

Deviation from the guidelines for remuneration to senior executives resolved at the annual general meeting 2016

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 2016 the Board of Directors resolved to deviate from the guidelines for remuneration to senior executives resolved at the annual general meeting 19 May 2016 in such a way that it resolved to prolong the COO's non-pensionable additional salary corresponding to his fixed monthly salary with six months in order for the company to be able to find a suitable replacement of the position.