

## Corporate governance 2020

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The object of corporate governance for Norwegian Property is to secure a clear and appropriate division of roles between shareholders, the board of directors and the executive management, and reassuring control of the group. An appropriate division of roles and reassuring control will contribute to the highest possible value creation over time to the benefit of the owners and other stakeholders. One goal is that good corporate governance will contribute to a positive trust-based relationship between Norwegian Property and the group's shareholders and other stakeholders.

### 1 Presentation on corporate governance

Norwegian Property complies with the reporting requirements specified in section 3-3b of the Norwegian Accounting Act. As a listed group, it also complies with the stock exchange recommendation of 1 July 2019, available on the Euronext Oslo Børs website, and the latest version of the code of practice from the Norwegian Corporate Governance Board (NCGB), published on 17 October 2018. The NCGB code is available on its website at [www.nues.no](http://www.nues.no). These recommendations go beyond the legal requirements.

Below is the board's presentation of the way Norwegian Property has implemented the NCGB code. Reference is made to this presentation in the directors' report for 2019, and it is available on the group's website. The presentation covers each section of the code, and possible variances from the code are specified under the relevant section.

Overall principles for corporate governance have been drawn up by the board of Norwegian Property. The board has also prepared a set of formal documents which specify guidelines, instructions and policies intended to ensure compliance in practice with good corporate governance. The board regularly assesses the group's formal documents, most recently in February 2021. Guidelines for ethics and corporate social responsibility (CSR) as well as principles for investor communication are available under formal documents at [www.npro.no](http://www.npro.no).

The group's values base defines important principles for corporate governance. This base rests on four core values, which form the foundation for building a positive corporate culture.

#### *Collaborative*

- We will be open and inclusive
- We will be generous and make ourselves available
- We will have a personal commitment

#### *Courageous*

- We will think innovatively
- We will be ambitious
- We will challenge established truths

#### *Proactive*

- We will always seek to overcome problems before they arise
- We will seek and see new opportunities
- We will present new ideas

#### *Attentive*

- We will create and retain relationships
- We will do what we promise

## 2 The business

Norwegian Property's articles of association are available on its website. Enshrined in article 3, the group's business purpose states:

*"The Company operates in management, acquisitions, sales and development of real estate and infrastructure, including participation in other companies and through trading and investment in interest/units and securities, as well as businesses which are related to such".*

The business purpose was updated in the annual general meeting held on 25 May 2020.

Within the framework of its articles, the group has presented goals and strategies for its business in the directors' report.

The board has formulated guidelines for ethics and CSR in accordance with the group's values base. Norwegian Property's guidelines are available at [www.npro.no](http://www.npro.no). The core of the CSR guidelines is the group's responsibility for the people, society and environment affected by its operations, and they deal with such considerations, as human rights, anti-corruption, labour conditions, health and safety, discrimination and environmental aspects. More details are provided in the presentation on CSR. These guidelines are subject to annual consideration by the board, and were updated most recently in February 2021.

## 3 Equity and dividends

### Equity

Consolidated equity at 31 December 2020 totalled NOK 11 560.9 million. The equity ratio at the same date was 45.5 per cent. The board regards the equity ratio as satisfactory in relation to the group's goals, strategy and risk profile.

To secure good financial freedom of action, the group has a long-term ambition that the relationship between net interest-bearing debt and gross fair value of the properties will be in the range of 45-55 per cent over a business cycle. The group's financial flexibility is assessed at any given time in relation to the group's goals, strategy and risk profile. At 31 December 2020, the relationship between net interest-bearing debt and gross fair value (net LTV) was 48.3 per cent.

### Dividend

Pursuant to the group's dividend policy, a goal for Norwegian Property is to pay competitive quarterly dividends. It aims to pay a dividend of 30-50 per cent of its profit after tax payable, but before fair-value adjustments. The dividend can be higher in times of good cash flow or property sales. An updated assessment by the board of the group's financial position and prospects are carried out before any dividend is determined.

Dividends corresponding to 18.4 per cent of the basis for calculating such payments have been paid for 2020. The board has been mandated by the general meeting to determine quarterly dividends on the basis of the approved financial statements for 2019. Net LTV on 31 December 2020 was within the range specified in the group's financial policy.

The dividend policy is also described in note 24 to the consolidated financial statements in this annual report and in the investor relations section of the group's website.

