8,527,632
5,014,762	5,965,828		Total current assets	18,169,771	12,055,234
57,212,484	77,404,344		TOTAL ASSETS	24,590,661	130,300,985



			LIABILITIES AND STOCKHOLDERS' EQUITY		
			Equity		
143,040	162,269	16	Share capital	143,040	162,269
53,854,378	73,239,523		Share premium	53,854,378	73,239,523
3,591,495	9,432,289	_	Additional paid-in capital	8,591,495	9,432,289
52,588,913	82,834,081		Total paid-in equity	62,588,913	82,834,081
14,288,453)	(13,131,846)		Retained earnings	(56,124,834)	41,349,154
	-		Foreign currency translation reserve	(101,111)	(223,858)
-	<u> </u>		Non-controlling interest	696,640	<u>=</u>
48,300,460	69,702,235		Total equity	7,059,608	123,959,377
			LIABILITIES		
			Non-current Liabilities		
	-	8	Long-term lease liability	465,435	60,441
5,303,189	3,293,206	14	Warrant liability	6,303,189	3,293,206
5,303,189	3,293,206		Total non-current Liabilities	6,768,624	3,353,647
			Current liabilities		
124	403	12	Accounts payable Accrued expenses and other current	2,640,756	1,830,507
93,063	78,413	13	liabilities	1,909,543	924,937
2,515,348	4,330,087	17	Payables to group companies	-	-
	-	20	Contract liability	5,945,535	-
-	<u> </u>	8	Current portion lease liability	266,595	<u>232,517</u>
2,608,835	4,408,903		Total current liabilities	10,762,429	2,987,961
8,912,024	7,702,109	_	TOTAL LIABILITIES	17,531,053	6,341,608

4. REMUNERATION, BOARD OF DIRECTORS, 2023



The Nomination Committee proposes an annual fee for members of the Board of Directors, for approval in the AGM. In 2023 the AGM approved the annual fees from 5/2/22 - 4/30/23. The Annual Board member fee is not linked with any performance indicators. Audit committee members received an additional fee for the audit committee participation. The fees were adjusted as shown in the tables.

Chart 4.1: Current Board of Directors Remuneration (per AGM notices)

	2023 - 2024 Board Remuneration (per AGM notices) Period: May 26, 2023 to May 16, 2024												
Board of Director	Annual Base Fee		Committee Chair Fee / Other (NOK)	Total Remuneration (NOK)									
Jan Secher	Chair	700,000	300,000	1,000,000									
Peter Norris		300,000		300,000									
Catherine Keenan	ESG Committee Chair	300,000	70,000	370,000									
Martha Crawford	Comp Committee Cha	300,000	70,000	370,000									
Carolyn Clarke	Audit Committee Chair	300,000	70,000	370,000									
Ranjeet Bhatia		150,000		150,000									
Steen Jakobsen		300,000		300,000									
Fredrik Sneve	Nom Committee	80,000		80,000									
Tor Svelland	Nom Committee	80,000		80,000									
Total		2,510,000	510,000	3,020,000									



Chart 4.2: Prior Year Board of Directors Remuneration

	2022-2023 Board Remuneration (per AGM notices) Period: May 12, 2022 to May 26, 2023											
Board of Director	Assigned Committee	Annual Base Fee (NOK)	Committee Chair Fee / Other (NOK)	Cash for Options Granted (2021 AGM)	Total							
Peter Norris	Chair	350,000		100,000	450,000							
Catherine Keenan		300,000		37,500	337,500							
Carolyn Clarke		300,000	50,000		350,000							
Steen Jakobsen		300,000			300,000							
Ranjeet Bhatia		150,000		50,000	200,000							
Fredrik Sneve	Nom Committee	80,000			80,000							
Tor Svelland	Nom Committee	80,000			80,000							
Total		1,560,000	50,000	187,500	1,797,500							

Note: On October 24,2022 Jan Secher became Chair and Martha Crawford joined the Agilyx Board of Directors



Chart 4.3: Shares and Options Held by CEO and Members of the Board of Directors (See Appendix 1 for details)

	Shares and	l Options Held by the	CEO and Members o	of the Board of E	Directors		
Name	Title	Options and Warrants Granted	Expired Options with Terminations or Resignations	Options Held	Shares Owned	Private Placement	Total
Timothy Stedman	CEO	2,893,900	542,610	2,351,290	86,842		86,842
Ranjeet Bhatia	Board Member				92,700	52,314	145,014
Jan Secher	Chair of the Board	100,000				78,472	78,472
Steen Jakobsen	Board Member	75,000					0
Peter Norris	Board Member	75,000			156,645	18,310	174,955
Martha Crawford	Board Member	75,000	53,142	21,858			0
Carolyn Clarke	Board Member	75,000					0
Catherine Keenan	Board Member	75,000					0

Stock Option Plan

The 2020 plan became effective as of 4 June 2020. Prior to this date Agilyx Corp had implemented a 2009 Stock Incentive plan. The 2009 plan was considered null and void after the effective date of the 2020 plan but was replaced with new options in the new plan. Below is the updated stock option report for 2023.



Chart 4.4: Stock Options

Stock option plan		Stock	Option .Activity	
	Number of shares	Weighted average exercise price	Weighted average contractual term {years)	Aggregate intrinsic;: value
Balance at January 1, 2022	11,432,624	\$1.17	7.81	33,223,561
	Share authorized			
Options granted	1,815,000	2.62		
Options exercised	(769,509)	0.28		8,706,073
Options forfeited/expired	(188,899)	2.30		
Balance at December 31, 2022	12,289,216	\$1.40	7.71	26,343,495
	Share authorized			
Options granted	140,000	3.41		
Options exercised	(531,249}	0.19		
Options forfeited/expired	(1,104,814)	1.92		
Balance at December 31, 2023	10,693,153	\$1.47	6.76	12,367,651
Options vested and expected to vest at December 31, 2 ¹ 023	10,693,153	\$1.47 	6.76	12,367,651
Options Exercisable	8,.590,099	\$1.17	6.61	12,002,536



Chart 4.5: Equity Shares

	EQUITY SHARE	:S		
	All em	ployees	Key managem	ent personnel
	2022	2023	2022	2023
	Equity-settled			
Option pricing model used	Black-Scholes	Black-Scholes	Black-Scholes	Black-Scholes
Share price at grant date (weighted average)	\$1.02	\$1.13	\$1.05	\$1.20
Exercise price (weighted average)	\$2.62	\$3.41	\$2.75	\$3.47
Contractual life (weighted average)	6.12	10.99	6.15	11.00
Expected volatility (weighted average)	32%	53%	33%	59%
Expected dividend growth rate	0%	0%	0%	0%
(weighted average)	2.84%	3.08%	2.90%	3.10%



5. TERMINATIONS AND DEVIATIONS

Terminations

The Company has individual agreements on termination payments upon dismissal with the CEO and some members of the Executive Management. As part of the general terms for Termination Payments, the Board may require the individual to immediately step down from the position, and/or assign alternative job content for the duration of the notice period and the Termination Payment period. Termination payments were applied to the following executive during 2023.

Chart 5.1: Terminations of Executive Management

	Termination	s of Executive Management	
		2023	
Separated Executive	Separation Date	Position on Last Day	
Kate Ringier	11/30/2023	VP, Comms & Government Affairs	
Isabel Hacker	12/31/2023	General Counsel	
Tim Stedman	12/31/2023	CEO	

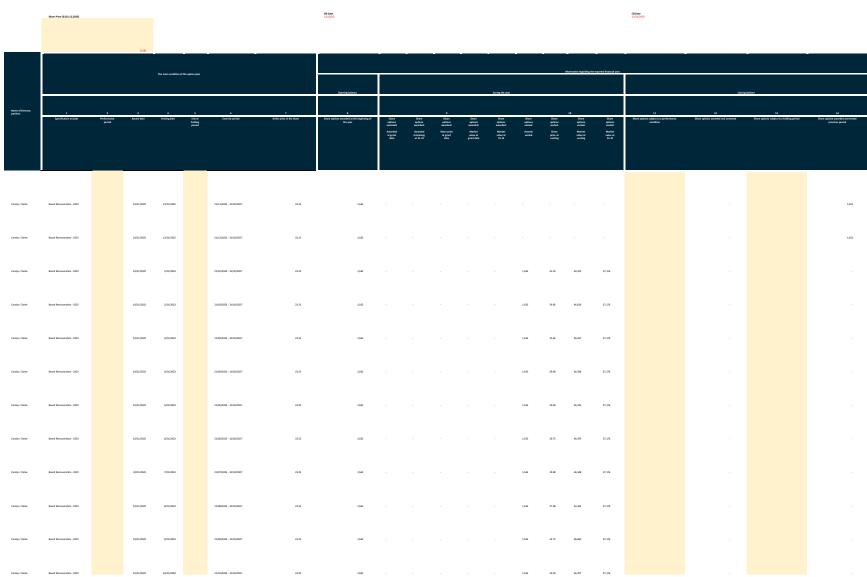
Deviations

The Compensation Committee may propose material changes to the remuneration policy with appropriate dialogue with the Board and the Company's major investors (as appropriate and/or legally permissible) in advance. Moreover, this policy can be deviated if required by regulatory requirements, material changes in the Group structure or ownership, if the CEO is to be changed, or if there are situations where the long-term interests or the viability of the Group require it. Any such material changes or deviations shall be approved in advance by the Board and described in the annual remuneration report produced at the end of the year in accordance with the Norwegian Public Limited Companies Act Section 6-16b.

There were no deviations made during 2023.



