

Statutory report on Corporate Governance 2013, cf. section 107b of the Danish Financial Statements Act

Statutory report on the recommendations from the Committee on Corporate Governance.

This statutory report constitutes part of the management's report to the Annual Report for Columbus A/S. This statutory report covers the fiscal year 1 January 2013 to 31 December 2013.

Columbus' management model and organization are adapted on an ongoing basis to ensure we are equipped to manage to our utmost all obligations to shareholders, customers, employees, authorities, as well as other interested parties. In this process, Columbus uses the corporate governance recommendations from NASDAQ OMX Copenhagen A/S as an important source of inspiration. The recommendations can be found at www.corporategovernance.dk.

The Board of Directors is fundamentally in total agreement with NASDAQ OMX Copenhagen A/S's recommendations about good company management. Columbus endeavors to follow the relevant recommendations for the company, which support the business and ensure value for the company's interested parties.

This report is not covered by the auditor's remarks about the management's report.

The report concerns the financial year **1 January – 31 December 2013**

1. Corporate Governance

Recommendation	The company complies	The company does not comply	The explanation for complying/not complying with the recommendation
1. Communication and interaction by the company with its investors and other stakeholders			
<i>1.1. Dialogue between company, shareholders and other stakeholders</i>			
<p>1.1.1. The Committee recommends that the board of directors ensure ongoing dialogue between the company and its shareholders in order for the shareholders to gain relevant insight into the company's potential and policies, and in order for the board of directors to be aware of the shareholders' views, interests and opinions on the company.</p>	X		<p>Columbus endeavors to provide a high and consistent level of information to our shareholders and other interested parties. A company goal is to have an open and active dialogue with shareholders, share analysts, the press and the public in order to ensure that they gain the necessary insight and thereby the best possibility to evaluate the company. This will be obtained in accordance with rules and legislation for companies listed on NASDAQ OMX Copenhagen and in accordance with Columbus' Investor Relations and Information policy. Communication with interested parties takes place via the ongoing publication of notifications, investor presentations and individual meetings.</p> <p>The website www.columbusglobal.com is the primary source of information for interested parties. It is updated constantly with new information about Columbus' results, activities and strategy.</p> <p>After publication of financial statements, Columbus will host a conference call which can be followed directly via the company's website. During these conference calls participants have the opportunity to ask questions to the management.</p>

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			<p>All stock exchange releases are published via NASDAQ OMX' news distribution system GlobeNewswire and are subsequently available for download on the company's website. All announcements are published in Danish and in English.</p>
<p>1.1.2. The Committee recommends that the board of directors adopt policies on the company's relationship with its stakeholders, including shareholders and other investors, and that the board ensures that the interests of the shareholders are respected in accordance with company policies.</p>	X		<p>In August 2012 the Board of Directors adopted an Investor Relations and Information policy, which is available on www.columbusglobal.com under Investor.</p> <p>All information which is considered essential for shareholders and the financial market to assess the company and its activities are published as soon as possible in accordance with the rules of NASDAQ OMX Copenhagen A/S. Immediately after publication the information is available on the company's website: www.columbusglobal.com.</p> <p>Columbus' shareholders may subscribe to Columbus' e-mail service and receive company announcements, financial statements as well as other news via e-mail.</p>
<p>1.1.3. The Committee recommends that the company publish quarterly reports</p>		X	<p>The company only publishes annual and interim reports in accordance with International Financial Reporting Standards (IFRS) as adopted by EU and additional Danish interim reporting requirements for listed companies as formulated by NASDAQ OMX Copenhagen A/S.</p> <p>In the periods between publication of annual reports and interim reports, Columbus has chosen to publish interim management statements about the development of the company and relevant markets, as well as a general description of the group and its financial position and results, cf. the rules laid down by NASDAQ OMX Copenhagen A/S. In the management's opinion the structure of the company, where peak seasons and volume historically have taken place in the second and fourth quarter, does not necessitate</p>

