

Release no. 26/2016

Company announcement

Expansion of the Executive Board and granting of incentive program to members of the Executive Board in Columbus A/S

Today, the Board of Directors in Columbus A/S has decided to expand the registered Executive Board. Besides CEO & President Thomas Gregers Honoré, Corporate CFO Hans Henrik Thrane will thus join the Executive Board. This expansion will be registered in the Danish Business Authority.

Furthermore, the Board of Directors in Columbus A/S has today entered into agreements with the members of the Executive Board about a supplementary incentive program.

The incentive program gives the Executive Board members right to an extraordinary cash bonus, corresponding to an amount of between 1% and 5% of the increase in the Company's market value (based on the share price) since 31 December 2015, in the event that the ownership of the current majority shareholder, Consolidated Holdings A/S, is reduced to below 30%, except if reduction is caused by capital increase in relation to acquisitions. The percentage is dependent on realization of certain EBITDA goals in the fiscal years 2016-2020 in the Columbus group.

The agreements are conditional on continued employment. The agreements are valid during the employment of the Executive Board members and up to 9 months after.

It is not possible to calculate the theoretical current value of the program.

Ib Kunøe
Chairman
Columbus A/S

Thomas Honoré
CEO & President
Columbus A/S

For further information, please contact:
CEO & President Thomas Honoré, T: +45 70 20 50 00.

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