

## Company Announcement

### **DONG Energy's employee share programme - process completed**

**DONG Energy A/S**  
Kraftværksvej 53  
Skærbæk  
DK-7000 Fredericia

[www.dongenergy.com](http://www.dongenergy.com)  
CVR no. 36 21 37 28

In February 2014, DONG Energy announced a share programme aimed at employees and managers. The share programme process has now been completed.

3,078 of the employees in DONG Energy and 212 of the managers have chosen to subscribe for shares and consequently become co-owners of DONG Energy. They are investing a total of DKK 222 million in the company.

14 May 2014

As part of the share programme, employees and managers are given the possibility to receive matching shares depending on how well DONG Energy is doing compared to other European energy companies over a number of years.

The eligibility for matching shares will be forfeited if the employee or manager in question resigns from his or her position prior to a possible IPO.

The information provided in this announcement does not change DONG Energy's previous financial guidance for the 2014 financial year or the announced expected net investment level for 2014-2015.

For additional information, please contact:

Media Relations  
Karsten Anker Petersen  
+45 99 55 96 62

Investor Relations  
Allan Bødskov Andersen  
+45 99 55 97 69

DONG Energy is one of the leading energy groups in Northern Europe. Our business is based on procuring, producing, distributing and trading energy and associated products across Northern Europe. DONG Energy has around 6,500 employees and is headquartered in Denmark. The Group generated DKK 73 billion (EUR 9.8 billion) in revenue in 2013. For further information, see [www.dongenergy.com](http://www.dongenergy.com).