

## **Proposal for board fees 2011**

The remuneration of Topsil's Board of Directors was most recently adjusted in 2009, the year following the CEMAT acquisition. On the basis of information on the remuneration paid to the boards of directors of other Danish peer companies, and taking into account the work associated with the board duties, the Board of Directors proposes the following adjustment of the level of remuneration for 2011:

- The basic board fee is fixed at DKK 200,000 (against currently DKK 150,000).
- The chairman receives the basic board fee multiplied by 2.5 (against currently the basic board fee multiplied by 2).
- The deputy chairman receives the basic board fee multiplied by 1.75 (against currently the basic board fee multiplied by 1.5).
- The chairman of the audit committee receives the basic board fee multiplied by 0.5 (unchanged).
- The deputy chairman of the audit committee receives the basic board fee multiplied by 0.25 (unchanged).