

The criteria for the appointment and convention of the nomination committee (as decided at last year's Annual General Meeting) and working procedures for the nominating committee

The five largest shareholders, who wish to participate, shall appoint one representative each to the nominating committee, at least six months prior to the Annual General Meeting, with the Chairman of the Board as the convener. The nominating committee shall not consist, in majority, of Board members. Unless the members have agreed otherwise, the Chairman of the nominating committee shall be the representative that has been appointed by the largest shareholder according to the number of votes. A member shall resign from the nominating committee if that member represents a shareholder who is no longer one of the five largest shareholders. In the event that more than one member resigns from the nominating committee due to the reasons mentioned above, the five largest shareholders shall appoint five representatives to the nominating committee. The nominating committee shall prepare a proposal to be presented for approval at the Annual General Meeting regarding the appointment of Board members and the Chairman of the Board, remuneration for Board members and in certain cases the appointment of company auditors as well as remuneration for the auditor. The names of the five representatives will be publicly announced as soon as they are appointed. Similar principles shall prevail in the event of an extra Annual General Meeting.