

SHARES AND OPTIONS - MANAGEMENT

	Shareholdings	Restricted Shares ⁽¹⁾	Share Options
Fredrik Halvorsen	290,000	280,000	-
Rick Snyder	2,500	125,000	-
Odd Johnny Winge ⁽²⁾	146,000	155,000	-
Harald Johannessen ⁽²⁾	190,699	125,000	-
Geir Langfeldt Olsen	147,106	125,000	-
Steven B. Peri	15,000	-	-
Marjorie Lao	14,381	60,000	-
Håkon Dahle	32,000	60,000	-

(1) Long-term share based incentive program for the top management

At the TANDBERG Annual General Meeting on 23 March 2006 it was approved to grant up to 1,500,000 shares for the purpose of a performance based long term share based incentive program for the top management of TANDBERG.

The incentive plan is designed to act as a three year management incentive and retention tool which aligns management interests with those of the shareholders.

As stated at the Annual General Meeting, the plan is subject to meeting defined personal and company specific performance objectives as well as objectives designed to ensure significant share holder value creation. Contingent on all performance objectives

(2) The number includes shares currently held by the named primary insider and his/her close associates in accordance with the Norwegian Securities Trading Act Section 3-1.