

THE GENERAL POLICY REGARDING DEDUCTIONS IN REMUNERATION

- 1.** Copydan Writing's management costs will be deducted before distribution of remuneration to the rightsholders, see Article 7.3 of the Statutes. No deductions may be made in rights remuneration other than documented management costs. Copydan Writing's management costs will appear from the adopted financial statements published on Copydan Writing's website every year following the annual general meeting at the end of April.
- 2.** The individual member organisation is entitled to decide to deduct a small share of their members' individual remuneration before distribution, such amount to cover the member organisation's necessary costs associated with participating in the board meetings of Copydan Writing and the organisation's general rights management, see Article 7.4 of the Statutes.
- 3.** The general meeting makes decisions on the general policy regarding deductions in remuneration for the rightsholders, see Section 6(5)(iv) of the Danish Collective Management of Copyright Act.