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			<p>extensive reporting in the first and the third quarter.</p> <p>Besides from annual reports, interim reports and interim management statements, essential information of importance for how the shareholders and the financial markets evaluate the company is published separately.</p> <p>Annual reports are published via NASDAQ OMX Copenhagen A/S and are subsequently available for download on the company's website.</p>
1.2. General meeting			
<p>1.2.1. The Committee recommends that when organizing the company's general meeting, the board of directors plans the meeting to support active ownership.</p>	X		<p>The general meeting has the final authority over the company. The Board of Directors emphasize that the shareholders are given detailed information and an adequate basis for the decisions to be made by the general meeting. At the general meetings e.g. the annual report and hereby also the overall guidelines for the remuneration of the Board of Directors and the Executive Board, and changes to the company's Articles of Association are approved. The date for the general meeting is announced in the company's financial calendar. Notice of the general meeting occurs electronically with at least three weeks' and at the most, five weeks' notice. All shareholders have the right to participate and vote at the general meeting, cf. the Articles of Association.</p> <p>The general meeting gives the shareholders the opportunity to ask questions to the Board of Directors and the Executive Board, just as before a given deadline, the shareholders can submit proposals that are requested to be handled at the general meeting. Annual report, agenda and other relevant material and information regarding the annual general meeting will be available at www.columbusglobal.com under Investor.</p> <p>At present the general meeting is held with physical attendance.</p>

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			However, according to the Articles of Association, general meetings can be held electronically when the Board of Directors finds it appropriate and technically feasible.
1.2.2. The Committee recommends that proxies granted for the general meeting allow shareholders to consider each individual item on the agenda.	X		Shareholders have the opportunity to vote by letter prior to the general meeting (postal vote), or they can vote by proxy in writing. Votes by letter and by proxy allow shareholders to consider each individual item on the agenda. Postal voting forms and proxy forms are available for the shareholders on the company's website: www.columbusglobal.com under Investor.
1.3. Takeover bids			
1.3.1. The Committee recommends that the company set up contingency procedures in the event of takeover bids from the time that the board of directors has reason to believe that a takeover bid will be made. According to such contingency procedures, the board of directors should not without the acceptance of the general meeting, attempt to counter the takeover bid by making decisions which in reality prevent the shareholders from deciding on the takeover bid themselves.		X	If a third party takeover bid is made public the Board of Directors will respond to this in accordance to legislation and the shareholders will be involved through the general meeting.
2. Tasks and responsibilities of the board of directors			
2.1. Overall tasks and responsibilities			
2.1.1. The Committee recommends that at least once a year the board of directors take a position on the matters related to the board's performance of its responsibilities.	X		The general guidelines for the Board of Director's work are specified in the rules of procedure, which are reviewed at least once annually and are adapted to Columbus' needs. On a Board meeting each year in December the meeting calendar for the coming year is decided, including fixed agenda items for

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			each of the Board meetings, cf. rules of procedure and annual cycle of work. This way it is ensured that all matters related to the Board's performance are handled at Board meetings during the year.
2.1.2. The Committee recommends that at least once a year the board of directors take a position on the overall strategy of the company with a view to ensuring value creation in the company.	X		Once a year, at a Board meeting, the Board of Directors and group management discuss and decide on the overall strategic management of the group in order to ensure value creation in the company. The Board of Directors is also involved in the strategy work on an ongoing basis.
2.1.3. The Committee recommends that the board of directors ensure that the company has a capital and share structure ensuring that the strategy and long-term value creation of the company are in the best interest of the shareholders and the company, and that the board of directors presents this in the management commentary on the company's annual report and/or on the company's website.	X		<p>The Board of Directors and the Executive Board evaluates on an ongoing basis whether the group's capital and share structure is in accordance with the group's and the shareholders' interests. The overall objective is to ensure a capital and share structure that supports a long-term economic growth and simultaneously maximizes the return to the group's interested parties by optimizing the ratio between equity and debt.</p> <p>The group's overall strategy is unchanged in relation to earlier years.</p> <p>This is presented in the company's Annual Report.</p>
2.1.4. The Committee recommends that the board of directors annually review and approve guidelines for the executive board; this includes establishing requirements for the executive board on timely, accurate and adequate reporting to the board of directors.	X		<p>The Board of Directors has adopted rules of procedure for the Executive Board which describes the overall tasks and responsibilities of the Executive Board, reporting to the Board of Directors and authorities of the Executive Board.</p> <p>The rules of procedure for the Executive Board is reviewed and approved annually.</p>