Appendix 1





Carolyn Clarke	Board Remuneration - 2022	10/21/2002	11/21/2023	21/11/0002 - 21/10/0007	23.25	1,542			1,562	21.90	34,652	37,576		
Carolyn Clarke	Board Remuneration - 2022	10/21/2022	13/21/2023	21/12/0020 - 21/10/0027	22.15	1,542			1,542	21.90	34,308	27,176		
Carolyn Clarke	Scand Remuneration -2022	10/21/2022	1/21/2024	23,03,0304 - 21/10/2027	22.25	150							1,60	
Carolyn Clarke	Scand Remuneration -2022	10/21/2022	2/21/2024	23,032,0404 - 26/16/2027	22.25	150							1,60	
Carolyn Clarke	Board Remuneration - 2022	10/21/2022	3/21/2024	21,03,0634 - 21/16/2027	22.25	150							1,543	
Carolyn Clarke	Scand Remuneration -2022	10/21/2022	4/21/2024	23,084,0604 - 22/10/2027	22.25	150							1,60	
Carolyn Clarke	Scand Remuneration -2022	10/21/2022	5/21/2024	23,05,0404 - 21/10/2027	22.25	150							1,60	
Carolyn Clarke	Board Remuneration - 2022	10/21/2022	6/21/2024	21,06,0004 - 21/10/2027	22.25	150							1,543	
Carolyn Clarke	Board Remuneration - 2022	10/21/2022	7/21/2024	21,07,0004 - 21,10,0027	22.25	150							1,543	
Carolyn Clarke	Board Remuneration -2022	10/21/2022	8/21/2024	24/08/0004 - 24/10/0027	22.25	1,502							1,62	
Carolyn Clarke	Soard Remuneration -2022	10/21/2022	9/21/2024	23,99,0004 - 24/10/2027	22.25	1,562							1,62	
Carolyn Clarke	Soard Remuneration -2022	10/21/2022	10/21/2014	21/10/0604 - 21/10/0027	22.25	1,562							1,62	
Carolyn Clarke	Soard Remuneration -2022	10/21/2022	11/21/2004	21/11/0604 - 21/10/0027	22.25	1563							1,60	
Carolyn Clarke	Soard Remuneration -2022	10/21/2022	13/21/2014	21/12/0604 - 21/18/0827	22.25	1563							1,60	
Carolyn Clarke	Soard Remuneration -2022	10/21/2022	1/21/2025	23,93,0006 - 24/10/2027	22.25	1563							1,60	
Carolyn Clarke	Soard Remuneration -2022	10/21/2022	2/21/2026	21,02,0606 - 24/10/0027	23.25	150							150	
Carolyn Clarke	Board Remuneration - 2022	10/21/2022	3/21/2025	21,030,0606 - 21/10/2027	22.25	1,563							1563	
Carolyn Clarke	Soard Remuneration -2022	10/21/2002	4/21/2025	24,04,0656 - 24,16,0627	23.25	150							1,563	



Carolyn Clarke	Board Remuneration -2022	10/21/2022	5/21/2025	23,05,0005 - 22,100,0027	22.25	1,560						1,563	
Carolyn Clarke	Soard Remuneration - 2022	10/21/2022	6/21/2025	33,66,0035 - 32/30/0037	22.25	159						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21/2002	7/21/2025	21,07/2005 - 21/10/2007	21.5	1,580						1,563	
Carolyn Clarke	Board Remuneration - 2022	10/21/2002	8/21/2025	23,086,0005 - 22,105,0027	22.25	159						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21/2022	9/21/2025	23,09,0005 - 22,10,0027	22.25	1,583						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21/2022	10/21/2025	24/10/2005 - 24/10/2007	22.25	1,583						1,563	
Carolyn Clarke	Board Remuneration -2022	19/21/2022	11/21/2025	31/11/005 - 31/10/0037	22.25	159						1,50	
Carolyn Clarke	Board Remuneration -2022	10/21/2002	13/21/2025	31,12,005 - 31,10,0037	21.5	159						1,50	
Carolyn Clarke	Soard Remuneration - 2022	10/21/2022	1/21/2026	23,69,6996 - 24/30/2027	22.25	1,549						1,500	
Carolyn Clarke	Soard Remuneration - 2022	10/21/2002	2/21/2026	31,62,0006 - 31,10,0027	23.25	159						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21/2002	3/21/2026	21,933,0106 - 21/10/2027	22.5	1,560						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21/2002	4/21/2026	21,94,0104 - 21/10/0027	22.25	1,560						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21/2002	5/21/2026	21,956,0106 - 21/10/2027	22.5	1,560						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21,0002	6/21/2026	23,066,0006 - 22/10/2027	21.5	1,500						1,563	
Carolyn Clarke	Board Remuneration -2022	10/21,0002	7/21/2026	23,07/2006 - 24/10/2027	21.5	1,500						1,563	
Carolyn Clarke	Board Remuneration - 2022	19/21/2002	8/21/2026	21/08/0006 - 21/10/0027	28.26	159						1,563	
Carolyn Clarke	Board Remuneration - 2022	10/21/2002	9/21/2026	21,000,0006 - 21/10/0027	22.25	1,549						ısa	
Carolyn Clarke	Soard Remuneration - 2022	19/21/2022	10/21/2026	21/10/0106 - 21/10/0327	22.25	1,500						1,563	



Carsten Larsen	Stock Incentive Plan - 2021	9/1/0021	8/1/2022	01,09(2022 - 01/09/2021	22.80	80,000								80,000
Carsten Larsen	Stock Incentive Plan - 2021	9/1,0021	9/1/2023	01/09/0223 - 01/09/0231	23.50	120,000			120,000	27.30	3,276,000	2,856,000		
Carsten Larsen	Stock Incentive Plan - 2021	9/1/9821	9/1/2024	01/09/0109 - 01/09/0331	23.80	200,000							200,999	
Carsten Larsen	Stock Incentive Plan - 2022	5/12/2022	5/13/2023	12/05/2020 - 12/05/2022	27.10	20,000			20,000	28.60	572,000	476,000		
Carsten Larsen	Stock Incentive Plan - 2022	5/12/2022	5/13/2024	12/05/2004 - 12/05/2002	27.10	20,000							30,000	
Carsten Larvee	Stack Incentive Plan - 2022	5/12/2002	5/13/2025	12/05/0005 - 12/05/0002	27.10	50,000							50,000	
Catherine Keenan	Stack Incentive Plan - 2021	5/12/2021	4/24/2022	34/04/0222 - 12/05/0321	24.58									
Catherine Keenan	Stack Incentive Plan - 2021	5/12/2021	4/24/2022	34/04/0222 - 12/05/0321	24.58									
Catherine Keenan	Stock Incentilve Plan - 2021	5/12/2021	4/24/2022	36/04/0522 - 12/05/0331	24.58									
Catherine Keenan	Board Remuneration -2022	10/21/2022	11/21/2022	31/11/0522 - 21/10/0327	23.55	1,542								150
Catherine Keenan	Board Remuneration -2022	10/71,0022	13/21/982	31/12/0002 - 21/10/0027	22.26	1542								1,562
Catherine Keenan	Board Remuneration -2022	10/71/2002	1/21/2023	21,011,0102 - 21/10/0027	22.35	1502			1,552	21.45	49,135	27,5%		
Catherine Keenan	Board Remuneration -2022	10/71/2002	2/21/2023	21,022,0422 - 21/10/2027	22.35	1502			1,552	29.85	46,626	27,5%		
Catherine Keenan	Board Remuneration -2022	10/71,0022	3/21/2023	31,600,0000 - 21/10/0007	22.26	1542			1,562	21.65	49,627	27,256		
Catherine Keenan	Board Remuneration -2022	10/21/2022	4/21/2023	31,04(0020 - 21/10)(0027	23.55	1,542			1,542	29.80	46,548	27,176		
Catherine Keenan	Board Remuneration -2022	10/21/2022	5(24/2023	31,05,0422 - 21/10/0227	23.55	1,542			1,542	29.60	46,225	27,176		
Catherine Keenan	Board Remuneration -2022	10/71,0022	6/21/2023	31,06,0020 - 21,10,0027	23.25	1542			1,562	29.75	46,670	27,256		
Catherine Keenan	Board Remuneration - 2022	10/21/2022	7/21/2023	21,07/2020 - 21/10/2027	23.25	1562			1,562	29.80	46,548	27,176		



Catherine Keenan	Board Remuneration - 2022	10/21/2022	8/21/2023	21,080,0633 - 21/10/0027	22.26	1,542			1,562	27.80	43,434	27,176		
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	9/21/2023	21,000,0028 - 21/10/0027	23.25	150			1,562	24.75	28,660	27,276		
Catherine Keenan	Soard Remuneration - 2022	10/71/2022	10/21/2023	21/10/0003 - 21/10/0007	22.25	150			1,562	23.50	36,307	27,276		
Catherine Keenan	Soard Remuneration - 2022	10/71,0022	11/21/2023	24/11/0608 - 24/10/0027	23.25	1502			1,562	21.80	34,052	27,176		
Catherine Keenan	Soard Remuneration - 2022	10/71,0022	13/21/2023	24/12/0608 - 24/10/0027	23.25	1502			1,562	21.90	24,208	27,176		
Catherine Keenan	Soard Remuneration - 2022	10/71,0022	1/21/2024	23,691,0004 - 23,100,0007	23.35	1,542							1,562	
Catherine Keenan	Soard Remuneration - 2002	10/71,0022	2/21/2024	21,022,0404 - 21,120,0037	22.5	1,542							1,502	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	3/21/2024	23,603,0004 - 22,100,0037	23.35	1,60							150	
Catherine Keenan	Soard Remuneration - 2002	10/71,0022	4/21/2024	21,194,0404 - 21/10/2027	22.5	1,542							1,502	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	5/21/2024	34,956,0004 - 24,100,0037	23.35	1,60							150	
Catherine Keenan	Soard Remuneration - 2002	10/21/2022	6/21/2024	24,06,0404 - 24/16/0027	23.35	1,502							1,562	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	7/21/2024	21,037,0404 - 21,110,0027	22.5	1,540							1562	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	8/21/2024	21,508,0034 - 21/10/2027	23.55	150							1,942	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	9/21/2024	21,506,0034 - 21/10/2027	23.55	150							1,942	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	10/21/2014	21/10/0204 - 21/10/0227	23.55	150							1,942	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	13/21/2004	24/31/0804 - 24/36/0827	23.25	150							1,943	
Catherine Keenan	Sound Remuneration - 2002	10/71/2022	13/21/2004	21/12/0404 - 21/10/04027	22.25	150							1,563	
Catherine Keenan	Scard Remuneration - 2022	10/21/2022	1/21/2025	33,904,0005 - 24/10)/2027	22.5	156							1,563	



Catherine Keenan	Soard Remuneration - 2002	10/21,0022	2/21/2025	21,02,005 - 21/10/2027	22.25	150						1,563	
Catherine Keenan	Board Remuneration - 2022	10/21,0022	3/21/2025	31,030,0005 - 31,100,0027	22.25	159						150	
Catherine Keenan	Soard Remuneration - 2022	10/21,0032	4/21/2025	31,94,0625 - 21,15(3027	22.25	150						1,541	
Catherine Keenan	Board Remuneration - 2002	10/21/0022	5/21/2025	31,05,0695 - 21/10/2027	22.35	159						150	
Catherine Keenan	Soard Remuneration - 2002	10/21/2022	6/21/2025	21,06(0805 - 26/10(0027	23.25	159						1,563	
Catherine Keenan	Soard Remuneration - 2002	10/21/0022	7/21/2025	23,907/9806 - 28/80/2027	22.25	150						1,560	
Catherine Keenan	Soard Semuneration - 2022	10/21/2022	8/21/2025	21,08(0605 - 21/16)2027	23.25	150						156	
Catherine Keenan	Scand Remuneration - 2022	10/21/0022	9/21/2025	23,09,0005 - 21,10,0027	22.25	159						ssa	
Catherine Keenan	Soard Remaneration - 2022	10/21/2022	10/21/2025	21,710,0006 - 21,710,0027	22.55	150						150	
Catherine Keenan	Soard Remuneration - 2002	10/21,0022	11/21/2005	21/11/0806 - 21/18/0827	22.25	159						1,563	
Catherine Keenan	Soard Remuneration - 2002	10/21/0022	13/21/2025	31/12/0025 - 21/10/2027	22.25	150						1,60	
Catherine Keenan	Soard Remuneration - 2022	10/21/2022	1/21/2026	23,031,0406 - 24,150,0327	22.25	150						1,50	
Catherine Keenan	Board Remuneration - 2022	10/21/0022	2/21/2026	21,02,0896 - 21,18(2027	22.35	159						150	
Catherine Keenan	Soard Remuneration - 2022	10/21/0022	3/21/2026	21,930,0656 - 24/16/2027	23.25	150						1,569	
Catherine Keenan	Soard Remuneration - 2002	10/21/2022	4/21/2026	21,04,0106 - 21,10,0027	22.25	150						1,563	
Catherine Keenan	Soard Remuneration - 2002	10/21/0022	5/21/2026	21,05,0406 - 24/10/0027	23.25	150						1,563	
Catherine Keenan	Soard Remuneration - 2022	10/21,0022	6/21/2026	21,106,1006 - 21,10,10027	22.25	150						1,50	
Catherine Keenan	Soand Remuneration - 2022	10/21/0022	7/21/2026	21,937,04506 - 21,110,0327	22.25	150						1,563	



