

## Information about organisational changes at Arctiko A/S and Arctiko International Aps

Dear Business Partners,

20<sup>th</sup> June 2016

I would like to tell you about some organisational changes here at Arctiko.

Mr Bayram Kizil has decided to leave Arctiko, effective as of 30 June 2016. We thank Mr Kizil for his time and effort over the past eight years, and wish him the best of luck in future.

At the same time, we have promoted Mr Casper Morsing and Mr Semir Selimovic as Executive Export Manager(s). They will respectively handle and be responsible for all sales and they will work dedicated in close cooperation with our sales, shipping and after sales service team to maintain and improve our customer service.

Furthermore, in order to assure our continued growth and success, we hired an experienced new Managing Director, Mr Peter Laugesen. He is 46 years old and comes from the refrigeration industry where he has served as Managing Director and Sales Director. Peter will start work on 1 September 2016 with full decision-making power. We are all looking forward to be working with Mr Peter Laugesen.

The undersigned will be involved in the company as working Chairman, so I will still be involved in the business, focusing my attention on new products, R&D and business strategy so we can provide good quality products also in the years to come.

We look forward to your continued support and cooperation.

Yours truly,

Lars Ole Jensen ( [loj@arctiko.com](mailto:loj@arctiko.com) )

CEO/Chairman

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