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<p>2.1.5. The Committee recommends that at least once a year the board of directors discuss the composition of the executive board, as well as developments, risks and succession plans.</p>	X		<p>The Board of Directors discusses the composition of the Executive Board, as well as developments, risks and succession plans at least once a year.</p>
<p>2.1.6. The Committee recommends that once a year the board of directors discuss the company's activities to ensure relevant diversity at management levels, including setting specific goals and accounting for its objectives and progress made in achieving the objectives in the management commentary on the company's annual report and/or on the website of the company.</p>	X		<p>The Board of Directors wants equal opportunities for both genders in the Company's executive management level and believes that diversity provides business value.</p> <p>In connection with appointment of executives, a careful assessment is conducted of which knowledge and professional experiences are needed with a view to ensuring the presence of the necessary competences on all executive management levels. It is important that the greatest management talents, irrespective of gender, achieve the highest executive positions. At management level the current gender distribution constitutes 12% women and 88% men. Columbus is convinced that this will change over the coming years, partly due to the efforts in the area and partly due to our transformation to a consultancy.</p> <p>The Board of Directors also discusses diversity with respect to board composition. Diversity is discussed in connection with assessments of new board candidates. However, this goal must not compromise other recruitment criteria. In the Board of Directors the representation of women is currently 20%, as one out of five Board members is a woman.</p> <p>Columbus has a target to increase the proportion of women on all levels in Columbus and has adopted targets and action plans in order to obtain this target. The Board of Directors reviews and discusses the targets and action plans once a year.</p> <p>Columbus' targets and action plan on how to ensure a more equal gender distribution in the company are published on the</p>

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			company's website: www.columbusglobal.com under Investor.
2.2. Corporate social responsibility			
2.2.1. The Committee recommends that the board of directors adopt policies on corporate social responsibility.	X		<p>Columbus has adopted a policy on corporate social responsibility. The CSR report describes the overall guidelines and standards in relation to responsible business conduct and how we wish to behave. The CSR report is published on www.columbusglobal.com under Investor Relations.</p> <p>In December 2012 Columbus joined the UN Global Compact and supports the ten general principles of corporate social responsibility.</p>
2.3. Chairman and vice-chairman of the board of directors			
2.3.1. The Committee recommends appointing a vice-chairman of the board of directors who will assume the responsibilities of the chairman in the event of the chairman's absence, and who will also act as effective sparring partner for the chairman.	X		<p>Immediately following the general meeting the Board of Directors convenes and constitutes itself and elects a Deputy Chairman. The role of the Deputy Chairman is in accordance with the recommendations.</p> <p>The Board of Directors has elected Jørgen Cadovius as Deputy Chairman.</p>

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<p>2.3.2. The Committee recommends ensuring that, if the board of directors, in exceptional cases, asks the chairman of the board of directors to perform special operating activities for the company, including briefly participating in the day-to-day management, a board resolution to that effect be passed to ensure that the board of directors maintains its independent, overall management and control function. Resolutions on the chairman's participation in day-to-day management and the expected duration hereof should be published in a company announcement.</p>	X		<p>The Company will follow this recommendation if relevant which it has not yet been.</p>
3. Composition and organization of the board of directors			
<i>3.1. Composition</i>			
<p>3.1.1. The Committee recommends that the board of directors annually accounts for</p> <ul style="list-style-type: none"> • the skills it must have to best perform its tasks, • the composition of the board of directors, and • the special skills of each member. 	X		<p>Once a year, the Board of Directors assesses whether the size, composition and competencies of the Board of Directors is such that constructive discussions and efficient decision-making process can be ensured during Board meetings.</p> <p>A description executive functions and special competencies of the individual Board members is included on the company's Annual Report and is available on the company's website: www.columbusgloba.com under Investor.</p>
<p>3.1.2. The Committee recommends that the selection and nomination of candidates for the board of directors be carried out through a thoroughly transparent process approved by the overall board of directors. When assessing its composition and nominating new candidates, the board of directors must take into consideration the need for integration of new talent and diversity in relation to age, international experience and gender.</p>	X		<p>With nomination for election at the general meeting, the Board of Directors publishes a description of the individual candidates' background, relevant competences as well as management experience prior to the meeting, just as the Board of Directors substantiates the nomination.</p> <p>When nominating new members the knowledge and professional experience needed to ensure the necessary competencies in the</p>