Catherine Keenan	Board Remuneration - 2022	10/21/2002	8/21/2026	21,08(0006 - 21/10)2007	22.5	1500						150	
Catherine Keenan	Board Remuneration - 2022	10/21/2002	8/21/2026	21,000,0006 - 21/10/2027	22.25	150						1,543	
Catherine Keenan	Soard Remuneration -2022	10/71,0022	20/21/1006	23/10/0406 - 21/10/0307	21.5	1,560						1,560	
Chris Faulkner	Stock Incentive Plan - 2020	6/15/2020	6/15/2021	15/06/04021 - 15/06/0380	0.57								
Chris Faulkner	Stock incentive Plan - 2020	6/15/2020	6/15/2020	15/04/0420 - 15/04/0380	0.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/0000	7/15/2020	15/07/2020 - 15/06/2020	0.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/0000	A/15/2020	15/08/0120 - 15/08/0280	0.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/0000	9/15/2020	15,99(0120 - 15,05(0380	0.57								
ChrisFaulkner	Stack Incentive Plan - 2020	6/15/2020	10/15/7620	15/10/0420 - 15/05/2030	0.57								
Chris Faulkner	Stock Incentile Plan - 2020	6/15/2020	11/15/7500	15/11/0420 - 15/06/0390	8.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/2020	13/15/2020	15/12/0500 - 16/06/0380	0.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/0000	1/15/2021	15/01/0021 - 15/06/0030	0.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/0000	2/15/2021	15/02/0021 - 15/06/0080	0.57								
ChrisFaulkner	Stock Incentive Plan - 2020	6/15/2020	3/15/2021	15/03/0021 - 15/05/0030	0.57								
ChrisFaulkner	Stock Incentive Plan - 2020	6/15/2020	4/15/2021	15/04/0021 - 15/05/0030	0.57								
ChrisFauliner	Stock incentive Plan - 2020	6/15/2020	5/15/2021	15/05/0021 - 15/05/0030	0.57								
ChrisFaulkner	Stock Incentive Plan - 2020	6/15/2020	7/15/2021	15/07/2021 - 15/05/2030	0.57								
Chris Faulkner	Stock Incentive Plan - 2020	6/15/2020	8/15/2021	15,08/0422 - 15/06/2030	8.57								



Chris Faulkner	Stack incentive Plan - 2020	6/15/2020	9/15/2021	15/06/0201 - 15/06/2010	0.57									
Chris Faulkner	Stock incentive Plan - 2020	6/15/2020	10/15/2021	15/20/0824 - 15/06/2020	0.57									
Chris Faulkner	Stock incentive Plan - 2000	6/15/2020	14/15/2021	15/11/0001 - 15/06/0030	€£7									
Chris Faulkner	Stack Incentilve Plan - 2020	6/15/2020	13/15/2021	15/12/2021 - 15/06/2030	0.57									
ChrisFaulkner	Stock incentive Plan - 2020	6/15/2020	1/15/2022	15/01/0022 - 15/06/2020	0.57									
Chris Faulkner	Stock incentive Plan - 2020	6/15/2020	2/15/2022	15/02/0022 - 15/06/0030	6.E7									
Chris Faulkner	Stock incentive Plan - 2020	6/15/2020	3/15/2022	15/03/0022 - 15/06/0030	6.E7									
Chris Faulkner	Stock Incentive Plan - 2021	5/12/5021	5/13/2022	13/05/0822 - 13/05/2081	26.00	20,000								20,000
Chris Faulkner	Stock incentive Plan - 2021	5/12/2021	5/13/2023	12/05/2023 - 12/05/2031	26.00	30,000			20,000	28.60	858,000	754,000		
Chris Faulkner	Stock incentive Plan - 2021	5/12/9891	5/13/2024	13,05,0004 - 13,05,0001	26.00	50,000							50,000	
Chris Faulkner	Stock incentive Plan - 2022	5,912/2012	5/13/2023	12/05/0022 - 12/05/2032	27.00	20,000			20,000	28.60	572,000	476,000		
Chris Faulkner	Stack incentive Plan - 2022	5/12/2022	5/13/2024	12/05/0824 - 12/05/2012	27.10	20,000							30,000	
Chris Faulkner	Stock Incentive Plan - 2022	5/1:2/2022	5/13/2025	13/05/0026 - 13/05/0032	27.10	50,000							50,000	
trathel Hacker	Stock incentive Plan - 2020	1/1/0021	2/28/2022	28/03/0023 - 06/01/2031	36.00	3,125								3,125
Isabel Hadzer	Stock incentive Plan - 2000	1/1/0021	3/31/2022	34,633,0002 - 66,631,70331	26.00	3,125								3,026
Itabel Hacker	Stock incentive Plan - 2000	1/1/0021	4/30/2022	30/04/2022 - 06/01/2021	36.00	3,125								3,125
Itabel Hacker	Stock incentive Plan - 2000	1/1/0021	5/31/2022	31,95,0002 - 66,92,7931	36.00	3,125								3,125
Isabel Hacker	Stock incentive Plan - 2020	1/1/0021	6/30/2022	30/06/2022 - 00/01/2021	26.00	3,125								2,125



loobel Hacker	Stock incentive Plan - 2020	1/1/0021	7/21/2022	31,07,7002 - 01,701,70031	26.00	3,125									
lsabel Hacker	Stock incentive Plan - 2020	1/1/0021	8/21/2022	31,080,0832 - 66,037,0331	26.00	1,136									
liabel Hadver	Stock incentive Plan - 2020	1/1/0021	9/20/2022	aqroq/xxx2 - cq/xx/xxax	26.00	3,125									
lsabel Hacker	Stock incentive Plan - 2020	1/1/0001	10/31/3022	31/10/0002 - 06/01/20031	26.00	1,135									
lsabel Hacker	Stock incentive Plan - 2020	1/1/0021	11/30/2022	aqrs1/xxx2 - cu/xs/xxxs	26.00	1,135									
		1/1,0021	13/31/2022	31/12/2022 - 06/05/2031	26.00	lis									
Isabel Hador	Stock incentive Plan - 2020	1/1/0101	13/31/2022	31/12/2022 - C0/01/2021	26.00	1125									
laabel Hacker	Stock incentive Plan - 2020	1/1/0401	1/31/2023	31/01/2023 - 66/01/2021	26.00	1126			3,125	30.40	95,000	74,275			
Isabel Hadser	Stock incentive Plan - 2020	1/1/0021	2/28/2023	28/02/0008 - 06/01/2081	26.00	3,125			3,125	29.50	92,588	34,225			
laabel Hacker	Stock incentive Plan - 2020	1/1/0021	3/11/2023	31/03/0003 - 04/01/3031	26.00	1125			3,125	22.65	202,031	74,275			
Isabel Hadser	Stock incentive Plan - 2020	1/1/0021	4/20/2023	30/04/0523 - 06/05/2031	26.00	3,125			ķiš	20.00	93,750	34,225			
inshal linetur	Stock Incoming Size , 3000	1/1,0021	5/31/2023	31,105,0023 - 04,037,3031	26.00	3,125			3,126	20.00	93,760	34,225			
Isabel Hacker	Stock incentive Plan - 2020	1/1/0021	6/30/2023	36/06/0223 - 06/01/2031	26.00	3,126			3,125	21.60	99,750	74,275			
lsabel Hacker	Stock incentive Plan - 2020	1/1/0021	7/24/2022	21,07,0000 - 00,01,70021	26.00	3,136			1126	20.00	93,750	74,275			
Nabel Hador	Stock incentive Plan - 2020	1/1/0021	8/31/2023	31/08/0523 - 06/05/2031	26.00	us			3,126	28.00	87,500	34,225			
lsabel Hacker	Stock incentive Plan - 2020	1/1/0001	9/20/2023	30/09/2022 - 06/01/2021	26.00	1,135			ķiš	26.00	81,250	34,275			
label Hader	Stock incentive Plan - 2020	1/1/0021	10/31/3023	31/15/0003 - 66/01/2031	26.00	3,125			3,125	22.50	70,313	34,275			
trabel Hacker	Stock incentive Plan - 2020	1/1/0821	11/30/2023	30/11/2023 - 06/28/2021	26.00	3,136			3,126	22.20	72,500	34,225			
Isabel Hadker	Stock incentive Plan - 2020	1/1/0021	12/31/2023	31/12/0023 - 01/01/0031	26.00	3,125			3,125	23.60	74,875	74,275			



trabel Hacker	Stack Incentive Plan - 2020	1/1/0021	1/21/2024	31/01/1004 - 01/01/1031	26.00	11%								
trathel Hacker	Stack incentive Plan - 2020	1/1/0021	2/29/2024	24/02/2424 - 64/01/2021	26.00	1,125								
Isabel Hadser	Stock incentive Plan - 2020	1/1/2021	3/21/2024	31,032,0004 - 66,03,0031	26.00	3,125								
Isabel Radier	Stock incentive Plan - 2020	1/1/0621	4/30/2024	30/04/2024 - 06/05/2025	26.00	3,126								
Isabel Radier	Stock incentive Plan - 2020	1/1/0621	5/21/2024	31,05,0004 - 06,01,0031	26.00	3,126								
lsabel Hacker	Stock incentive Plan - 2020	1/1/0021	6/20/2024	36/06/0104 - 64/01/2031	26.00	3,126								
lsabel Hacker	Stock incentive Plan - 2020	1/1/0021	7/21/2024	31,077,0004 - 04,012,7031	26.00	3,126								
trabel Hacker	Stock Incentive Plan - 2020	1/1/0021	8/31/3024	31,08,0634 - 00,01,0331	26.00	1,1%								
trabel Hacker	Stock Incentive Plan - 2020	1/1/0021	9/30/3024	30/09/0034 - 00/01/2031	26.00	1,1%								
trathel Hacker	Stock Incentive Plan - 2020	1/1/0021	10/21/2024	31/10/0524 - 06/01/2031	26.00	1,125								
trabel Hacker	Stock Incentilve Plan - 2020	1/1/0021	11/20/2024	30/11/2024 - 04/01/2031	26.00	1,125								
trathel Hacker	Stock Incentive Plan - 2020	1/1/0021	1/1/2022	64/01/0522 - 06/01/2021	26.00	27,500								27,500
Nathel Hacker	Stack incentive Plan - 2020	1/1/0621	13/21/2014	31/12/2004 - 01/01/2031	26.00	1,125								
Isabel Hadser	Stack Incentive Plan - 2020	1/1/0021	1/1/2025	04/01/0025 - 04/01/2031	26.00	3,125								
Isabel Hadser	Stack incentive Plan - 2022	5/12/2022	5/12/2023	12/05/2023 - 12/05/2032	27.60	20,000			20,000	28.60	\$72,000	476,000		
Isabel Hacker	Stack Incentive Plan - 2022	5/12/2022	5/12/2024	13,05,0404 - 13,05,7002	27.69	36,000								
Itabel Hacker	Stock Incentive Plan - 2022	5/12/2022	5/13/2025	13,05,0405 - 13,05,0032	27.60	50,000								
Jan Secher	Board Remuneration - 2022	10/21/0022	11/21/2022	31/11/2022 - 31/10/2027	22.25	2,089								2,082



