

GUIDELINES FOR THE COMPANY - PLANNING AND BUDGET WORK

Every year, the management shall revise a strategic plan, which is to be approved by the Board of Directors. The plan shall contain targets within the business areas in which the Company operates, as well as for support functions.

The management shall present next year's budget in the fourth quarter. The budget shall be approved by the Board of Directors.

If the circumstances so dictate, the budget shall be revised during the budget year.

Current results shall always be reported against comparable budget figures, and any deviations from the budget shall be commented on. The corrective measures that might or shall be initiated shall be specially commented on.