



Remuneration

Remuneration to the CEO and other senior executives is to reflect CLX's need to recruit and motivate qualified employees through a compensation package that is on a fair and competitive level.

The remuneration is to consist of the following components:

- fixed base pay;
- short-term variable pay;
- long-term variable pay;
- pension benefits; and
- other benefits and severance pay.

Base Salary and Variable Compensation

The fixed base salary shall reflect the employee's position, qualifications, experience and individual performance and shall be based on market terms.

Variable pay shall be measured against pre-defined financial performance targets. Non-financial targets may also be used to strengthen the focus on delivering on the Group's strategic plans. The targets shall be specific, clear, measurable and time-bound and be determined by the Board of Directors.

Variable pay may not exceed 30 percent of the fixed base salary for the CEO and 30 percent of the fixed base salary for other senior executives.

Long-term variable pay may include share-related incentive programs, see below.

Pensions

The pension contributions for the CEO and other senior executives shall reflect usual market terms, as compared to what is generally applicable to comparable senior executives in other companies, and shall normally be based on defined contribution pension plans.

Other compensation

Other benefits shall primarily consist of health insurance and preventive health care. Other benefits may also include commonly accepted benefits in conjunction with employment or the move abroad of a senior executive.

Share-related incentive programs

Each year, the board of directors will evaluate whether a long-term share-related incentive program shall be proposed to the general meeting. The purpose of offering a share-related incentive program is to align the interests of the senior executives with those of the Company's shareholders. Individual, long-term ownership among key individuals can be



expected to stimulate increased interest in the business and its profitability, increase motivation and affinity with the Company.

Termination of employment

If the company terminates the CEO's employment, a notice period of no more than 6 months shall apply, and if the CEO terminates the employment, a notice period of six months shall apply.

Between the Company and the other senior executives, a notice period of 3–6 months shall apply both for the company and the employed.