Jan Secher	Board Remuneration - 2022	10/21/0022	13/21/2022	21/12/0602 - 24/16/0027	22.25	2,049									2,043
Jan Secher	Soard Remuneration - 2022	10/21/2022	1/21/2023	31,021,0038 - 28,100,0027	23.25	2,083			2,083	21.65	65,510	49,575			
Jan Secher	Sound Remuneration - 2022	10/21/0022	2/21/2023	21,02,0408 - 21,150,0427	23.35	2,083			2,089	29.65	62,0%	49,575			
Jan Secher	Soard Remuneration - 2022	10/21/0022	3/21/2023	21,03,0403 - 20,150,04027	23.25	2,089			2,089	21.65	65,827	49,575			
Jan Secher	Board Remuneration -2022	10/21,0022	4/21/2023	24,04,0029 - 28/10(0027	22.25	2,089			2,089	29.80	ω,m	49,575			
Jan Secher	Board Remuneration -2022	10/21,0022	5/21/2023	24,05,0403 - 24/10/0427	22.25	2,089			2,089	29.60	61,657	49,575			
Jan Secher	Board Remuneration - 2022	10/71/2002	6/21/2023	21,056,0009 - 28/16/0027	22.25	2,042			2,092	28.55	61,969	49,575			
Jan Secher	Board Remuneration - 2022	10/71/2002	7/24/2023	21,407,0000 - 20,100,00027	22.25	2,042			2,092	29.80	e,m	49,575			
Jan Secher	Board Remuneration - 2022	10/21/2022	8/21/2023	21,080,0403 - 24/16/0027	22.25	2,083			2,082	27.80	57,907	49,575			
Jan Secher	Board Remuneration - 2022	10/21/2022	9/21/2023	21,050,0423 - 24/16/0327	22.25	2,083			2,082	24.75	51,554	49,575			
Jan Secher	Board Remuneration - 2022	10/21/2022	20/21/2023	21,750,0628 - 24,750,76227	22.25	2,083			2,082	23.90	48,951	49,575			
Jan Secher	Board Remuneration - 2022	10/21/2022	11/21/2023	21/11/0003 - 28/10/0027	22.25	2,043			2,083	21.90	45,409	49,575			
Jan Secher	Board Remuneration - 2022	10/21/2022	13/21/2023	21/12/0003 - 28/10/0027	22.25	2,043			2,083	21.90	45,618	49,575			
Jan Secher	Soard Remuneration - 2022	10/21/2022	1/21/2024	24,034,04094 - 24,140,03227	23.25	2,083							2,01	a	
Jan Secher	Soard Remuneration - 2022	10/21/2022	2/21/2024	21,022,0404 - 24,167,0227	23.25	2,083							2,01	a	
Jan Secher	Soard Remuneration - 2022	19/21/2022	3/21/2024	21,032,0404 - 28,167,0327	23.25	2,013							2,01	a	
Jan Secher	Board Remuneration - 2022	10/21/2022	4/21/2024	21,054,0404 - 28/10/0327	22.25	2,082							2,0	a	
Jan Secher	Board Remuneration - 2022	10/21/0022	5/21/2024	31,05,0404 - 21/10/0027	23.25	2,089							2,0	a	



Jan Secher	Board Remuneration - 2022	10/71,0032	6/21/2024	21,966,04204 - 21/10/2027	22.25	2,010						2,093	
Jan Secher	Soard Remuneration - 2022	10/21/0022	7/21/2024	21,937,04004 - 21,740,72027	28.25	2,082						2,083	
Jan Secher	Sound Remuneration - 2022	10/21/0022	8/21/2024	21,080,0004 - 21/10/2027	28.25	2,082						2,082	
Jan Secher	Board Remuneration - 2022	10/21,0022	9/21/2024	21,499,0404 - 21,10,0207	22.25	2,083						2,083	
Jan Secher	Soard Remuneration - 2022	10/71/2002	10/21/2024	21/16/0004 - 21/16/2027	22.35	2,083						2,683	
Jan Secher	Sound Remuneration - 2022	10/21/2022	11/21/2004	21/11/0004 - 21/10/2027	22.25	2,082						2,082	
Jan Secher	Sound Remuneration - 2022	10/21/2022	13/21/2004	21/12/0004 - 21/10/2027	22.25	2,082						2,082	
Jan Secher	Sound Remuneration - 2022	10/21/2022	1/21/2025	21/01/005 - 21/10/2027	22.25	2,082						2,082	
Jan Secher	Roard Remuneration - 2022	10/21/2022	2/21/2026	21,02,005 - 21/10/2027	22.35	2,010						2,983	
Jan Secher	Roard Remuneration - 2022	10/21/2022	3/21/2026	21,632,0405 - 21/10/2027	22.35	2,010						2,983	
Jan Secher	Soard Remuneration - 2022	10/71/2002	4/21/2025	21,684,0005 - 21/10/2027	22.35	2,083						2,683	
Jan Secher	Sound Remuneration - 2022	10/21/2022	\$(21/2025	21,05,005 - 21/10/2027	22.25	2,082						2,082	
Jan Secher	Sound Remuneration - 2022	10/21/2022	6/21/2025	21,06,005 - 21/10/2027	22.25	2,082						2,082	
Jan Secher	Sound Remuneration - 2022	10/21/2022	7/21/2025	21,037,0405 - 21/10/2027	22.25	2,094						2,084	
Jan Secher	Roand Remuneration - 2022	10/21/2022	8/21/2025	21,08(0005 - 21/10)/2027	22.35	2,094						2,584	
Jan Secher	Scand Remuneration - 2022	10/71/2002	9/21/2025	21,696,0005 - 21/10/2027	22.35	2,094						2,094	
žan Secher	Board Remuneration - 2022	10/71,0022	10/21/2025	31/10/0006 - 31/10/0007	22.25	2,094						2,094	
Jan Secher	Board Remuneration - 2022	10/21/2022	11/21/2005	21/11/2025 - 21/10/2027	22.35	2,094						2,094	



Jan Secher	Board Remuneration -2022	10/21/2022	13/21/2025	21/12/0055 - 21/10/2027	23.25	2,094								2,084	
.tan Secher	Soard Remuneration - 2022	10/21/2022	1/21/2026	21/01/0006 - 21/10/2027	22.25	2,094								2,084	
Jan Secher	Board Remuneration - 2022	10/21/2022	3/21/2026	21,027,0626 - 21,125,75527	23.26	2,094								2,084	
Jan Secher	Soard Remuneration - 2022	10/21/2022	3/21/2026	21/01/0006 - 21/10/0027	22.25	2,094								2,004	
Jan Secher	Board Remuneration -2022	10/21/2022	4/21/2026	23,86,0006 - 26,58(2027	22.25	2,034								2,094	
Jan Secher	Board Remuneration -2022	10/21,0022	5/21/2026	21,05,0106 - 21/10/2027	22.25	2,094								2,084	
Jan Secher	Board Remuneration - 2022	10/21/2022	6/21/2026	31,96(0006 - 21/26)2627	22.25	2,094								2,084	
Jan Secher	Board Remuneration - 2022	10/21/2022	7/21/2026	21,07/0006 - 21/10/2027	22.25	2,094								2,084	
.tan Secher	Board Remuneration -2022	10/21/2022	8/21/2026	21,08,0006 - 21,10,70027	22.25	2,094								2,084	
.lan Secher	Board Remuneration - 2022	10/21/2022	9/21/2026	21,09,0006 - 21,10,0027	23.25	2,094								2,084	
Jan Secher	Soard Remuneration - 2022	10/21,0022	10/21/2026	21/10/0026 - 21/10/2027	22.26	2,034								2,094	
Joe Valiflancourt	Stock Incentive Plan - 2020	6/15/2020	6/15/2020	15/06/0820 - 15/06/2030	0.57	155,500									155,500
Joe Valillancourt	Stock Incentive Plan - 2020	6/15/0000	6/15/2020	15,066,0100 - 15,066,0100	es:	1,722,200									1,222,300
Joe Valifancourt	Stock Incentive Plan - 2022	1/1/0023	1/1/2024	01,01,7024 - 01,01,7034	34.30		100,000	100,000	34.20	2,420,000	2,380,000			100,000	
Kate Ringler	Stock incentive Plan - 2020	9/90/2020	9/20/2021	30/09/2021 - 20/09/2020	32.10	63,300									62,200
Kate Ringier	Stock incentive Plan - 2020	9/90/2020	50/31/2021	31/10/0521 - 20/08/2030	32.10	Q%									Ω×.
KateRingler	Stock incentive Plan - 2020	9/90/2020	11/30/2021	36(11,0021 - 36)08(0330	32.10	52%									ω»
Kata Ringler	Stock Incentive Plan - 2020	9/90/2020	12/21/2021	31/12/0521 - 30/08/0030	22.10	\$2%									5,375



Kate-Ringler	Stock incentive Plan - 2020	9/90/2020	1/31/2022	31/01/1003 - 30/08/2030	22.10	5,276								5275
KateRingler	Stock Incentive Plan - 2020	9/90/2020	2/28/2022	28/12/2022 - 20/09/2020	22.10	5,2%								5,275
Kate Ringler	Stock incentive Plan - 2020	9/90/2020	3/51/2022	31,632,7632 - 30,48/,7330	32.10	5,275								5335
KateRingler	Stock Incentive Plan - 2020	9/90/2020	4/30/2022	30/04/0022 - 30/08/20360	22.19	5,2%								5375
Kate-Ringler	Stock incentive Plan - 2020	8/94/2020	\$(91/2022	31,05,0032 - 20,08/2030	22.10	5,275								5,275
Kate Bingler	Stock incentive Plan - 2020	8/90/2030	6/30/2022	34/04/0.022 - 34/08/2030	32.10	5,2%								5275
Kate Ringler	Stock Incentive Plan - 2020	9/94/2020	7/21/2022	31,97/0622 - 30,98/2030	22.10	5,2%								sas
Kate-Ringler	Stock Incentive Plan - 2020	9/90/2020	8/31/2022	3.1/08/0422 - 30/08/0230	32.10	5,275								5,275
Kate Ringler	Stock incentive Plan - 2020	9/90/2020	9/30/2022	36/06/0622 - 30/08/2030	22.10	5,275								sas
KateRingler	Stock incentive Plan - 2020	9/90/2020	10/31/9822	34/10/0622 - 34/08/0230	32.10	5,276								5275
KateRingler	Stock incentive Plan - 2020	9/90/2020	11/30/2022	36/11/0622 - 34/08/0830	32.10	5,276								5275
KateRingler	Stock incentive Plan - 2020	8/94/2020	13/31/2022	31/12/2022 - 20/08/2020	22.10	5,2%								5,375
Kate-Ringler	Stock Incentive Plan - 2020	9/90/2020	1/31/2023	31/01/2023 - 20/08/2020	32.10	5,276			5,275	30.40	550,360	125,545		
Kate-Ringler	Stock Incentive Plan - 2020	9/90/2020	2/28/2022	28/03/2628 - 30/08/2630	22.19	5,275			5,275	29.50	255,613	125,545		
Kate Ringler	Stock Incentive Plan - 2020	9/9/4/2020	3/31/3023	31/03/0023 - 30/09/2030	22.10	5,275			5,276	22.65	172,229	126,546		
Kate Bingler	Stock Incentive Plan - 2020	9/90/2020	4/20/2022	30(04/2023 - 20/08/2020	32.10	5,2%			5,276	30.00	158,250	125,545		
Kate Ringler	Stock Incentive Plan - 2020	9/94/2020	5/21/2023	31,05,0033 - 20,08/2030	22.10	5,275			5,276	30.00	158,250	125,545		
Kate Ringler	Stock incentive Plan - 2020	9/90/2020	6/30/2023	30/06/2023 - 30/08/2020	32.10	5,275			5,275	21.60	166,690	125,545		



