

Guidelines for the nomination committee (Item 15)

The nomination committee proposes that the chairman of the board, in consultation with the major owners of the company, is appointed to appoint a nomination committee for the annual general meeting 2010.

The nomination committee shall have at least four members of which one of the members shall be the chairman of the board. The members of the nomination committee shall be well acquainted with the company and the owners of the company. The chairman of the nomination committee shall be well acquainted with the major owners of the company. If a member of the nomination committee resigns the major owners of the company shall in consultation appoint a substitute.

The task of the nomination committee shall be to;

- evaluate the composition of the board of directors and their work,
- propose members of the board and chairman of the board to be elected at the annual general meeting,
- in co-operation with the audit committee of the company propose auditors to be elected at the annual general meeting when necessary,
- propose fees to the board of directors and auditors to the annual general meeting and
- propose chairman of the annual general meeting to the annual general meeting

The composition of the nomination committee shall be notified no later than six months before the annual general meeting 2009. Current nomination committee is nomination committee until new nomination committee is appointed. The nomination committee shall be remunerated for its expenses regarding evaluation and recruitment. The members of the nomination committee are not entitled to any remuneration from the company.