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## Incentive scheme for senior executives

To strengthen Columbus IT Partner A/S's results and value creation for the company's shareholders, and to attract, retain and motivate senior executives, the Board of Directors has decided to grant a share warrant scheme to a number of senior executives.

The exercise price is based on the average quoted share price in the 14 trading days prior to the grant date.

The share warrant scheme is contingent on employment in the company in the below-mentioned periods.

The share warrant scheme will not be adjusted in the event of changes in capital.

### ***Share warrants based on employment:***

<b>Period</b>	<b>Right to subscribe shares at DKK 1.25 (nom.) per share</b>	<b>Conditions</b>
January 1 <sup>st</sup> 2012 – December 31 <sup>st</sup> 2012:	330,000 shares at DKK 1.43 per share	Employment at Columbus IT Partner A/S at December 31 <sup>st</sup> 2012
January 1 <sup>st</sup> 2013 – December 31 <sup>st</sup> 2013:	330,000 shares at DKK 1.43 per share	Employment at Columbus IT Partner A/S at December 31 <sup>st</sup> 2013
January 1 <sup>st</sup> 2014 – December 31 <sup>st</sup> 2014:	330,000 shares at DKK 1.43 per share	Employment at Columbus IT Partner A/S at December 31 <sup>st</sup> 2014

If all warrants are exercised, the total capital increase will amount to DKK 1,237,500 (nom.), corresponding to 999,000 shares of DKK 1.25.

The exercise periods are scheduled to the first 14 days after publication of the company's first financial statements succeeding expiry of the relevant vesting periods. The first exercise period is scheduled to the first 14 days after publication of the company's financial statements for 2012. The second exercise period is scheduled to the first 14 days after publication of the company's financial statements for 2013. The third exercise period is scheduled to the first 14 days after publication of the company's financial statements for 2014.

On the basis of Black & Scholes' calculation, the total market value forecast of the scheme is up to DKK 0.3M which will be expensed in 2012, 2013 and 2014.

Following the grant DKK 1,054,167 of the nominal value will remain of the Board's authorization to issue warrants.

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**Translation:** In the event of any inconsistency between this document and the Danish language version, the Danish language version shall be the governing version.