Kate Ringler	Stack incentive Plan - 2020	9/90/2020	7/24/2022	31,407/0423 - 30/08/2030	22.19	£2%			5,2%	30.00	158,350	125,545			
Kateikingler	Stock Incentive Pilan - 2020	9/90/2020	8/21/2023	31/08/0103 - 30/08/2030	22.10	52%			5,2%	28.00	147,700	126,545			
Kate Ringler	Stack incentive Plan - 2020	9/90/2020	9/20/2022	34/09/0523 - 34/08/2230	22.19	£2%			5,2%	26.00	127,150	125,545			
Kate Ringler	Stack incentive Plan - 2020	9/90/2020	10/31/3023	31/10/0523 - 20/08/2030	32.10	5,275			5,2%	22.50	118,688	125,545			
Kate Ringler	Stock incentive Plan - 2020	9/90/2020	11/30/303	35/11/2023 - 30/08/2030	22.19	52%			5,2%	23.20	122,380	125,545			
Kate Ringier	Stack incentive Plan - 2020	9/90/2020	13/31/3123	31/12/2023 - 20/09/2020	22.10	5,2%									
Kate Ringier	Stack incentive Plan - 2020	9/90/2020	1/21/2024	31,01,0004 - 20,097,0030	22.10	52%									
Kate Ringier	Stock incentive Plan - 2020	9/90/2020	2/29/2024	28/02/2024 - 26/08/2020	22.60	52%									
Kate Ringier	Stock incentive Plan - 2020	6/90/2020	3/21/2024	31/03/0104 - 30/08/2030	22.10	52%									
Kateikingler	Stock incentive Plan - 2020	9/90/2020	4/20/2024	34/04/0104 - 34/08/2030	22.10	52%									
Kate Ringier	Stock incentive Plan - 2020	9/90/2020	5/21/2024	31/02/0404 - 39/08/0390	22.10	52%									
Kate Ringler	Stock incentive Plan - 2020	9/90/2020	6/20/2024	34/05/0104 - 34/08/2030	22.10	£2%									
Kate Ringler	Stock Incentive Plan - 2020	9/90/2020	7/21/2024	21,407/2024 - 20/08/2020	22.10	52%									
Kate Ringler	Stock Incentive Plan - 2020	9/90/2020	8/21/2024	31/c8f/5034 - 30/c8f/5030	22.10	52%									
Kate Ringler	Stock Incentive Plan - 2020	9/90/2020	9/20/2024	34/09/0104 - 34/08/2030	22.10	52%									
Kateikingler	Stock incentive Plan - 2022	5/12/2022	5/13/2023	13/05/0003 - 13/05/2002	27.10	8,000			8,000	28.60	228,800	190,400			
Kateikingler	Stock incentive Plan - 2022	5/12/2022	5/13/2024	13/05/0404 - 13/05/2002	27.10	12,000									
Kate Ringler	Stack incentive Plan - 2022	5/12/2022	5/13/2025	13/05/0005 - 13/05/2002	27.10	20,000									



Louise Bryant	Stack incentive Plan - 2022	11/1/2022	11/1/2023	64/11/1023 - 04/11/2022	26.50	20,000			20,000	21.65	423,000	476,000		
Louise Bryant	Stack Incentive Plan - 2022	11/1/2022	11/1/2024	64/11/2004 - CR/11/2002	26.50	20,000							30,000	
Louise Sryant	Stock Incentive Plan - 2022	11/1/2022	11/1/2025	01/11/1005 - 01/11/2002	26.50	\$0,000							50,000	
Mark Sarranco	Stock Incentilve Plan - 2020	11/90,0000	14/30/2021	30/11/0522 - 20/11/0520	22.60	50,000								50,000
Mark Sarranco	Stack incentive Plan - 2020	11/30/0000	13/21/2021	31/12/0621 - 30/11/3030	27.Ab	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	1/21/2022	31/01/0522 - 30/11/0310	27.40	4,166								4,166
Mark Barranco	Stock incentive Plan - 2020	11/90,0000	2/28/2022	28/02/0522 - 20/11/0030	27.40	4,166								4,166
Mark Sarranco	Stock incentive Plan - 2020	11/90/0000	3/31/2022	34/03/0622 - 30/11/0330	27.AD	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	4/30/2022	36/04/0522 - 30/11/2020	22.60	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	5/91/2022	31,06,0622 - 30/11/3030	27.AD	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	6/30/2022	30/06/2022 - 30/11/2030	27.AD	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	7/84/2022	31,07,70622 - 30/11/2030	27.AD	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90,0000	8/31/2022	31/08/2002 - 30/11/2020	27.Ab	4,166								4,166
Mark Sarranco	Stack incentive Plan - 2020	11/90,0000	9/30/2022	36/06/2622 - 30/11/2020	27.Ab	4,166								4,166
Mark Starranco	Stack incentive Plan - 2020	11/90/0000	10/31/2022	31/10/0422 - 30/11/2020	27.AD	4,166								4,166
Mark Starranco	Stack incentive Plan - 2020	11/90/0000	14/30/2022	36/11/1622 - 36/11/1620	27.AD	4,166								4,166
Mark Starranco	Stack incentive Plan - 2020	11/90/0000	13/31/2022	31/12/0622 - 30/11/2020	27.AD	410								4,167
Mark Ramanco	Stock incentive Plan - 2020	11/90/0000	1/31/2023	31/01/0035 - 30/11/2030	27.40	4,167			4,167	20.40	126,677	99,175		



Mark Barranco	Stock incentive Plan - 2020	11/90/0000	2/28/2023	28/02/0208 - W(11/2000	27 Ali	410			4,167	29.50	122,927	99,275		
Mark Sarranco	Stack incertive Plan - 2000	11/90/0000	3/31/2023	31,153,01032 - 30/11/0280	27.46	4,167			4,167	12.65	136,063	99,175		
Mark Ramanco	Stock incentive Plan - 2020	11/90/2020	4/20/2023	36/04/0529 - 30/11/0330	27.40	4167			4167	30.00	125,010	99,275		
Mark Sarranco	Stock incentive Plan - 2020	11/20/2020	5/21/2022	31,05,0023 - 30/11/2030	27.66	4,167			4,167	20.00	125,000	99,275		
Mark Samenco	Stock Incentily Plan - 2020	11/80/0000	6/20/2023	36/06/0523 - 30/11/0330	27.40	4167			4,167	31.60	121,677	99,175		
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	7/21/2022	31,07/2023 - 30/11/2030	27.60	4,167			4,167	30.00	125,010	99,275		
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	8/21/2023	31,08(0023 - 30/11/0330	27.60	4,167			4,167	28.00	116,676	99,275		
Mark Ramanco	Stack Incentive Plan - 2020	11/90/0000	9/20/2022	36(09()0628 - 30/11/2030	27.46	4107			4,167	26.00	108,342	99,275		
Mark Ramanco	Stack Incentive Plan - 2020	11/90/0000	10/31/3023	31/10/0628 - 30/11/2680	27.46	4107			4,167	22.50	93,758	99,275		
Mark Barranco	Stock incentive Plan - 2020	11/90,0000	11/30/2023	36/11/0628 - 20/11/0680	27.AD	4167			410	23.20	96,674	99,275		
Mark Ramanco	Stack incertive Plan - 2000	11/90/0000	13/31/3023	31/12/2023 - 30/11/2020	27.40	4,167			4,167	22.80	99,275	99,275		
Mark Barranco	Stock incentive Plan - 2020	11/90,0000	1/21/2024	32/02/0254 - 50/12/0250	27.AD	4167							4,167	
Mark Barranco	Stock incentive Plan - 2020	11/20/5000	2/29/2024	28/02/0504 - 20/11/0030	27.Mb	4167							4,267	
Mark Barranco	Stock incentive Plan - 2020	11/20/5000	3/21/2024	31/03/0504 - 20/11/0030	27.Mb	4167							4,267	
Mark Ramanco	Stack incentive Plan - 2020	11/90/0000	4/20/2024	36/04/0224 - 20/11/2020	27.46	4,167							4,167	
Mark Sarranco	Stack incentive Plan - 2020	11/90/0000	5/24/2024	31,05,0104 - 30/11/0380	27.Ab	4,167							4163	
Mark Samenco	Stack incentive Plan - 2020	11/90/0000	6/20/2024	36/06/0104 - 30/11/2030	27.46	4167							4,127	
Mark Ramanco	Stock incentive Plan - 2020	11/90/0000	7/21/2024	31/07/0004 - 20/11/2020	27.40	4,10							4,167	