## Board mandates

The AGM of 16 April 2020 mandated the board to increase the group's share capital by up to NOK 24 990 000, corresponding to just under 10 per cent of the group's share capital when the mandate was awarded. The board mandate is motivated by the desire to be in a position to issue new shares in return for cash payment, as settlement for property transactions, and/or as a component in fulfilling incentive schemes for employees and/or directors. As a consequence of these purposes, it was also resolved that the board could decide to waive the pre-emptive right of existing shareholders to new shares. In line with the NCGB code, a separate vote was held on each of the three purposes. The incentive scheme for one of the directors does not accord with the NCGB code. This mandate had not been utilised at 31 December 2020.

In addition, the board was mandated to raise convertible loans totalling NOK 750 000 000. This was because the board wanted to have the opportunity to issue new shares in combination with additional debt, partly in order to optimise the financing structure in Norwegian Property ASA. This mandate had not been utilised at 31 December 2020.

It was also resolved that the board's overall use of mandates to issue new shares awarded to it by the AGM should not exceed 10 per cent of the share capital.

The board was also mandated to purchase the group's own shares up to a total nominal value of NOK 24 990 000. The grounds were that the board could acquire the group's own shares with the intention of using them as settlement for property transactions, fulfilment of incentive schemes for employees and/or directors, and/or in other circumstances which are considered attractive for the shareholders in general. In this case, too, separate votes were held for each purpose.

The board was mandated to determine the payment of dividend on the basis of the group's financial statements for 2019. This decision was motivated by the desire to give the board the opportunity to pay dividend on a rolling basis if it considered this to be appropriate in light of the group's position. Norwegian Property paid a dividend of NOK 0.07 per share in February 2020.

All board mandates remain valid until the group's AGM in 2021, but in any event not beyond 30 June 2021.

No provisions in the articles of association authorise the board to decide that the group will buy back or issue its own shares or primary capital certificates.

A general meeting held on 10 August 2020 resolved to mandate the board to increase the share capital by up to NOK 49 985 000 through the subscription of new shares, equivalent to just under 20 per cent of the current share capital. The board wished to be able to raise capital by issuing new shares in connection with the investment in Veidekke Eiendom. This mandate was additional to the mandates granted to the board at the AGM of 25 May 2020.

## 4 Equal treatment of shareholders and transactions with close associates

Norwegian Property has only one share class, and all shares have equal rights in the group. Its articles of association impose no voting restrictions.

Norwegian Property completed a private placement with gross proceeds of NOK 1 101 499 754.10 on 23 August 2020. The subscription price per offer share was set at NOK 11.30, which was NOK 0.10 above the closing price on 21 August 2020. This private placement was underwritten by Geveran Trading Co Ltd (Geveran), and was directed at Geveran and other existing shareholders in the Company. The share capital increase pertaining to the private placement was resolved by the board

on 23 August 2020 pursuant to a mandate granted by the extraordinary general meeting held on 10 August 2020. Following registration of the new share capital pertaining to the private placement, the group's share capital amounted to NOK 298 676 726 50 divided between 597 353 453 shares, each with a par value of NOK 0.5.

Pursuant to the code, the reasons for waiving the pre-emptive right of existing shareholders must be published in a stock exchange announcement in connection with a capital increase. The board will endeavour to comply with this point should such circumstances arise in the future.

Completion of the private placement implied a deviation from the existing shareholders' pre-emptive rights to subscribe for and be allocated new shares. The board considered the private placement in light of the equal treatment obligations under the Norwegian Securities Trading Act and Oslo Børs' circular no 2/2014, and took the view that the private placement was in compliance with these requirements. Following careful consideration, the board took the view that it would be in the common interest of the Company and its shareholders to raise equity through a private placement which waived the pre-emptive rights of existing shareholders to subscribe for shares. By structuring the transaction as a private placement, the Company would be in a position to raise capital in a timely manner to finance the acquisition of Veidekke Eiendom. Shareholders representing directly or indirectly about 96 per cent of the share capital were invited to participate in the private placement, and the equity was raised at a price above the last trading price and with significantly lower completion risks than a rights issue.

