

INFORMATION REGARDING PREVIOUSLY APPROVED COMPENSATION NOT YET DUE FOR PAYMENT

Approved compensation to Executive Management that has not been paid out before the Annual General Meeting 2017 is regulated in the general guidelines and principles for remuneration of Executive Management.

Please note that one member of the Executive Management during 2015/16 was offered to participate in an individual performance based incentive scheme. The requirements for fulfilling the objectives for the scheme and the progressive pay-outs are regulated in an agreement that has been approved by the ECCC. The total maximum pay-out is GBP 415,000 during a three year period and thus is paid not earlier than 2018/19.