Mark Barranco	Stack Incentive Plan - 2020	11/90/0020	8/21/2024	31,08,7004 - 30/11/2030	27.40	4,157							4,167	
Mark Ramanco	Stock Incentive Plan - 2020	11/90,0000	9/30/2024	30/09/2024 - 30/11/2030	27.40	410							4,1.07	
Mark Barranco	Stock Incentive Plan - 2020	11/90/0000	10/31/2024	34/10/0004 - 30/11/2030	27.40	4,157							4,167	
Mark Sarranco	Stock Incentive Plan - 2020	11/90,0000	11/30/2014	36/11/0004 - 30/11/0330	27.60	4,167							4,167	
Mark Sarranco	Stock Incentive Plan - 2021	5/12/2021	5/13/2022	13/05/0022 - 13/05/2081	26.00	20,000								20,000
Mark Barranco	Stack Incentive Plan - 2021	5/12/2021	5/13/2023	13/05/2020 - 13/05/2021	26.00	30,900			20,000	28.60	858,000	714,000		
Mark Sarranco	Stock Incentive Plan - 2021	5/12/2021	5/13/2024	12/05/2024 - 12/05/2021	26.00	50,800							54,000	
Mark Sarranco	Stock Incentive Plan - 2022	5/12/2022	5/13/2023	12/05/2023 - 12/05/2032	27.10	20,800			20,000	29.60	\$72,000	476,000		
Mark Barranco	Stack incentive Plan - 2022	5/12/2022	5/13/2024	13/05/0004 - 13/05/0002	27.10	20,800							36900	
Mark Sarranco	Stock incentive Plan - 2022	5/12/2022	5/13/2025	13/05/2005 - 12/05/2002	27.10	50,800							56,000	
Martha Crawford	Board Remuneration -2022	10/21/2022	11/21/202	31/11/0602 - 21/10/0607	22.25	1,542								រុវជ
Martha Crawford	Board Remuneration -2022	10/21/2022	13/21/2022	31/12/0002 - 21/10/0007	22.35	1,540								ប្រជ
Martha Crawford	Board Remuneration - 2022	10/21/0022	1/21/2023	24/04/0002 - 24/16/0027	23.35	1542			1,500	31.6	49,125	17,176		
Martha Crawford	Board Remuneration - 2022	10/21/0022	2/21/2023	21/02/002 - 21/10/027	23.35	1542			1,500	29.85	45,626	17,176		
Martha Cowford	Scard Remuneration - 2022	10/21/0022	3/21/2023	23,030,0303 - 24/10/0327	22.25	1562			1,562	21.65	49,627	27,276		
Martha Crawford	Scard Renuneration -2022	10/21/0022	4/21/2023	24/04/0602 - 21/10/0027	23.35	1562			1,560	29.90	46,548	17,176		
Martha Crawford	Scard Renuneration -2022	10/21/0022	5/21/2023	24/05/0602 - 24/10/0027	23.35	1562			1,560	29.60	46,235	17,176		
Martha Crawford	Soard Remuneration - 2022	10/21/2022	6/21/2023	21,06,0022 - 21/16/2027	23.25	150			1,562	29.5	46,000	27,176		



Martha Crawford	Board Remuneration - 2022	10/21/2022	7/21/2023	21,07/2022 - 21/10/2027	22.25	1,512			1,662	29.80	46,548	37,276			
Martha Crawford	Board Remuneration -2022	10/71,0022	8/21/2023	23,086,0002 - 25/10/2027	22.26	150			1,542	27.90	43,634	27,176			
Martha Crawford	Board Remuneration - 2022	10/21/2022	9/21/2023	21,09,0024 - 21/10/2027	22.25	150			1,562	24.75	38,660	27,126			
Martha Crawford	Board Remuneration - 2022	10/21/2022	10/21/2023	21,/10,0020 - 21,/10,0027	22.25	150			1,562	23.50	36,307	27,126			
Martha Crawford	Board Remuneration - 2022	10/21/2022	11/21/2023	21/11/0628 - 21/16/0627	22.25	150			1,562	21.80	34,652	27,126			
Martha Crawford	Board Remuneration - 2022	10/21/2022	13/21/9829	21,012,0020 - 21,010,0027	22.25	150			1,542	21.90	34,208	17,196			
Martha Crawford	Board Remuneration - 2022	10/21/2022	1/21/2024	23,03,0004 - 22/38/0027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	2/21/2024	21,02,0004 - 21,10,0027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	3/21/2024	21,03,0634 - 21/16/2027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	4/21/2024	23,04,0634 - 22/10/2027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	5/21/2024	21,05,0004 - 21/10/0027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	6/21/2024	21,06,0004 - 21/10/0027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	7/21/2024	21,67,0004 - 21,10,0027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	8/21/2024	23,08,0004 - 22/10/2027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	9/21/2024	23,09,0004 - 22/10/2027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	10/21/2024	21,710,0004 - 21,710,0027	22.25	150									
Martha Crawford	Board Remuneration - 2022	10/21/2022	11/21/2004	23/11/0604 - 24/10/0027	23.25	159									
Martha Crawford	Board Remuneration - 2022	10/21/2022	13/21/2004	21/12/9004 - 21/10/2027	22.25	150									



Martha Covellord	Board Remuneration - 2022	10/21/2022	1/21/2025	21,01,0405 - 24/16/0427	22.25	159							
Martha Cowlord	Scand Remuneration - 2002	10/21/0022	2/21/2025	21,020,005 - 21,150,0027	23.35	1,560							
Martha Crawford	Board Remuneration - 2022	10/21/0022	3/21/2025	24,030,0555 - 24/16/0527	22.25	159							
Martha Crawford	Soard Remuneration -2022	10/21/0022	4/21/2025	21,04,0405 - 21,16(2027	23.25	1,560							
Martha Crawford	Scand Remuneration - 2002	10/21/2022	5/21/2025	21,05,0405 - 20,160,0427	23.35	159							
Martha Covelland	Soard Remuneration - 2022	10/21/2022	6/21/2025	21,06(0405 - 24/16(04027	23.25	150							
Martha Crawford	Board Remaneration - 2022	10/21/0022	7/21/2025	21,637,0405 - 24,140,0427	23.25	159							
Martha Crawford	Soard Remuneration - 2022	10/21/0022	8/21/2025	21,08()-006 - 24/16()2027	23.15	159							
Martha Crawford	Sound Remuneration -2002	10/21/0022	9/21/2025	21,090,005 - 20,150,0027	23.25	156							
Martha Crawford	Board Remuneration - 2022	10/21/2022	10/21/2025	21/10/0005 - 20/10/0027	22.25	1569							
Martha Crawford	Soard Remuneration - 2022	10/21/2022	11/21/2005	21/11/005 - 24/10/0027	23.25	150							
Martha Covelland	Soard Remuneration - 2022	10/21/0022	13/21/2025	21,72,7406 - 28,967,9627	23.25	159							
Martha Coveford	Sound Remuneration - 2022	10/21/2022	1/21/3036	21,01,006-20,150,0027	23.25	1569							
Martha Cowford	Board Remuneration - 2022	10/21/2022	2/21/2026	21,02,0006 - 20,160,0027	22.25	150							
Martha Crawford	Soard Remuneration - 2022	10/21/0022	3/21/2026	21,03(0406-24)16(0327	23.25	159							
Martha Crawford	Soard Remuneration - 2022	10/21/0022	4/21/2026	21,04,0406 - 24,140,0327	23.25	159							
Martha Crawford	Soard Remuneration - 2022	10/21/2022	5/21/2026	21,175(-) 606 - 24/10(2027	23.15	159							
Martha Crawford	Board Remuneration - 2022	10/21/2022	6/21/2026	31/06/0406 - 21/10/0027	23.25	1,569							



Martha Crawford	Board Remuneration -2022	10/71,0022	7/21/2026	31,67,0696 - 31/16/2027	28.26	159								
Martha Cowford	Soard Remuneration - 2022	10/71/2022	8/21/2026	23,086,0406 - 21/10/2027	29.25	159								
Martin Crawford	Board Remuneration -2022	10/21/2022	9/21/2026	21,08(2006 - 21/10(2027	29.25	159								
Martha Crawford	Sound Remuneration - 2022	10/71/2022	10/21/2006	21/10/0826 - 21/10/0827	22.55	159								
Peter Norsis	Stock Incentive Plan - 2021	5/12/2021	4/24/2022	36/04/0622 - 12/05/2031	24.58									
Peter Norris	Stock Incentive Plan - 2021	5/12/2021	4/26/2022	36/04/0622 - 12/06/2031	24.5R									
Peter Norris	Stock Incentive Plan - 2021	5/12/2021	4/26/2022	36/04/0622 - 12/06/2031	24.5R									
Pater Norris	Board Remuneration -2022	10/21/2022	11/21/202	31/11/0622 - 31/10/2027	28.26	1,562								1,542
Peter Norris	Board Remuneration -2022	10/21/2022	13/21/982	31/12/0622 - 21/16/2027	23.25	1,562								1,542
Peter Norris	Board Remuneration -2022	10/21/2022	1/21/2023	33,031,0502 - 21,155,0027	23.25	1,562			1,562	21.65	49,05	27,2%		
Peter Norris	Board Remuneration -2022	10/21/2022	2/21/2023	33,602,0602 - 21,105,0027	23.25	1,562			1,562	29.85	45,05	27,2%		
Peter Nonis	Soard Remuneration - 2022	10/21/2022	3/21/2023	24/08/0602 - 28/16/06027	29.26	1542			1,662	21.65	49,627	17,176		
Peter Nonis	Soard Remuneration - 2022	10/21/2022	4/21/2023	23,04,0023 - 25,100,0027	29.26	1542			1,662	29.80	45,548	17,176		
Peter Norsis	Board Remuneration - 2022	10/21/2022	5/21/2023	23,956,9823 - 22/10/2027	23.25	1560			1,562	29.60	46,225	27,276		
Peter Norsis	Board Remuneration - 2022	10/71,0022	6/21/2023	23,966,9820 - 26,980,9827	22.25	150			1,562	29.75	45,670	27,276		
Pater Norsis	Board Remuneration - 2022	10/21/2022	7/21/2023	24/07/0020 - 21/10/0027	29.25	1540			1,562	29.80	46,548	27,236		
Peter Nortis	Board Remuneration - 2022	10/21/2022	8/21/2023	24,084,0624 - 26,165,0627	29.26	1562			1,662	27.80	43,04	17,176		
Peter Nonis	Sound Remuneration - 2022	10/71/2002	9/21/2023	21,09(2023 - 21/10)/2027	29.25	1,562			1,542	24.75	38,660	27,176		



Peter Nortis	Scand Remuneration - 2022	10/71/2002	10/21/2023	21/10/0128 - 21/10/0127	23.25	1,562			1,562	23.50	36,307	17,1%		
Peter Nonis	Sound Remuneration - 2022	10/21/2022	11/21/2023	23/11/0629 - 21/10/0827	23.25	1562			1,562	21.80	34,652	27,2%		
Peter Nacris	Soard Remuneration - 2022	10/21/2022	13/21/9893	23/12/0428 - 21/16/0427	29.25	1,562			1,662	21.90	34,208	27,2%		
Peter Nonls	Soard Remuneration - 2022	10/21/2022	1/21/2024	23/01/0024 - 25/10/0027	22.25	1562							1,562	
Peter Nonls	Soard Remuneration - 2022	10/21/2022	2/21/2024	23,902,04004 - 25/10/20027	22.25	1562							1,562	
Peter Nonls	Soard Remuneration - 2022	10/21/2022	3/21/2024	23,930,0434 - 25/10/0327	22.25	1562							1,562	
Peter Narris	Soard Remuneration - 2022	10/21/0032	4/21/2024	23/04/04094 - 28/18/03227	29.25	1562							1,562	
Peter Narris	Board Remuneration - 2022	10/21/2022	5/21/2024	23,056,04004 - 287,00(04227	29.25	150							1,562	
Peter Narris	Board Remuneration - 2022	10/21/2022	6/21/2024	23,06,0404 - 21/10/0327	29.25	150							1,562	
Peter Narris	Board Remuneration - 2022	10/21/2022	7/21/2024	23,937,04004 - 26,140,04027	29.25	150							1,562	
Peter Narris	Soard Remuneration - 2022	10/21/0032	8/21/2024	23/88/04094 - 28/18/04027	29.25	1562							1,562	
Peter Narris	Soard Remuneration - 2022	10/21/0032	9/21/2024	23,09(04004 - 28/18)(0327	29.25	1562							1,562	
Peter Nonls	Soard Remuneration - 2022	10/21/2022	10/21/2024	23/16/04004 - 23/18/03227	22.25	1562							1,562	
Peter Nonls	Soard Remuneration - 2022	10/21/2022	11/21/2024	23/11/0804 - 28/18/0827	22.25	159							1,563	
Peter Narris	Soard Remuneration - 2022	10/21/2022	13/21/2024	23/12/04004 - 28/18/04027	29.25	159							1,563	
Peter Nonls	Soard Remuneration - 2022	10/21/2022	1/21/2025	23,01,0005 - 23/10/0027	22.25	159							1,563	
Peter Nacris	Soard Remuneration - 2022	10/21/2022	2/21/2026	23,902,0405 - 24,46,04027	29.25	159							1,643	
Peter Nortis	Board Remuneration - 2022	10/21/2022	3/21/2025	21,030,0005 - 21,150,0027	22.25	159							1,500	