A subsequent offering of 2 492 143 new shares with a par value of NOK 0.5 and a subscription price of NOK 11.30 per share was completed on 8 December 2020, allowing the shareholders who did not participate in the private placement to maintain their pro rata shareholding in the company. Of these shares, 1 638 971 were allocated on the basis of subscription rights and 853 172 were allocated on the basis of over-subscription. No allocations were made on the basis of subscription without subscription rights. Owing to the size of the subsequent offering, the dilutive effect of the private placement was considered to be insignificant.

Possible future transactions will be conducted on the stock exchange or in another manner at the stock market price.

The board and the executive management are concerned to ensure equal treatment of all the group's shareholders and that transactions with close associates (related parties) take place on an arm's length basis. Note 25 to the consolidated financial statements details transactions with close associates (related parties). Financial relationships related to the directors and executive personnel are described in notes 21 and 22.

## 5 Freely negotiated shares

Shares in Norwegian Property are freely tradable on Oslo Børs. No restrictions on the negotiability of the shares are imposed by the articles of association.

The board considers good liquidity of the share to be important for Norwegian Property to be regarded as an attractive investment, and the group works actively to attract interest from the investor market.

## 6 General meetings

### Notice, registration and participation

The board makes provision for as many as possible of its shareholders to exercise their rights by attending the general meeting. The 2021 AGM is scheduled to take place on 16 April. The group's financial calendar is published as a stock exchange announcement and in the investor relations section of the group's website.

Notice of the general meeting, with comprehensive documentation including the recommendations of the nomination committee, is made available to shareholders on the group's website no later than 21 days before a meeting takes place. Shareholders who want the attachments sent by post can apply to the group for this to be done. The documentation must contain all the information required for the shareholders to form a view on every item to be considered. Shareholders wishing to attend the general meeting must indicate this intention by the specified deadline. The deadline for registering attendance is set as close to the meeting as possible, normally two days in advance.

### Proxy form and advance voting

Notices with documentation are made available on the group's website immediately after the documentation has been issued as a stock exchange announcement. General-meeting notices provide information on the procedures to be observed for attendance and voting, including the use of proxies. Shareholders who cannot attend in person are encouraged to appoint a proxy. A proxy form, where a proxy has been named, is framed in such a way that the shareholder can specify how the proxy should vote on each issue to be considered. Notices have included information on the right to raise issues for consideration at the general meeting, including the relevant deadlines.

### Chairing meetings, elections, etc

The general meeting is opened by the chair of the board or the person appointed by the board, and the chair of the meeting is elected by the meeting. The group has not drawn up specific routines to ensure that the chair of the meeting is independent, but experience with the chairing and conduct of the general meetings has been good. Representatives of the group's board and executive management are encouraged to attend. The same applies to the nomination committee at those meetings where the election and remuneration of directors and members of the nomination committee are to be considered. The group's auditor is present at the AGM.

The general meeting elects the members of the nomination committee as well as the shareholder-elected directors on the board. In its work, the nomination committee gives emphasis to ensuring that the board functions optimally as a collective body, that legal requirements for gender representation can be met, and that the directors complement each other in terms of their background and expertise. The general meeting is therefore normally invited to vote for a complete board, rather than individual candidates as recommended by the NCGB. As a result, no opportunity has been provided to vote in advance for individual candidates.

Minutes from a general meeting are published as soon as practicable via the stock exchange's reporting system ([www.newsweb.no](http://www.newsweb.no), ticker code: NPRO) and under formal documents in the investor relations section of [www.npro.no](http://www.npro.no).

## 7 Nomination committee

The group's articles of association call for the appointment of a nomination committee. Pursuant to the articles, the nomination committee will comprise two or three members. Its composition must take account of the interests of shareholders in general. The committee is independent of the board and the executive management, and otherwise composed pursuant to the code.

Members of the nomination committee and its chair are elected by the general meeting for two-year terms, and their remuneration is determined by the general meeting. The work of the nomination committee is regulated by specific guidelines, which are adopted by the AGM.

The nomination committee nominates directors. Efforts are made to base its recommendations on contacts with directors and the CEO. In addition, the committee seeks to consult relevant shareholders to obtain suggestions for candidates as well as to entrench its recommendations. The committee also recommends the remuneration of directors. Its recommendations with reasons are made available via the group's website before the election and as soon as they are available. The nomination committee is encouraged to attend the general meetings in order to present and justify its recommendations and to answer questions.

