

APPENDIX A - INCENTIVE PROGRAMMES
(To be completed by the employee and returned to the Company)

Request for the opening of a security account, etc.

My employer, DFDS, has entered into an agreement with Danske Bank stipulating that Danske Bank is responsible for the depositing, tax reporting, etc., of the shares issued by the Company under the terms of section 7A(1) of the Danish Tax Assessment Act.

Opening of security account and cash account

I,

Name:

Address:

TIN:

(Tax Identification Number – only relevant for employees residing permanently outside Denmark. Note that the number is case-sensitive.)

request the Bank to open a security account for my shares.

Cash account for the security account

I have an account with Danske Bank which I want to link to the security account as a cash account: (specify the ten-digit account number). If this account cannot be used as a cash account, another cash account will be created for me automatically.

or

I want to open a cash account to be linked to my security account with Danske Bank on the basis of the information above. The account forms part of an incentive programme.

Proof of identity and copies of identification documents

New customers of Danske Bank must provide proof of identity as stipulated by consolidated Act No. 117 of 27 February 2006 on measures to prevent money laundering and financing of terrorism.

Danske Bank therefore requires the following information: full name, permanent address. Moreover, non-Danish citizens must provide proof of their TIN and/or nationality as well as their place and date of birth. Danish citizens liable to pay tax in other countries than Denmark must also provide proof of their TIN.

By signing this request, I give my consent to the exchange of my name, address and account No. between the Company and Danske Bank.

If I do not already have an account with Danske Bank, I must submit a copy of my proof of identity (for instance, EU driving licence, passport, etc.) and, a copy of the proof of my TIN, and proof of name and address (gas or electricity bill, tax bill) not older than 6 months. I accept the Company's collection and confirmation of the authenticity of the copies on behalf of Danske Bank. The Company must send the copy of my proof of identity and, if relevant, a copy of the proof of my TIN to Danske Bank together with this request.

I also accept Danske Bank's right to require me to provide further proof of identity at any time, to obtain my original proof of identity at any time and to verify my personal data in the CPR register.

The Company's incentive programme

The Company's incentive programme regulates matters relating to my employee shares. Any queries about the number of employee shares, matters relating to the discontinuation of employment, divorce, death, etc., must be made to the Company. Disputes, if any, are of no concern to Danske Bank.

Fees and charges

If I have opted to link an existing account to the custody account and I already pay a fee for such account, I will continue to pay this fee. The Company must pay a fee for the custody account. (Accounts established for employees as cash accounts linked to custody accounts are free of charge for employees.)

Tax

I agree to Danske Bank not providing advice on tax issues in connection with the incentive programme. The Bank therefore recommends me to seek advice from an independent accountant or lawyer if necessary.

Appendices

Terms and conditions, cost etc. will be available on danskebank.dk

- * General Conditions – Consumers
- * Information about trading in financial instruments
- * Terms and conditions for the agreement on the use of an electronic signature (consumers)
- * Commission that Danske Bank receives from its business partners
- * Charges for securities trading
- * Order execution policy – financial instruments
- * Terms and conditions for trading in financial instruments
- * Terms and conditions for custody accounts
- * List of charges for safe custody accounts, etc.

Date:

Employee signature