

GUIDELINES ON INCENTIVE PAYMENT OF PANDORA A/S, CENTRAL BUSINESS REGISTER (CVR) NO. 28505116

GENERAL GUIDELINES ADOPTED PURSUANT TO SECTION 139 OF THE DANISH COMPANIES ACT GOVERNING INCENTIVE PAYMENT FOR PANDORA A/S

1. INTRODUCTION

Under section 139 of the Danish Companies Act, the supreme management body of a listed company is required, before the company enters into a specific incentive payment agreement with a member of its management, to lay down general guidelines governing the company's incentive payment to the board of directors and the executive board. The guidelines shall be considered and adopted at the company's general meeting.

These guidelines set out the general rules relating to incentive payment of the board of directors and the executive board of Pandora A/S.

2. GENERAL PRINCIPLES

If Pandora A/S wishes to enter into a specific incentive payment agreement with members of the company's management, such agreement shall be subject to these incentive guidelines.

The guidelines shall only cover agreements on incentive payment systems with Pandora A/S's board of directors and registered executive board. Incentive payment systems regarding other managerial employees or key employees are not covered by these incentive guidelines.

Whether a member of the company's management is found eligible for an incentive programme - and the type of agreement(s) concluded in this respect - will depend on a specific assessment as to whether this is appropriate in order to balance the interests of Pandora A/S's management and its shareholders, and to promote both short-term and long-term objectives. To this end, the expected performance of the management, incentive and loyalty considerations and the company's position and development shall generally also be taken into account.

3. THE BOARD OF DIRECTORS

3.1 Share based instruments

The board of directors are not eligible for any share-based instruments.

3.2 Obligation to invest in shares

An agreement may be concluded with the chairman of the board of directors and the other directors to the effect that they must buy and hold a number of shares corresponding to the gross amount of their fixed annual cash remuneration for one year.

4. EXECUTIVE BOARD

4.1 Share based instruments

4.1.1 Share options (LTIP)

The board of directors may conclude agreements with the executive board for the granting of share options under Pandora A/S's long-term incentive programme (LTIP). The terms and conditions will be detailed in individual agreements with each participant.

The granting of share options will be based on attainment of EBITDA and consolidated revenue targets or such other targets as deemed appropriate by the board of directors by the end of the third financial year after the targets are set.

The board of directors may resolve that no share options will be granted unless the EBITDA and consolidated revenue (or other defined) targets are exceeded by more than 10%. The board of directors may also resolve that the number of share options to be granted to the members of the executive board shall depend on how much more than 10% excess is attained. Granting of the maximum number of share options requires that both the EBITDA and consolidated revenue (or other defined) targets are exceeded by more than 20%.

The maximum number of share options available for granting will be such that the executive board will be able to buy shares in the company at a total market price (at the date of the fixing of LTIP targets) of up to 100% of each executive board member's current basic salary at the said time.

The exercise price of granted share options is set at 1% of the shares' market value at the date of grant.

It may be resolved that granted share options shall vest and become exercisable during one exercise window of four weeks from the first weekday after publication of Pandora A/S's announcement of financial statements for the financial year ending two years after the financial year before the date in which the share options are granted, or any earlier publication of announcements after the end of the financial year in question, but before publication of the financial statements for that year ([the "Exercise Window"](#)). This will allow exercise in accordance with the company's rules on inside information. After [expiry of the Exercise Window](#) ~~that period~~ the share options will lapse automatically without further notice and without compensation.

Share options for the executive board can only be granted under LTIP if at the date of grant the recipient is employed by Pandora A/S or has resigned their position in the company or a group company as a so-called "good leaver".