The present nomination committee was elected at the AGM of 25 May 2020 and comprises Anne Lise E. Gryte (chair) and Marianne Johnsen. No regular directors or executive personnel are represented on the nomination committee. Deadlines for submitting nominations to the nomination committee are published on the group's website. The deadline for submitting nominations to the nomination committee (info@npro.no) for consideration by the 2020 AGM was 1 March 2021. Proposals to the nomination committee are channelled via info.npro.no.

## 8 Board of directors, composition and independence

The group does not have a corporate assembly. Pursuant to the articles of association, the board of Norwegian Property will comprise three to nine directors. The board currently has seven shareholder-elected directors. Directors and the chair of the board have been elected by the general meeting to serve until the AGM in 2021. See the provisions of the Public Limited Liability Companies Act. The board's composition is intended to secure the interests of the shareholders in general, while the directors also collectively possess a broad business and management background and an in-depth understanding of the property market, purchase and sale of businesses, financing and capital markets. In addition, account has been taken of the need for the board to function well as a collegiate body. The background and experience of directors are presented on the group's website and in the section of this annual report on presentation of the directors. The board has been composed in such a way that it can act independently of special interests. The group's executive management is not represented on the board.

Three of the seven directors are independent of the group's executive management, significant commercial partners and substantial shareholders, while three are related to substantial shareholders and one has an option agreement and an agreement to provide support to the group over and above regular board work. These are:

- Cecilie Astrup Fredriksen is an employee of Seatankers Management Co Ltd in London, and a director of a number of companies, including MOWI ASA. According to Norwegian Corporate Governance Code, these companies are related to the largest shareholder in Norwegian Property, Geveran Trading Co Ltd.
- Kathrine Astrup Fredriksen is an employee of Seatankers Management Co Ltd in London, and a director of SFL Corporation Ltd and Axactor SE. She has previously been a director of Seadrill Ltd, Frontline Ltd, Golar LNG and others. According to Norwegian Corporate Governance Code, these companies are related parties to the largest shareholder in Norwegian Property, Geveran Trading Co Ltd.
- Lars Erich Nilsen has been employed by Seatankers Management Norway AS since 2014. He serves as director of a number of companies. According to Norwegian Corporate Governance Code, these companies are related to the largest shareholder in Norwegian Property, Geveran Trading Co Ltd.

- Carl Erik Krefting has an option agreement with Norwegian Property, and has also entered into an agreement to support the company in assignments over and above regular board work. He is also the owner of Carucel Invest AS, which on 31 December 2020 held 356,664 shares in Norwegian Property ASA, and had a TRS agreement related to 4 262 801 shares maturing on 22 January 2021 at a strike price of NOK 11.30 per share. The TRS agreement has been renewed in January at a strike price of NOK 13 per share and maturity on 14 January 2022. Krefting also has an option to acquire 500 000 shares in Norwegian Property ASA in up to three tranches at a price of NOK 11.50 between 19 April 2019 and 19 October 2021.

Seventeen board meetings were held in 2020.

## 9 Work of the board of directors

The board has overall responsibility for managing the group and for supervising the CEO and the group's activities. Its principal tasks include determining the group's strategy and monitoring its operational implementation. In addition, come control functions which ensure acceptable management of the group's assets. Instructions which describe the rules of procedure for the board's work and its consideration of matters have been adopted by the board. Responsibility for ensuring that the board conducts its work in an efficient and correct manner rests with the chair.

The board establishes an annual plan for its meetings, which specifies topics for board meetings, including reviewing and following up the group's goals and strategy, budgets, reporting of financial information, the notice for the general meeting with associated documentation, and the board's meeting with the auditor.

The board appoints the CEO. The division of labour between the board and the CEO is specified in greater detail in standing instructions for the latter. The CEO is responsible for the group's executive management.

The board has considered it appropriate to appoint sub-committees to advise it. Pursuant to the Norwegian Public Limited Liability Companies Act, an audit committee of three directors has been established to support the board in the exercise of its responsibility for financial reporting, internal control, auditing and overall risk management. At 31 December 2020, the committee comprised Bjørn Henningsen (chair), Merete Haugli and Lars Erich Nilsen. Members of the committee are independent of the business, and their work is governed by a separate instruction. A compensation committee comprising two directors has also been established to assist the board over the employment terms of the CEO and the strategy and main principles for remunerating the group's senior executives. This committee comprised Merete Haugli and Carl Erik Krefting at 31 December 2020. It is again governed by a separate instruction, and consists of members who are independent of the group's executive management.

