

Proposal for board fees 2013

In 2012, the board fees were as follows:

- The basic board fee is fixed at DKK 200,000,000
- The chairman receives the basic board fee multiplied by 2.5
- The deputy chairman receives the basic board fee multiplied by 1.75
- The chairman of the audit committee receives the basic board fee multiplied by 0.5
- Other members of the audit committee receives the basic board fee multiplied by 0.25

Separately and only for the financial year 2013, the Board of Directors proposes that the above remunerations be temporarily reduced by 10%. Accordingly, the Board will receive the same remuneration in 2013 as in 2012, however, reduced by 10% relative to the remuneration received in 2012.