Peter Noris	Soard Remuneration - 2022	10/21/0022	4/21/2025	21,04,0056 - 21/10/0027	22.35	1,500						1,563	
Peter Nortis	Board Remuneration - 2022	10/21/2022	5/21/2025	21,05,0405 - 21,100,0027	22.35	1,549						1,563	
Peter Norris	Soard Remuneration - 2022	10/21/2022	6/21/2025	23,066,0405 - 21/10/2027	28.25	1,543						1,563	
Peter Nonis	Board Remuneration - 2022	10/21/0022	7/21/2025	21,027,0036 - 21,101,0027	28.25	1,569						150	
Peter Noris	Soard Remuneration -2022	10/21/0022	8/21/2025	33,08,0035 - 32,10,7037	23.25	1,500						1,569	
Peter Nortis	Soard Remuneration - 2022	10/71/2022	9/21/2025	21,00,0006 - 21,10,0027	22.35	150						1,543	
Peter Nortis	Soard Remuneration - 2022	10/71/2022	10/21/2025	21,710,0006 - 21,710,0027	22.35	150						1,543	
Peter Noris	Board Remuneration - 2022	10/21/2022	11/21/2025	21/11/2025 - 21/10/2027	22.25	1,549						1,50	
Peter Noris	Board Remuneration - 2022	10/21/2022	13/21/2025	21/12/0006 - 21/10/0027	22.25	156						1,543	
Peter Noris	Board Remuneration - 2022	10/21/2022	1/21/2026	23,/01,/2006 - 22/10/2007	20.35	150						1,563	
Peter Noris	Board Remuneration - 2022	10/21/2022	2/21/2026	21,022/0006 - 21/10/2027	22.25	156						1,543	
Peter Noris	Board Remuneration - 2022	10/21/2022	3/21/2026	23,032,0336 - 22,135,0327	22.25	156						1,543	
Peter Norris	Soard Remuneration - 2022	10/21/0022	4/21/2026	21,04,005 - 21/10,0027	20.35	1,563						1,969	
Peter Nonis	Board Remuneration - 2022	10/21/0022	5/21/2026	23,056,0806 - 24/10/0027	22.25	1,569						1,563	
Peter Nonis	Board Remuneration - 2022	10/21/0022	6/21/2026	23,066,0806 - 22/10/2027	22.25	1,569						1,563	
Peter Nonis	Board Remuneration - 2022	10/21/0022	7/21/2026	21,07/005 - 21/10/0027	22.35	1,563						1,563	
Peter Noris	Board Remuneration - 2022	10/21/2022	8/21/2026	23,086,0006 - 22,100,0037	22.25	150						1,563	
Peter Nortis	Board Remuneration - 2022	10/21/2022	9/21/2026	21,09(2026 - 21/30/2027	22.25	1,569						1,563	



Peter Nortis	Scand Remuneration - 2022	10/21/2022	10/21/2026	31/10/1006 - 21/10/2027	22.25	150						1,563	
Ranjeet lihadu	Stack Incentive Plan - 2021	5/12/2021	4/24/2022	36/94/0822 - 13/05/2081	24.58								
Ranjeet Bhatia	Stock incentive Plan - 2021	5/12/2021	4/24/2022	36/04/0822 - 12/05/2021	24.58								
Ranjeet Shadia	Stack incentive Plan - 2021	5/12/2021	4/26/2022	24/04/0822 - 12/05/2021	24.58								
RussMain	Stock incentive Plan - 2020	6/15/2020	6/15/2021	15/06/0801 - 15/06/0000	936	225,000							194924
Russ Main	Stock incentive Plan - 2020	6/15/2020	7/84/2021	31,007,0003 - 55,066,20080	936	18,750							18,750
Russ Main	Stock incentive Plan - 2020	6/15/2020	8/31/2021	31,980,0001 - 25,05,0000	9.36	18,750							18,760
Russ Main	Stock incentive Plan - 2020	6/15/2020	9/30/2021	30/00/0321 - 15/05/2030	9.36	18,750							18,750
Russ Main	Stock incentive Plan - 3020	6/15/2020	10/31/2021	31/10/0823 - 15/05/2030	936	18,750							18,750
Russ Main	Stock incentive Plan - 2020	6/15/2020	11/30/2021	36/11/0003 - 15/05/0030	9.36	18750							18,750
Russ Main	Stock incentive Plan - 2020	6/15/2020	13/31/2021	31/12/0023 - 15/05/2030	9.36	18750							18,750
Russ Main	Stock incentive Plan - 3020	6/15/2020	1/31/2022	31/01/0803 - 15/06/2030	936	18,750							18,750
Russ Main	Stock Incentive Plan - 2020	6/15/2020	2/24/2022	28/02/0822 - 15/05/2080	9.36	19,750							18,750
Russ Main	Stock Incentive Plan - 2020	6/15/2020	3/34/2022	31,03,0822 - 15,05,7230	9.36	19,750							18,750
Russ Main	Stock Incentive Plan - 2020	6/15/2020	4/10/2022	30/04/0822 - 15/05/2030	9.36	18,750							18,750
Russ Main	Stock incentive Plan - 3020	6/15/2020	5/94/2022	31/05/0822 - 15/05/2030	936	18,750							18,750
Russ Main	Stock incentive Plan - 2020	6/15/2020	6/30/2022	30/06/0202 - 15/06/0200	9.36	18,750							18,750
Russ Main	Stock incentive Plan - 2020	6/15/2020	7/24/2022	31,07/2022 - 11/06/2020	936	18,750							18,750



RussMain	Stock incentive Plan - 2020	6/15/2020	8/21/2022	31,08(0022 - 15/06/0030	0.36	18,750								18,759
RussMain	Stack incentive Plan - 2020	6/15/2020	9/20/2022	36(09)0522 - 15(46/2030	9.36	18,750								18,759
RussMain	Stack incentive Plan - 2020	6/15/2000	10/31/2022	31/10/0822 - 15/06/2030	9.36	18,750								18,750
Russ Main	Stock incentive Plan - 2020	6/15/2020	11/30/2022	36/11/0022 - 15/06/2010	9.36	18,750								18,759
Russ Main	Stock incentive Plan - 2020	6/15/2020	13/21/2022	31;13;0602 - 55;95;2030	9.36	18,750								18,759
Stuge Main	Stock incentive Plan - 2020	6/15/2020	1/31/2023	34,01,0020 - 15,05,0030	9.36	18,750			19,750	20.40	\$70,000	446,250		
Stuys Main	Stock incentive Plan - 2020	6/15/2020	3/28/2023	38/02/0020 - 15/06/2020	9.36	18,750			18,750	29.50	\$53,125	446,250		
Stuys Main	Stock incentive Plan - 2020	6/15/2020	3/21/2023	31,532,0533 - 15,555,0530	9.36	18,750			18,750	32.65	612,188	446,250		
Russ Main	Stock incentive Plan - 2020	6/15/2020	4/20/2023	38(04,0023 - 15/06,0030	9.36	18,750			19,750	20.00	562,500	446,350		
Stuge Main	Stock incentive Plan - 2020	6/15/2020	5/01/2023	14,05,0000 - 15,05,0000	9.36	18,750			19,750	20.00	562,500	446,250		
Stuys Main	Stock incentive Plan - 2020	6/15/2020	6/20/2023	38/66/0023 - 15/66/0030	9.36	18,750			18,750	31.60	592,500	446,250		
Stuge Main	Stock incentive Plan - 2020	6/15/2020	7/21/2022	14,67/2624 - 15/66/2630	9.36	18,750			19,750	20.00	562,500	446,250		
Stuge Main	Stock incentive Plan - 2020	6/15/2020	8/21/2023	14,086,0000 - 15,06,0000	9.36	18,750			19,750	29.00	\$25,000	446,250		
Stuge Main	Stock incentive Plan - 2020	6/15/2020	9/20/2023	38,09,0022 - 15,06,0030	9.36	18,750			19,750	26.00	487,500	446,250		
Stuge Main	Stock incentive Plan - 2020	6/15/2020	10/21/2023	34/10/0020 - 55/06/0030	9.36	18,750			19,750	22.59	421,875	446,250		
Russ Main	Stock incentive Plan - 2020	6/15/2020	11/30/2023	36/11/0020 - 15/06/2020	9.36	18,750			18,750	23.20	435,000	445,250		
RussMain	Stack incentive Plan - 2020	6/15/2000	13/31/2023	31/13/9828 - 15/06/9830	9.36	18,750			18,750	23.80	446,250	446,250		
Russ Main	Stock incentive Plan - 2020	6/85/0000	1/21/2024	31/01/0004 - 55/06/2030	9.36	18,750							18,750	



Russ Main	Stack incentive Plan - 2020	6/15/2020	2/29/2024	21/02/2004 - 55/06/2020	0.36	18,750							18,752	
Russ Main	Stock incentive Plan - 2020	6/15/2020	3/21/2024	21/02/0204 - 55/06/2020	9.36	18,750							18,750	
Russ Main	Stock incentive Plan - 2020	6/05/2020	4/20/2024	30/04/0204 - 15/06/0300	9.36	18,750							18,760	
Russ Main	Stock Incentilve Plan - 2020	6/15/2020	\$/21/2024	31,05(0004 - 55/06(0000	9.36	18,750							18,752	
Russ Main	Stock Incentilve Plan - 2020	6/15/2020	6/15/2024	15/06/0004 - 55/06/0000	9.36	18,750							18,752	
Russ Main	Stack incentive Plan - 2022	5/12/2022	5/13/2023	13/05/2028 - 13/05/2022	27.10	20,800			20,000	28.60	\$72,000	476,000		
Russ Main	Stock incentive Plan - 2022	5,62/2002	\$/13/2024	12/05/0604 - 12/05/0822	27.10	20,000							36,000	
Russ Main	Stock incentive Plan - 2022	5,62/2002	\$/13/2025	12/05/0426 - 12/05/0492	27.10	50,000							sepac	
Steen Jakobsen	Board Remuneration - 2022	10/21/0022	11/21/2022	21/11/0620 - 20/10/0027	22.5	1,542								1,562
Steen Jakabsen	Roard Remuneration -2022	10/21/0022	13/21/2022	21/112/0822 - 21/10/0027	22.25	1,542								1,562
Steen Jakobsen	Board Remuneration - 2022	10/21/0022	1/21/2023	21,011,0120 - 21,151,0027	22.5	1,542			1,542	11.65	49,325	27,5%		
Steen Jakabsen	Roard Remuneration -2022	10/21/0022	2/21/2023	21,802,04024 - 20,160,0027	22.25	1,542			1,542	29.65	45,526	27,256		
Steen Jakabsen	Roard Remuneration -2022	10/21/0022	3/21/2023	21,803,04028 - 20,160,0027	22.25	1,542			1,542	21.65	49,427	27,256		
Steen zirkabsen	Scand Remuneration -2022	10/21/2022	4/21/2023	21,040,0222 - 22/10/0327	29.25	1,502			1,542	29.80	46,548	27,576		
Steen zirkabsen	Scand Remuneration -2022	10/21/2022	5/21/2023	21,056,0000 - 22/10(0002?	29.25	1,502			1,542	29.60	46,235	27,576		
Steen Juliabsen	Board Remuneration -2022	10/21/0002	6/21/2023	23,986,0429 - 20,189,0027	22.25	1,562			1,500	28.5	46,00	27,256		
Steen Juliabsen	Board Remuneration -2022	10/21/0002	7/21/2022	23,907,04008 - 20,160,04027	22.25	1,562			1,500	29.80	46,548	27,256		
Steen takobsen	Soard Remuneration - 2022	10/21/0022	8/21/2023	21,686,0603 - 26/10/2027	23.25	150			1,662	27.80	43,624	37,176		



