

Process for Board Evaluation

Procedure

The Chairman oversees the evaluation of the Board's work. The evaluation is carried out annually before the end of November. The Chairman conducts interviews with the members individually.

Topics in the conversation include:

- The member's own assessment of efforts and skills in relation to the Company's needs
- The member's assessment of the Board as a whole
- The member's assessment of the collaboration with the Executive Board, including the ability to inform and present relevant topics and the Board's ability to provide relevant and value-creating feedback
- The members' overall perception of the Board's work.

At the first meeting after the New Year, the Chairman gives an account of the evaluation carried out, focusing on proposals for initiatives for the coming year, which are derived from the evaluation.

The Chairman summarizes the conclusion from the discussion.

The Chairman may use external assistance if the Chairman deems it necessary and appropriate.

Log

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