A board evaluation of its own work and expertise was conducted in 2019. This covered the composition of the board as well as how the directors' function both as a group and individually. The findings of the evaluation have been reported to the nomination committee. A new evaluation will be conducted by the chair of the nomination committee in 2021.

Guidelines on conflicts of interest are included in the instructions for the group's board, and ensure that directors inform the board if they have a significant direct or indirect interest in an agreement being entered into by the group. To avoid unintentional conflicts of interest, the group has drawn up an overview which identifies the various roles of its directors, the offices they hold and so forth. This overview is updated as and when required and in the event of changes in the board's composition.



Pursuant to the group's ethical guidelines, no employee must work on matters in which they have a personal interest or where such an interest could be perceived to exist. Ethical guidelines also apply to directors when they represent Norwegian Property.

## 10 Risk management and internal control

### Risk areas and internal control environment

Through its business activities, Norwegian Property manages considerable financial assets which are exposed to substantial risk factors, such as the money market and the letting market. Risk associated with development projects was greater a few years ago, but is now considered to be small. The group's management model is based on an appropriate delegation of profit responsibility, clearly defined operating parameters and effective internal control.

Overall goals have been established and the group's strategy is updated in annual board meetings. On the basis of the strategy, the values base and the ethical guidelines, the board has established general instructions which specify authorisations for delegating responsibility to defined roles in the organisation. Policies have furthermore been established for control and risk management in the most important risk areas, such as operations, finance and sustainability.

Operational risk related to the award of contracts and renegotiation of leases, is followed up in accordance with established guidelines and authorisations. Operational risk related to property management is handled through routines for day-to-day operation, compliance, HSE work, energy efficiency and other climate-related actions. Financial risk is managed in accordance with the group's financial policy.

The board is responsible for seeing to it that the business, financial reporting and asset management are subject to reassuring controls. Based on the overall policies, governing processes and routines have been established for day-to-day management. Steering documents, such as ethical guidelines and guidelines for corporate social responsibility are updated by the board on an annual basis. A subsequent annual review on the web ensures that the content of the steering documents is made known to all employees. These documents also contain whistleblower routines to ensure that the board is informed of any breaches of the guidelines or any illegal action.

In connection with its annual review of the group's strategy, the board reviews the most important risk areas faced by Norwegian Property and the internal controls established to deal with and minimise these. The board is also briefed on developments in the risks facing the group on a continuous basis through the operating reports.

### Reporting

The administration prepares periodic reports which are considered at the board meetings. These reports are based on management reviews of the various parts of the business, and contain an update of the status for setting targets, important operational conditions, financial conditions and a description of the status in risk areas. In addition, quarterly financial reports are prepared and reviewed by the audit committee ahead of the board meeting.

Financial conditions are followed up through periodic accounting reports and regular updates of annual budgets and forecasts. Reporting also includes non-financial key figures related to the various business areas. In addition, risk management includes the preparation of longer-term projections of financial trends, where assumptions are made about profits, cash flow and balance sheet development. These simulations provide management and board with a basis for monitoring expected trends in central key figures.



The group is managed on the basis of financial targets related to such aspects as return on equity. Special profitability calculations are made when acquiring investment properties and when launching development projects, based on established routines and required returns.

A special review of the quarterly valuations of investment properties is conducted by management, and meetings are held with the independent appraisers responsible for the valuations where particular attention is paid to market views and risk conditions. Separate accounting documentation is prepared for significant accounting items and transactions which are not of a routine character. External valuations of financial interest-rate derivatives by the banks are quality-assured through the preparation of monthly internal value assessments. All other balance sheet items are reconciled and documented on a continuous basis throughout the year. Significant profit and loss accounts and accounts related to direct and indirect taxation are also reconciled on a continuous basis.

The interim reports and annual financial statements are reviewed by the audit committee ahead of consideration by the board. Risk management and internal control are also addressed by the board's audit committee. The latter reviews the external auditor's findings and assessments after the interim and annual financial audits. Significant matters in the auditor's report are reviewed by the board.

## 11 Remuneration of the board of directors

Directors' fees are determined by the general meeting on the basis of recommendations from the nomination committee. These fees have been based on the board's responsibility, expertise and time taken as well as the complexity of the business, and have not been related to results. One director has been awarded options as compensation for providing advisory services to the group in addition to his directorship. This was resolved by the AGM in 2019. It does not accord with the NCGB code, but is justified on the grounds that the director in question has special expertise and that it is in this group's interest to utilise this expertise over and above the person's regular duties as a director.

