

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	9	1	170 000	17 000-34 000	170 000
Regional directors	12	3	144 000	6 000-15 000	144 000
Other senior management	7	1	71 000	6 000- 17 000	71 000
Totalt	28	5	385 000		385 000