

Process for Recruiting Board Members

Recruitment of Members to the Board is handled by the Chairman of the Board in collaboration with the Company's CEO, who is also the main shareholder and Member of the Board.

Recruitment of Board Members is based on an analysis of the Company's need for strategic management competence seen in a slightly longer time perspective. It is combined with an assessment of the competences of the current members and a possible resulting competence gap. When assessing the existing members, due consideration is given to the period during which they are expected to continue to be an asset to the board.

On this basis, a competence profile is drawn up for the board candidate, which then forms the basis for the search process.

Candidates who are selected through the search process are tested for interest and an interview with the Chairman is conducted.

The agreement is entered into if the Chairman deems that there is the satisfactory match.

The Chairman can choose to assign external assistance if deemed necessary.

Log

Version	Date	Author	Description
1.0	2018.10.12	EJJ	Policy created and approved by the board