[If an executive member has left his/her position as a member of the executive board \(i.e. his/her notice period has expired\) and is eligible to retain share options granted under Pandora A/S' long-term incentive programme \(LTIP\), such share options will vest and become exercisable during a four weeks exercise window from the first weekday after the announcement of the quarterly result following the expiry of the executive member's notice period \(the "Extraordinary Exercise Window"\). However, the Extraordinary Exercise Window must be set in](#)

accordance with the company's rules on inside information in force from time to time. After expiry of the Extraordinary Exercise Window, the share options will lapse automatically without further notice and without compensation. If the executive member continues or takes up a position as a member of the board of directors in immediate continuation of or before the expiry of his/her notice period and thus maintains a trusted position in the company, any granted share options will continue to vest and become exercisable during the Exercise Window. However, if this board member resigns from the board of directors prior to the Exercise Window, any granted share options will vest and become exercisable during the next Extraordinary Exercise Window to be calculated from the date of resignation from the board of directors.

The above deviations from the regular two-year vesting period following the three-year target period will be applicable to both existing (granted but not yet exercised) and future LTIP programmes.

The board of directors may lay down special provisions on how to proceed in case of solvent liquidation, merger, demerger, delisting, change of ownership or changes to the company's capital.

4.1.2 Obligation to invest in shares

The board of directors may conclude agreements with the members of the executive board obliging them to remain at all times a - direct or indirect - owner of shares in Pandora A/S at a market value equal to up to five times (typically one time) their annual base salary from time to time before tax. In the calculation of the value of the executive board members' shareholdings, the value of shares that the members are entitled to acquire under share options granted shall be included, vested or not.

If an executive board member is found at the beginning of a trade window to own shares (including potential shares to be acquired under share options granted) of a fair market value which is less than the agreed times his or her annual salary before tax at that time, such member shall be obliged to immediately acquire additional shares in the company so as to bring his or her shareholding to an aggregate fair market value of the agreed level.

In extraordinary circumstances, the board of directors may choose to exempt an executive board member from the obligation to acquire additional shares.

4.2 Non share-based instruments (short-term bonus)

The board of directors may agree to cash bonus schemes for members of the executive board. A cash bonus scheme will fix the annual maximum bonus available to the executive board subject to fulfilment of criteria based on the company's financial circumstances and general development. The terms of the bonus shall be fixed in a separate bonus agreement to be entered into in connection with the budgeting prior to the commencement of the financial year.

The cash bonus cannot exceed 100% of the annual base salary of each member of the executive board.

4.3 Extraordinary incentive awards

In order to meet the overall objectives for the company's incentive payment systems, the board of directors may in individual cases decide to award a one-off bonus or other extraordinary incentive

remuneration, e.g. retention bonus, severance payment, sign-on bonus or other schemes in connection with appointment. Such extraordinary awards may be incentive-based and may consist of cash and/or share-based remuneration in addition to the schemes listed in clauses 4.1.1 and 4.2 above. Depending on the circumstances, the board of directors may decide whether award and/or vesting should be subject to the attainment of certain performance targets. The value of extraordinary awards cannot at the time of award exceed an amount corresponding to 200 % of the executive board member's annual base salary.

5. CLAW BACK

All payments made under the incentive payment systems outlined above are subject to claw back without compensation if granted on the basis of data or other grounds subsequently proven to be manifestly misstated.

6. CHANGES TO AND TERMINATION OF INCENTIVE PROGRAMMES

The board of directors may change or terminate the share option scheme introduced under these guidelines. Among the criteria to be considered prior to any such decision are the development of the company, changes to statutes, foreign currency control, authority regulation, etc. Any such change, however, must be within the limits set by these guidelines. Anything beyond this will be subject to adoption by the general meeting.

7. ADOPTION AND PUBLICATION OF GUIDELINES

A provision is included in the company's articles of association stipulating that the general meeting has adopted guidelines on incentive remuneration, see section 139 of the Companies Act.

Specific incentive payment agreements may be concluded on or after the day following publication of the adopted guidelines on Pandora A/S's website (www.pandoragroup.com).

As adopted at the Annual General Meeting of Pandora A/S on ~~19~~¹⁴ March 201~~8~~⁴.