Steen Jakobsen	Soard Remuneration - 2022	10/71/2022	9(21/2023	31,09(0622 - 21/35)0627	22.25	1502			1,542	24.25	28,660	27,2%		
Steen Jakobsen	Board Remuneration -2022	10/71,0002	10/21/2023	21/10/2023 - 21/10/2027	22.35	150			1,542	22.50	36,307	27,176		
Steen Jakobsen	Board Remuneration -2022	10/71/0022	11/21/2023	21/11/2020 - 21/10/2027	23.35	150			1,542	21.80	34,052	27,276		
Steen Jakobsen	Board Remuneration -2022	10/71/0022	13/21/2023	21/12/2628 - 21/16/2027	23.35	150			1,542	21.90	34,208	27,276		
Steen Jakobsen	Board Remuneration -2022	10/71/0022	1/21/2024	21,01,0524 - 21/10/2027	23.35	150							1,60	
Steen Jakobsen	Board Remuneration -2022	10/71/0022	2/21/2024	21,02,7624 - 21,167,7027	23.35	150							1,60	
Steen Jakobsen	Board Remuneration -2022	10/71/0022	3/21/2024	23,03,75524 - 25,750,75027	23.35	150							1,60	
Steen Jakobsen	Board Remuneration -2022	10/71/0022	4/21/2024	23/04/2024 - 25/30/2027	23.35	150							1,60	
Steen Jakobsen	Board Remuneration -2022	10/71/0022	5/21/2024	21,05,0524 - 21,150,0027	23.35	150							1,60	
Steen Juliabsen	Board Remuneration - 2022	10/21/2022	6/21/2024	21,06,0634 - 21/28/2027	22.55	150							1,543	
Steen Jakobsen	Board Remuneration -2022	10/71/2022	7/21/2024	21,627,0624 - 21,180,0027	23.35	150							1,62	
Steen Jakobsen	Board Remuneration -2022	10/71/2022	8/21/2024	21,08,0634 - 21,18,032?	23.35	150							1,62	
Steen Jakobsen	Board Remuneration - 2022	10/21/2022	9(21/2024	21,09,0104 - 21/10/0027	22.55	1562							1,62	
Steen Jakobsen	Board Remuneration - 2022	10/21/2022	10/21/2024	21/10/0604 - 21/10/0027	22.55	1562							1,62	
Steen Jakobsen	Board Remuneration - 2022	10/21/2022	11/21/2004	21/11/0604 - 21/10/0027	22.55	156							1,60	
Steen Jakobsen	Soard Remuneration - 2022	10/71/2022	13/21/2014	21/13/0604 - 21/10/0027	23.25	150							150	
Steen Jakobsen	Board Remuneration -2022	10/71/2022	1/21/2025	21,01,0105 - 21,10,0027	22.25	159							1563	
Steen Jakobsen	Board Remuneration -2022	10/71,0022	2/21/2025	31,002,0006 - 31/10/2027	213	150							1,563	



Steen zikobsen	Board Remuneration - 2022	10/21/0022	3/21/2025	21,03,0605 - 21,16(0627	22.55	159						1,943	
Steen zikobsen	Board Remuneration - 2022	10/21/0022	4/21/2025	21,04,0505 - 21,150,0527	22.55	159						1,943	
Steen izikobsen	Board Remuneration - 2022	10/21/0002	5/01/2025	21,05,0405 - 21/10/0427	22.25	150						1,563	
Steen izikobsen	Board Remuneration - 2022	10/21/0002	6/21/2025	21,06,0405 - 21/10/0427	22.25	150						1,563	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	7/21/2025	21,027,0006 - 28,160,0027	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	8/21/2025	21,080,0006 - 28/10/0827	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	9/21/2025	21,090,0006 - 28/10/0027	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	10/21/2025	31,100,0006 - 38,100,0027	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	11/21/2025	31/11/0006 - 38/10/0027	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	13/21/2625	21,122,0006 - 28,160,0027	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	1/21/2026	21,021,0206 - 28,150,0327	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	2/21/2026	21,02,0106 - 28/10/0027	22.25	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	3/21/2026	21,03,0106 - 28/10/0327	22.25	150						1,543	
Steen Jakobsen	Board Remuneration -2022	10/21/0022	4/21/2026	21,104,0006 - 26,100,0027	22.35	150						1,543	
Steen zakobsen	Board Remuneration - 2022	10/21/0002	\$(21/2026	21,05,0106 - 28/10/0827	22.25	150						1,543	
Steen zakobsen	Board Remuneration -2022	10/21/0022	6/21/2026	21,106,0406 - 28,150,78327	22.35	1500						1,563	
Steen zukabsen	Board Remuneration - 2022	10/21/2022	7/21/2026	21,407,0406 - 28/16/2027	22.5	159						150	
Steen Jakobsen	Roard Remuneration - 2022	10/21/0022	8/21/2026	21,958,7655 - 21,167,7627	23.25	159						1,50	



Steen zirkobsen	Soard Remuneration -2022	10/21/2022	9/21/2026	21,090,0106 - 28/10/2027	22.25	1,549							150	
Steen zakobien	Board Remuneration - 2022	10/21/2022	10/21/2026	21/10/0006 - 25/10/2027	23.25	150							1568	
Stagher-Hamlet	Stock Incentive Plan - 2022	7,05,0002	7/25/2023	25,807,0020 - 26,407/2002	26.00	8,000			8,000	29.00	232,000	190,400		
Staghen Hamlet	Stock Incentive Plan - 2022	7/25/2022	7/25/2024	25,607,0004 - 26,607,0002	26.00	12,000							12,000	
Stephen Kamlet	Stack incentive Plan - 2022	7/25/2022	7/25/2025	25,607,0006 - 26,607,0002	26.00	20,000							30,000	
Tim Stedman	Stack incentive Plan - 2020	8/17/2020	9/30/2025	34/09/05021 - 17/08/2000	9.36	60,289								60,289
Tim Stedman	Stack incentive Plan - 2020	8/17/2020	10/31/3521	31/10/01021 - 17/08/20010	9.36	60,289								60,289
Tim Stedman	Stack incentive Plan - 2020	8/17/2020	14/30/2021	34(11,0001 - 17)W(2010	9.36	60,289								60,389
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	13/31/3621	31/12/0001 - 17/08/2000	936	60,219								60,289
Tim Stedman	Stock incentive Plan - 2020	8/17/2000	1/31/2022	34,084,04022 - 17)98(J00300	936	60,289								60,289
Tim Sedman	Stack incentive Plan - 2020	8/57/2000	2/28/2022	28/02/0822 - 17/08/2020	9.16	60,289								60,389
Tim Stedman	Stock incentive Plan - 2020	8/17/2000	3/31/2022	31,930,0422 - 17/98/20200	936	60,289								60,289
Tim Sedman	Stack incentive Plan - 2020	8/57/2000	4/30/2022	36/64/0622 - 17/08/0030	9.16	60,289								60,389
Tim Sedman	Stack incentive Plan - 2020	8/57/2000	S/31/2022	34,05,0822 - 17)98/2020	9.16	60,289								60,289
Tim Sedman	Stack incentive Plan - 2020	8/57/2000	6/30/2022	a6/06/0822 - 17/08/002a0	9.16	60,289								60,289
Tim Sedman	Stock incentive Plan - 2020	8/17/2020	7/84/2022	34,957,74020 - 17)/08/73/2840	9.36	60,289								60,289
Tim Sedman	Stock incentive Plan - 2020	8/17/2020	8/81/2022	34,986,76222 - 17)98/24286	9.36	60,289								60,289
Tim Sedman	Stock Incentive Plan - 2020	8/17/2020	9/30/2022	36/06/0622 - 17/08/24280	9.36	60,289								60,289



Tim Stedman	Stack incentive Plan - 2020	8/17/2020	10/21/2022	31/20/0022 - 13/08/2030	9.16	60,289									60,28
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	11/30/2622	30/11/0022 - 17/08/2030	9.36	60,289									60,28
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	13/31/2022	31/12/0022 - 17/08/2030	9.36	60,290									60,24
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	1/21/2022	31,01,002 - 17/08/2030	9.36	60,290			60,290	30.40	1,832,816	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	2/29/2023	28/02/0032 - 17/08/2030	9.36	60,290			60,290	29.50	1,778,555	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	3/31/2023	31,03,7032 - 17/08/2030	9.36	60,290			60,290	22.65	1,966,669	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	4/20/2023	30/04/2022 - 17/08/2020	9.36	60,290			60,290	30.00	1,800,700	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	5/21/2023	31,05,0102 - 17/08/2030	9.36	60,290			60,290	30.00	1,800,700	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	6/20/2023	30/06/2022 - 17/08/2020	9.36	60,290			60,290	21.60	1,805,164	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	7/21/2022	21,07/0022 - 17/08/2030	9.36	60,290			60,290	30.00	1,806,700	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	8/31/2023	31,08,0023 - 13/08,2030	936	60,290			60,200	28.00	1,688,120	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	9/20/2022	30/09/2023 - 12/08/2020	9.26	60,280			60,290	26.00	1,547,540	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	10/31/2023	31/20/0029 - 17/08/2020	936	60,280			60,290	22.50	1,396,525	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	11/30/2023	30/31,0003 - 13/08/2000	936	60,280			60,290	23.20	5,398,728	1,434,902			
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	13/31/2023	31/13/0020 - 13/08/2000	936	60,280									
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	1/21/2024	31,01,0104 - 17/08/2010	936	60,290									
Tim Stedman	Stock Incentive Plan - 2020	8/17/2020	2/29/2024	28/02/2024 - 17/08/2020	9.36	60,290									
Tim Stedman	Stock incentive Plan - 2020	8/17/2020	3/31/2024	31,93,0434 - 17,98,2030	9.36	60,280									



