

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	0	156 000	15 500-32 000	156 000
Regional directors	16	0	195 000	6 000-15 500	195 000
Other senior management	4	0	41 000	6 000- 17 000	41 000
Totalt	29	0	392 000		392 000