

Proposal for resolution on instruction for and appointment of the nomination committee

The nomination committee proposes that the members of the nomination committee are appointed by way of the chairman of the board of directors contacting the three largest shareholders in the Company as of 1 September every year and ask them to nominate one representative each in order to, together with the chairman of the board, constitute the nomination committee. If any shareholder abstains from his or her right to nominate a representative, the shareholder who is thereafter the largest in terms of the number of votes shall be offered to nominate one representative. Shareholders who have nominated a member of the nomination committee have the right to replace such a member with another to instead become a member of the nomination committee. In the event that a shareholder who has nominated a member of the nomination committee has significantly reduced his shareholding in the company, such member may resign and, if the nomination committee deems it appropriate, the shareholder who is next in line will be given the opportunity to appoint a new member. If the ownership otherwise changes significantly before the nomination committee's assignment is completed, it shall, if the nomination committee so decides, be able to change the composition of the nomination committee, in a manner the nomination committee deems appropriate.

Further, the nomination committee proposes that the nomination committee shall prepare proposals with regard to below stated items to be presented to the annual general meeting or, if applicable, extraordinary general meeting, to resolve upon:

- > proposal on members of the board of directors;
- > proposal on remuneration to the members of the board of directors;
- > proposal on auditor;
- > proposal on the fees payable to the auditor;
- > proposal on the chairman of the annual general meeting; and
- > proposal on instructions/guidelines for the appointment of a nomination committee.

This instruction applies until the annual general meeting resolves otherwise, at which the incumbent nomination committee continues to function during the period after the annual general meeting, and until its composition changes in accordance with this instruction, unless the general meeting expressly decides otherwise.
