

Appendix 1

Distribution of Warrants between categories of Participants

Category	Participants	of which potential future participants	Maximum warrants per category	Maximum warrants per participant	Maximum potential shares per category
Executive Management	10	1	400 000	25000-80000	400 000
Regional directors	9		160 000	12000-25000	160 000
Other senior management	9	5	204 500	12000-40000	204 500
Totalt	28	6	764 500	764 500	764 500