

Deviation from the guidelines for remuneration to senior executives resolved at the annual general meeting 2015

In special circumstances, the Board may deviate from the guidelines for remuneration to senior executives resolved by the annual general meeting. In such case, the Board is obligated to provide for the reason for the deviation at the following annual general meeting. During 2015 the Board of Directors resolved to deviate from the guidelines for remuneration to senior executives resolved at the annual general meeting 21 May 2015 in such a way that the COO of the Company during three months has received a non-pensionable additional salary corresponding to his fixed monthly salary due to an ongoing renegotiation of his terms of employment.