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			<p>Board of Directors are carefully assessed. Gender, age and nationality are not qualifications alone, but are part of the total assessment of the competencies of a board candidate.</p> <p>In 2013 the company determined targets for management diversity which include the Board of Directors.</p>
<p>3.1.3. The Committee recommends that a description of the nominated candidates' qualifications, including information about the candidates'</p> <ul style="list-style-type: none"> • other executive functions, e.g. memberships in executive boards, boards of directors, and supervisory boards, including board committees in foreign enterprises, be accompanied by the notice convening the general meeting when election of members to the board of directors is on the agenda. • demanding organizational tasks, and information • about whether candidates to the board of directors are considered independent. 	X		<p>With nomination for election at the general meeting, the Board of Directors publishes a description of the individual candidates' background, relevant competences as well as management experience prior to the meeting, just as the Board of Directors substantiates the nomination.</p> <p>The composition of the Board of Directors seeks to explore different competencies. Information about the members of the Board of Directors is available in the annual report for 2013 as well as on the Company's website.</p> <p>From the Annual Report it appears which Board members are considered independent, and it also appears whether new candidates are considered independent.</p>
<p>3.1.4. The Committee recommends that the company's articles of association stipulate a retirement age for members of the board of directors.</p>		X	<p>Columbus has no age limit for the Board of Directors as the Company believes that what is crucial is each member of the body's commitment, efforts and competencies – not the age of the member.</p>
<p>3.1.5. The Committee recommends that members of the board of directors elected by the general meeting be up for election every year at the annual general meeting.</p>	X		<p>The members of the Board of Directors are elected by the general meeting for one year at the time with the possibility of re-election.</p>

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<p>3.2. Independence of the board of directors</p>			
<p>3.2.1. The Committee recommends that at least half of the members of the board of directors elected by the general meeting be independent persons, in order for the board of directors to be able to act independently of special interests. To be considered independent, this person may not:</p> <ul style="list-style-type: none"> • be or within the past five years have been member of the executive board, or senior staff member in the company, a subsidiary undertaking or an associate, • within the past five years, have received larger emoluments from the company/group, • a subsidiary undertaking or an associate in another capacity than as member of the • board of directors, • represent the interests of a controlling shareholder, • within the past year, have had significant business relations (e.g. personal or indirectly as partner or employee, shareholder, customer, supplier or member of the executive management in companies with corresponding connection) with the company, a subsidiary undertaking or an associate. • be or within the past three years have been employed or partner at the external auditor, • have been chief executive in a company holding cross-memberships with the company, • have been member of the board of directors for more than 12 years, or • have been close relatives with persons who are not considered independent. 	<p>X</p>		<p>Three of the five members elected by the general meeting are deemed as being independent; cf. recommendations from NASDAQ OMX Copenhagen A/S. This concerns Jørgen Cadovius, Peter Skov Hansen and Ulla Krossteig.</p> <p>A member of the Board of Directors elected by the general meeting, Sven Madsen, is CFO in Consolidated Holdings A/S, which is the main shareholder in the company and is therefore not considered independent. Finally, the member, Ib Kunøe, is not considered as being independent as he is the main shareholder in the company.</p> <p>The Board of Directors is presented in the Annual Report 2013 with the recommended information. This information is also available on the Company's website.</p> <p>Once a year in connection with the publication of the statutory report on corporate governance the Company lists the names of the members who are regarded as independent.</p>

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3.3. Members of the board of directors and the number of other executive functions			
<p>3.3.1. The Committee recommends that each member of the board of directors assesses the expected time commitment for each function in order that the member does not take on more functions than he/she can manage satisfactorily for the company.</p>	X		<p>In connection with the general meeting each member assesses the extent of the member's workload as well as whether or not the duty can be carried out in a, for the Company, satisfactory manner.</p>
<p>3.3.2. The Committee recommends that the management commentary, in addition to the provisions laid down by legislation, includes the following information about the members of the board of directors:</p> <ul style="list-style-type: none"> • the position of the relevant person, • the age and gender of the relevant person, • whether the member is considered independent, • the date of appointment to the board of directors of the member, • expiry of the current election period, • other executive functions, e.g. memberships in executive boards, boards of directors, and supervisory boards, including board committees in foreign enterprises and demanding organizational tasks, and • the number of shares, options, warrants and similar in the company, and other group companies of the company, owned by the member, as well as changes in the portfolio of the member of the securities mentioned which have occurred during the financial year. 	X		<p>The company's Annual Report contains information in compliance with the recommendations. The information is also available at the Company's website.</p>