Other directors have not undertaken special assignments for the group other than their work on the board. Board approval is necessary before any director can be offered such special assignments which lead to extra remuneration.

Further details on the remuneration paid to individual directors are provided in note 21 to the consolidated financial statements. An overview of shares owned by the directors and their close associates is included in note 22 to the consolidated financial statements.

## 12 Remuneration of executive personnel

The group's guidelines for the remuneration of senior executives are described in note 21 to the consolidated financial statements. This note also provides further details about remuneration for senior executives.

These guidelines specify the main principles for the group's executive pay policy, and have been framed with the aim of ensuring that the interests of shareholders and senior executives coincide. The CEO has a personal share option scheme (see note 22).

Profit-related remuneration in the form of a bonus programme is based on the attainment of goals for the group or for a department or company in which the recipient is employed. Such goals may comprise the attainment of various improvement measures or financial criteria, including the development of the group's share price. A ceiling has been set on the size of profit-related remuneration for those employees entitled to receive this.

## 13 Information and communication

Through the group's established principles for investor communication, available on its website under principles and guidelines, the board has determined guidelines for reporting financial and other information. Based on openness and equal treatment of players in the securities market, the guidelines also cover communication with shareholders outside the general meetings.

Reporting of financial and other information will be timely and accurate, while simultaneously being based on openness and equal treatment of players in the securities market. Information is published in the form of annual and interim reports, press releases, stock exchange announcements and investor presentations. All information considered to be significant for valuing the group will be distributed and published via Cision and the Oslo Børs company disclosure system, and the group's website exists in both Norwegian and English versions.

Information is made available simultaneously on the group's website, where it is also possible to subscribe to announcements. The main purpose of this information will be to clarify the group's long-term goals and potential, including its strategy, value drivers and important risk factors.

The group publishes a financial calendar every year with an overview of the dates of important events, including the AGM, publication of interim reports and open presentations. This calendar is made available as a stock exchange announcement and on the group's website as soon as it has been approved by the board.

Norwegian Property complies with the recommendations of Oslo Børs concerning the reporting of investor relations information. The applicable recommendation for such reporting is available on the Oslo Børs website at <https://www.euronext.com/nb/markets/oslo>.

## 14 Takeovers

The board has not prepared separate guiding principles for responding to a possible takeover bid since it wishes to be free, within the constraints of existing regulations, to react to such an offer as it sees fit.

The group's articles of association place no restrictions on buying shares in the group. In a takeover process, the group's board and executive management will seek to help ensure that the shareholders are treated equally and that the group's business suffers no unnecessary disruption. The board will give particular weight to ensuring that shareholders have sufficient time and information to be able to form a view of a possible offer for the group's business or shares.

The board does not intend to prevent or hamper anyone from presenting an offer for the group's business or shares. It will take account of the common interests of the group and the shareholders in the event that possible agreements with bidders are considered.

## 15 Auditor

An audit committee of three directors has been appointed. This committee is intended to support the board in the exercise of its responsibility for financial reporting, internal control, auditing and overall risk management. Its work is governed by an instruction. The group's auditor, PricewaterhouseCoopers AS, conducted the following work during 2020 in relation to fiscal 2020.

- Presented the main features of the audit work.
- Attended board meetings considering the annual report, reviewing possible significant changes in accounting principles, assessing significant accounting estimates, and considering all cases where possible disagreements had arisen between auditor and executive management.
- Conducted a review, together with the board, of the group's internal control systems, including the identification of weaknesses and proposals for improvements.
- Held a meeting with the board without the presence of the executive management.
- Confirmed that the requirements for the auditor's independence were fulfilled, and provided an overview of services other than auditing which have been rendered to the group.

PricewaterhouseCoopers attended three meetings with the audit committee, which included reviewing the main features of the plan for executing the audit for the year and presenting results from the audit.

Pursuant to the instruction for the board's audit committee, the use of the auditor for substantial assignments other than ordinary auditing services must be considered and approved by the board.

The board reports annually to the AGM on the auditor's overall fees, broken down between audit work and other services. The AGM approves the auditor's fees for the parent company.