

THE BOARD OF DIRECTORS' EVALUATION WITH REGARD TO CERTAIN REMUNERATION ISSUES

2011-02-22

The Board of Directors monitors and has evaluated the company's programmes for variable remuneration to senior executives. The Board of Directors has thereby found that both the short-term and the long-term programmes have been structured in such a way as to contribute to the attainment of the Group's financial goals and to increased value for the company's shareholders.

The Board of Directors has also found, in the course of its evaluation, that variable remuneration to senior executives is in line with the principles resolved on by the Annual General Meeting. The remuneration structures and levels in the company have been found to correspond to market practice.