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3.4. Board committees			
<p>3.4.1. The Committee recommends that the company publish the following on the company's website:</p> <p>The terms of reference of the board committees,</p> <ul style="list-style-type: none"> the most important activities of the committees during the year, and the number of meetings held by each committee, and the names of the members of each committee, including the chairmen of the committees, as well as information on which members are independent members and which members have special qualifications. 	X		<p>In 2009 the Board of Directors appointed an Audit Committee, the purpose of which is to supervise accounting, audit, risk and controlling issues. The Audit Committee consists of the members Sven Madsen, Ulla Krossteig and Peter Skov Hansen (Chairman of the Audit Committee) who is also an independent member of the Board of Directors. The tasks of the Audit Committee have been determined in a terms of reference which has been approved by the by the Board of Directors. The terms of reference is published on the Company's website (in Danish only). The committee determines the meeting frequency. In 2013 four meetings were held in the audit committee.</p> <p>Columbus has so far not found it necessary to form further committees under the Board of Directors</p>
<p>3.4.2. The Committee recommends that a majority of the members of a board committee be independent.</p>	X		<p>The majority of the members of the Audit Committee (Ulla Krossteig and Peter Skov Hansen) are considered independent members. Columbus has so far not found it necessary to form further committees under the Board of Directors.</p>
<p>3.4.3. The Committee recommends that the board of directors set up a formal <u>audit committee</u> composed such that</p> <ul style="list-style-type: none"> the chairman of the board of directors is not chairman of the audit committee, and between them, the members should possess such expertise and experience as to provide an updated insight into and experience in the financial, accounting and audit aspects of companies whose shares are admitted to trading on a regulated market. 	X		<p>In 2009 the Board of Directors appointed an Audit Committee, the purpose of which is to consider accounting, audit, risk and controlling issues. The Audit Committee consists of the Board members Sven Madsen, Ulla Krossteig and Peter Skov Hansen (Chairman of the Audit Committee).</p> <p>The Board of Directors appoints the Chairman of the Audit Committee who is independent and not Chairman of the Board at the same time.</p> <p>The Audit Committee consists of Sven Madsen who was the CFO of Columbus up to 31 December 2007, Ulla Krossteig and Peter</p>

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			Skov Hansen who have both worked as state authorized public accountants. All three members thus have vast experience and competencies within financial affairs.
<p>3.4.4. The Committee recommends that, prior to the approval of the annual report and other financial reports, the audit committee monitors and reports to the board of directors about:</p> <ul style="list-style-type: none"> • significant accounting policies, • significant accounting estimates, • related party transactions, and • uncertainties and risks, including in relation to the outlook for the current year. 	X		<p>Prior to the approval of the Annual Report, the Audit Committee monitors and reports to the Board of Directors about:</p> <ul style="list-style-type: none"> • Significant accounting policies • Significant accounting estimates • Related party transactions • Uncertainties and risks, including in relation to the outlook for the current year <p>The meetings in the Audit Committee are held in accordance with the Board of Director's meeting calendar.</p>
<p>3.4.5. The Committee recommends that the audit committee:</p> <ul style="list-style-type: none"> • annually assesses the need for an internal audit, and in such case, makes recommendations on selecting, appointing and removing the head of the internal audit function and on the budget of the internal audit function, and • monitor the executive board's follow-up on the conclusions and recommendations of the internal audit function. 	X		<p>Due to the size of the Company the Audit Committee considers it unnecessary to establish an independent internal executive audit board. As a compensating control the Company has a group finance function which continuously performs controller visits at the Company's subsidiaries.</p> <p>The need for an internal audit is considered annually.</p>
<p>3.4.6. The Committee recommends that the board of directors establish a nomination committee chaired by the chairman of the board of directors with at least the following preparatory tasks:</p> <ul style="list-style-type: none"> • describe the qualifications required by the board of directors and the executive board, and for a specific membership, state the time expected to be spent on having to carry out the membership, as well as assess the competences, knowledge and experience of the two governing bodies combined, 		X	Columbus has so far not found it necessary to form further committees under the Board of Directors. In cases about nomination decisions are made by the entire Board of Directors.

