

During 2018, the main activities of the Nomination & Compensation Committee have, amongst others, comprised the following:

- Assessed the structure, size, composition and results of the Board of Directors and the Executive Management and it has carried out an evaluation of same.
- Assessed the competences, knowledge and experience of the individual members of the Executive Management.
- Reviewed and assessed that the compensation of the Board of Directors and Executive Management is compliant with the corporate remuneration policy and the general guidelines for incentive pay.
- Evaluated proposals for incentive earnings and remuneration schemes for the Group including monitoring how the company complies with the current rules governing public insight into pay and remuneration issues, for example in the annual report.
- Other relevant activities linked to the overall description of responsibilities of the committee as described in the committee charter, including an assessment of the committee activities and composition and competencies of the committee members.