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## Incentive scheme for senior executive

A senior executive has been granted an incentive scheme containing a share warrant scheme.

The share warrant scheme is granted at the market share price.

The share warrant scheme is contingent on employment in the company.

The share warrant scheme will not be adjusted in the event of capital increase.

### **Share warrants based on employment:**

Period	Right to buy shares at DKK 1.25 (nom.) per share	Conditions
May 1 <sup>st</sup> 2009 – December 31 <sup>st</sup> 2009:	333,333 shares at DKK 2.51 per share	Employment at Columbus IT Partner A/S at December 1 <sup>st</sup> 2009
May 1 <sup>st</sup> 2009 – December 31 <sup>st</sup> 2010:	333,333 shares at DKK 2.51 per share	Employment at Columbus IT Partner A/S at December 1 <sup>st</sup> 2010
May 1 <sup>st</sup> 2009 – December 31 <sup>st</sup> 2011:	333,334 shares at DKK 2.51 per share	Employment at Columbus IT Partner A/S at December 1 <sup>st</sup> 2011

The granted share warrants are vested per month of employment/attachment from the time of granting.

The exercise periods are scheduled to the first 21 days after publication of the company's first financial statements succeeding expiry of the vesting periods in question. The first exercise period is scheduled to the first 21 days after publication of the company's financial statements 2009. The second exercise period is scheduled to the first 21 days after publication of the company's financial statements 2010. The third exercise period is scheduled to the first 21 days after publication of the company's financial statements 2011.

On the basis of Black & Scholes' calculation, the total market value forecast of the scheme is up to DKK 0.8M which will be expensed in 2009, 2010 and 2011.

Ib Kunøe  
Chairman of the Board  
Columbus IT Partner A/S

Claus E. Hansen  
Chief Executive Officer  
Columbus IT Partner A/S

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