

EXCENTIVE INTERNATIONAL AND NORSE SOLUTIONS ANNOUNCE STRATEGIC PARTNERSHIP

Fribourg, December 2011: Excentive International, the fastest growing solution provider for Total Compensation Management, and Norse Solutions, the established provider of software and services for administration, accounting and disclosure of share plans, announce today an agreement to partner together on a global basis.

The drivers behind this partnership are complementary product offerings, complementary geographical coverage and similar company values.

"Our companies are built on customer success as their core value" comments Arne Blix, CEO of Norse Solutions. "We work with the same type of highly demanding customers within adjacent fields of competence. A bridging of our two product lines will greatly benefit our current and future clients. In addition, we are both growing at a very high rate and enjoy the same global ambitions", adds Blix.

"We perfectly complement each other in terms of geographical presence and functional offering" says Fabio Ronga, CEO of Excentive International, who is looking at this partnership as a way to establish his company in the Nordic region in 2012. "This partnership will allow us to replicate the success we have enjoyed in all other European regions in the past two years, and will provide our current and future clients with added value in the form of a product complementary to our current offering" adds Ronga. "Norse Solutions' deep ties and impressive customer base in Norway, Sweden and Denmark are attractive to us. They have already gained the trust of the American market therefore this partnership also strengthens our US operation," concludes Ronga.

Over the next 6 months, both companies will roll out their partnership globally, with joint activities beginning this month in 5 European countries.

About Norse Solutions

Norse Solutions AS is the largest supplier of software and services for the efficient administration of share-based compensation plans in the North- European region and has the longest experience related to IFRS-2 in the world today. Norse Solutions' Top Down architecture puts its software, Norse Options, above and beyond its competitors.

For more information, please visit: www.norse-solutions.com

About Excentive International

Excentive International (www.excentive.com) provides a Total Compensation software solution covering Employee Performance Management (EPM) and Sales Performance Management (SPM). Our customers typically range from large to very large leading companies, across all industry sectors, leveraging human capital to differentiate from competitors; using the solution to attract, motivate and retain human capital. Excentive's Total Compensation Management software manages Incentive Compensation to drive Sales Performance and Salary, Bonus and Equity Compensation to drive Employee Performance.

We have offices throughout the US and Europe as well as partnerships spanning to Asia to globally serve our customers.

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