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<ul style="list-style-type: none"> annually assess the structure, size, composition and results of the board of directors and the executive board, as well as recommend any changes to the board of directors, annually assess the competences, knowledge and experience of the individual members of management, and report to the board of directors in this respect, consider proposals from relevant persons, including shareholders and members of the board of directors and the executive board for candidates for the board of directors and the executive board, and propose an action plan to the board of directors on the future composition of the board of directors, including proposals for specific changes. 			
<p>3.4.7. The Committee recommends that the board of directors establish a remuneration committee with at least the following preparatory tasks:</p> <ul style="list-style-type: none"> to recommend the remuneration policy (including the general guidelines for incentive-based remuneration) to the board of directors and the executive board for approval by the board of directors prior to approval by the general meeting, make proposals to the board of directors on remuneration for members of the board of directors and the executive board, as well as ensure that the remuneration is in compliance with the company's remuneration policy and the assessment of the performance of the persons concerned. The committee should have information about the total amount of remuneration that members of the board of directors and the executive board receive from other companies in the group, and recommend a remuneration policy applicable for the company in general. 		X	Columbus has so far not found it necessary to form further committees under the Board of Directors. In cases about remuneration decisions are made by the entire Board of Directors.

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<p>3.4.8. The Committee recommends that the remuneration committee do not consult with the same external advisers as the executive board of the company.</p>		X	<p>Columbus has so far not found it necessary to form further committees under the Board of Directors</p>
<p>3.5. Evaluation of the performance of the board of directors and the executive board</p>			
<p>3.5.1. The Committee recommends that the board of directors establish an evaluation procedure where contributions and results of the board of directors and the individual members, as well as collaboration with the executive board are annually evaluated. Significant changes deriving from the evaluation should be included in the management commentary or on the company's website.</p>	X		<p>Once a year the Board of Directors in Columbus performs a formalized self-assessment. This also applies for the cooperation between the Executive Board and the Board of Directors.</p> <p>The Chairman is in charge of the evaluation and discusses the results with the Board of Directors. Possible significant changes deriving from the evaluation will be included in the management commentary or on the company's website.</p>
<p>3.5.2. The Committee recommends that in connection with preparation of the general meeting, the board of directors consider whether the number of members is appropriate in relation to the requirements of the company. This should help ensure a constructive debate and an effective decision-making process in which all members are given the opportunity to participate actively.</p>	X		<p>Currently, the Board of Directors comprises five members with broad professional experience and relevant special competences elected by the general meeting which is considered adequate.</p> <p>The Board of Directors assesses the size of the board every year in connection with the general meeting.</p>
<p>3.5.3. The Committee recommends that at least once every year the board of directors evaluate the work and performance of the executive board in accordance with predefined clear criteria.</p>	X		<p>Once a year the Board of Directors in Columbus performs an formalized evaluation of the work and results compared to targets of the Executive Board.</p> <p>The Chairman is in charge of the evaluation and discusses the results with the Board of Directors.</p>

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<p>3.5.4. The Committee recommends that the executive board and the board of directors establish a procedure according to which their cooperation is evaluated annually through a formalized dialogue between the chairman of the board of directors and the chief executive officer and that the outcome of the evaluation be presented to the board of directors.</p>	X		<p>Once a year the Board of Directors in Columbus performs a formalized evaluation of the cooperation between the Executive Board and the Board of Directors.</p> <p>The Chairman is in charge of the evaluation and discusses the results with the Board of Directors.</p>
<h2>4. Remuneration of management</h2>			
<h3>4.1. Form and content of the remuneration policy</h3>			
<p>4.1.1. The Committee recommends that the board of directors prepare a clear and transparent remuneration policy for the board of directors and the executive board, including</p> <ul style="list-style-type: none"> • a detailed description of the components of the remuneration for members of the board of directors and the executive board, • the reasons for choosing the individual components of the remuneration, and • a description of the criteria on which the balance between the individual components of the remuneration is based. <p>The remuneration policy should be approved by the general meeting and published on the company's website.</p>	X		<p>In 2012 new guidelines for incentive programs were adopted by the general meeting. The new guidelines cover the Company's overall guidelines for incentive programs for the Board of Directors, the Executive Board and its subsidiaries. The guidelines for incentive programs are in accordance with the recommendations. The guidelines for incentive programs are published at www.columbusglobal.com under Investor.</p> <p>It is ensured that the remuneration of the Board of Directors and Executive Board is in accordance with the general practice in the market and reflects the efforts required. The total remuneration paid to the Board of Directors appears from note 5 in the Annual Report 2013 and amounted to DKK 350,000 in 2013.</p>
<p>4.1.2. The Committee recommends that, if the remuneration policy includes variable components,</p> <ul style="list-style-type: none"> • limits be set on the variable components of the total remuneration package, • a reasonable and balanced linkage be ensured between remuneration for governing body members, expected risks and the value creation for shareholders in the short and long 		X	<p>The guidelines for incentive programs are in accordance with the recommendations, except for the recommendation about making an agreement which, in exceptional cases, entitles the company to reclaim in full or in part variable components of remuneration that were paid on the basis of data, which proved to be misstated.</p>

