

ANNEX 4.

ITEM 12 ON THE AGENDA

Partial changes of the Terms of the 1997, 1999 and 2001 stock option programs

Partial change of the terms of the 1997 stock option program

The Board of Directors proposes that Section 5 of the terms of share subscription in the stock option program approved by the General Meeting of Shareholders on 4 March 1997 concerning shareholders' rights is amended to read as follows:

Previous wording:

5. New shares acquired shall first rank for dividend for the financial year during which subscribed has taken place. Other rights shall commence from the date on which the increase in share capital is entered in the Trade Register.

Amended wording:

5. The right to dividend pertaining to the shares and other shareholders' rights shall commence on the date when the increase of share capital is registered with the Trade Register.

Partial change of the terms of the 1999 stock option program

The Board of Directors proposes that Section 5 of the terms of share subscription in the stock option program approved by the General Meeting of Shareholders on 11 March 1999 concerning shareholders' rights is amended to read as follows:

Previous wording:

5. New shares acquired shall first rank for dividend for the financial year during which subscription has taken place. Other rights shall commence on the date on which the increase in the share capital is entered in the Trade Register.

Amended wording:

5. The right to dividend pertaining to the shares and other shareholders' rights shall commence on the date when the increase of share capital is registered with the Trade Register.

Partial change of the terms of the 2001 stock option program

The Board of Directors proposes that Section 5 of the terms of share subscription in the stock option program approved by the General Meeting of Shareholders on 8 March 2001 concerning shareholders' rights is amended to read as follows:

Previous wording:

5. New shares acquired shall first qualify for dividend payment for the financial year, during which subscription has taken place. Other rights shall commence on the date when the increase in the share capital is entered into the Trade Register.

Amended wording:

5. The right to dividend pertaining to the shares and other shareholders' rights shall commence on the date when the increase of share capital is registered with the Trade Register.