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<p>terms,</p> <ul style="list-style-type: none"> • there be clarity about performance criteria and measurability for award of variable components, • there be criteria ensuring that qualifying periods for variable components in remuneration agreements are longer than one calendar year, and • an agreement is made which, in exceptional cases, entitles the company to reclaim in full or in part variable components of remuneration that were paid on the basis of data, which proved to be misstated. 			
<p>4.1.3. The Committee recommends that remuneration of members of the board of directors does not include share options.</p>		X	<p>Cf. Section 5.1 in the Company's Articles of Association, the Board of Directors is authorized to issue warrants to members of the Board of Directors.</p> <p>The guidelines for incentive programs include a warrant program for the Board of Directors. In May 2012 the Board of Directors was granted a warrant program and thus the company does not comply with this recommendation. The Board of Directors has in this case estimated that a warrant program for the board members reflects the objective regarding a lasting and long-term value creation for the Group's shareholders.</p>
<p>4.1.4. The Committee recommends that if share-based remuneration is provided, such programs be established as roll-over programs, i.e. the options are granted periodically and should have a maturity of at least three years from the date of allocation.</p>	X		<p>The Executive Board is remunerated with a share-based incentive program.</p> <p>Share-based instruments:</p> <p>The value of the share-based instruments granted in a given financial year may be up to 50% of the fixed annual remuneration of the individual executive. For the Board of Directors the total number of warrants granted cannot exceed 60,000 per year per board member.</p> <p>The estimated present value of the share-based incentive programs that are subject to these guidelines is calculated in</p>

Recommendation	The company complies	The company does not comply	The explanation for complying/not complying with the recommendation
			<p>accordance with the International Financial Reporting Standards (IFRS).</p> <p>The exercise price of the share-based instrument cannot be less than the share price of the company's share at the time of the allotment. The executive will not pay for the share-based instrument unless the Board of Directors specifically decides otherwise.</p> <p>The allotment may take place on tax conditions which means that the Board member's or the executive's capital gain is subject to a tax rate lower than normal provided that the company is not granted any tax deduction for the expenses related to the allotment.</p> <p>The Board of Directors may decide that share-based instruments must be earned over a period of three years from the time of the allotment.</p> <p>Where, as part of a share-based incentive program, Columbus has to obtain shares in order to meet its obligations under the incentive program, such shares may be obtained through issuance of warrants, a buyback of own shares and through Columbus's holding of own shares.</p>
<p>4.1.5. The Committee recommends that agreements on termination payments should not amount to more than two years' annual remuneration.</p>	<p>X</p>		<p>The Company does not pay termination payments which amount to more than two years' annual remuneration.</p>

Recommendation	The company complies	The company does not comply	The explanation for complying/not complying with the recommendation
4.2. Disclosure of the remuneration policy			
4.2.1. The Committee recommends that the company's remuneration policy and compliance with this policy be explained and justified annually in the chairman's statement at the company's general meeting.		X	The remuneration of the entire Board of Directors for the previous year and for a comparative year is stated in note 5 of the Annual Report 2013. The new guidelines for incentive programs were adopted at the annual general meeting in 2012. In this way, the annual general meeting can determine whether the remuneration is reasonable. Unless special conditions apply, the Chairman of the Board will not elaborate on the guidelines for incentive programs in his report to the annual general meeting.
4.2.2. The Committee recommends that the proposed remuneration for the board of directors for the current financial year be approved by the shareholders at the general meeting.		X	<p>The remuneration of the entire Board of Directors for the previous year and for a comparative year is stated in note 5 of the Annual Report 2013. In this way, the annual general meeting can determine whether the remuneration is reasonable.</p> <p>The Board of Directors' basic remuneration is set at a level that conforms to the market and which reflects the requirements to the members' competences and efforts seen in the light of the group's complexity, the scope of the work and the number of meetings.</p> <p>Unless proposals for significant changes in the remuneration of the Board apply, the Chairman of the Board will not mention remuneration to the Board in his report to the annual general meeting.</p>
4.2.3. The Committee recommends that the total remuneration granted to each member of the board of directors and the executive board by the company and other companies in the group, including information on the most important contents of retention and retirement/resignation schemes, be disclosed in the annual report and that the linkage with the remuneration policy be explained.		X	Company finds that there is no useful or fair reason to publish information about remuneration to individuals. For this reason the Company has not adopted the recommendation to provide information at an individual level.

Recommendation	The company complies	The company does not comply	The explanation for complying/not complying with the recommendation
5. Financial reporting, risk management and audits			
<i>5.1. Identification of risks and transparency about other relevant information</i>			
5.1.1. The Committee recommends that the board of directors in the management commentary review and account for the most important strategic and business-related risks, risks in connection with the financial reporting as well as for the company's risk management.	X		In the Annual Report Columbus accounts for the most important strategic and business-related risk issues. The Executive Board informs the Board of Directors about the most important business-related risks at least once a year.
<i>5.2. Whistleblower scheme</i>			
5.2.1. The Committee recommends that the board of directors decide whether to establish a whistleblower scheme for expedient and confidential notification of possible or suspected wrongdoing.	X		Considering the Company's size it is not considered appropriate to establish a whistleblower system.
<i>5.3. Contact to auditor</i>			
5.3.1. The Committee recommends that the board of directors ensure regular dialogue and exchange of information between the auditor and the board of directors, including that the board of directors and the audit committee at least once a year meet with the auditor without the executive board present. This also applies to the internal auditor, if any.	X		The Board of Directors ensures continuously dialogue and information exchange with the auditor through the accountant's participation in selected Board meetings as well as through distribution to the accountant of minutes from the Board meetings. The results of the audit, including the auditor's observations and opinion, are discussed at meetings with the Audit Committee and the Board of Directors. The auditor always participates in the Board meeting at which the group's financial statements for the year are presented and approved. The Audit Committee, the external auditors and the Board of Directors meets minimum once a year without the presence of the Executive Board.

Recommendation	The company complies	The company does not comply	The explanation for complying/not complying with the recommendation
<p>5.3.2. The Committee recommends that the audit agreement and auditors' fee be agreed between the board of directors and the auditor on the basis of a recommendation from the audit committee.</p>	<p>X</p>		<p>The framework for the auditor's work – including remuneration, audit-related tasks as well as non-audit related tasks – is described in an agreement.</p> <p>The audit agreement and auditor's fee is agreed between the Board of Directors and the auditor on the basis of the recommendation from the Audit Committee.</p>

2. Risk management

Columbus' potential to realize the company's strategic and operational objectives are subject to a number of commercial and financial risks. Columbus is constantly working on identifying risks that can negatively impact the company's future growth, activities, financial position and results. To the largest extent possible, Columbus tries to accommodate and limit the risks which the company can affect through its own actions.

Below, some of the risk factors management considers as being of special importance to the Group are described in no specific order.

Columbus attaches the utmost significance to conducting ongoing risk monitoring and management. The overall goal of risk management is to ensure that the company is run with a level of risk, which is in a sensible ratio to the activity level, the nature of the business, and the company's expected earnings and equity.

Strategic and operational risks

All companies in the Columbus Group report financial and operational data to the head office on a monthly basis. The reporting includes comments to the financial and business development. Based on this reporting the Group's financial statements are consolidated and reported to the Group management. As part of this process, monthly business reviews and controlling meetings are held, and control visits to all operational companies in the Group are performed on an ongoing basis in order to ensure that considerable errors in the financial reporting are discouraged, discovered and corrected.

Responsibilities, authorities and procedures relating to essential areas are defined in a Group policy which is approved by the Executive Board. The responsibility for maintaining efficient internal controls and a risk management system in connection with the financial reporting lies with the Executive Board which in cooperation with the Board of Directors evaluate the control system of the Group annually.

Financial risks

Columbus' international activities entail that the company's earnings and equity are affected by a number of financial risks and it is the company's policy to identify and cover these risks pursuant to the guidelines set by the Board of Directors and the Executive Board.

The finance policy sets up guidelines for the Group's currency, investment, financing and credit risks in relation to financial counterparts. The overall goal with risk management is to reduce the sensitivity of earnings to fluctuations in economic trends. The overall guidelines for the management of the financial and commercial risks are outlined by the Board of Directors annually with the basis in a low risk profile so that currency and interest risks only emerge in commercial conditions.

As a result of its operation, investments and financing, the Group is exposed to changes in currency rates and interest level. The parent company controls the financial risks in the Group centrally and coordinates the Group's liquidity management, including provision of capital and placement of excess liquidity.