



Corporate Governance Report cf. the Danish Financial Statements Act § 107 b

March 2021

The report concerns the financial year 1 January-31 December 2020

Recommendation	The explanation for complying/complying partially/not complying with the recommendation	
1. Communication and interaction by the company with its investors and other stakeholders		
<i>1.1. Dialogue between company, shareholders and other stakeholders</i>		
1.1.1. The Committee recommends that the board of directors ensure ongoing dialogue between the company and its shareholders, so that the shareholders gain relevant insight into the company and in order for the board of directors to be aware of the shareholders' views, interests and opinions in respect to the company.	The company complies	The dialogue with and information to shareholders and stakeholders take place through the issuing of trading statements, interim reports and other announcements by the Company, through audio casts, meetings with investors, analysts and the press. Trading statements, interim reports and other announcements are made available on Royal Unibrew's website immediately after being published. Moreover, the website provides material used in connection with investor presentations and audio casts.
1.1.2. The Committee recommends that the board of directors adopt policies on the company's relationship with its stakeholders, including shareholders, and that the board of directors ensure that the interests of the stakeholders are respected in accordance with company policies.	The company complies	Royal Unibrew wants to have a good dialogue with its stakeholders. Therefore, Royal Unibrew works under a number of management principles defining good business practice for the Company's interaction with authorities, suppliers, other decision makers and stakeholders. Moreover, Royal Unibrew has defined a policy on the relationship with its investors. The policy is available on the Company's website.
1.1.3. The Committee recommends that the company publish quarterly reports	The company complies	Royal Unibrew publishes quarterly reports.
<i>1.2. General meeting</i>		
1.2.1. The Committee recommends that in organising the company's general meeting, the board of directors plans the meeting to support active ownership.	The company complies	Royal Unibrew's general meeting and quarterly meetings for investors according to need provide the actual forum for communication and discussion and the place where shareholders put forward their viewpoints and are able to make decisions. Notification of general meetings is made through a Company Announcement. The notice and all related documents concerning the general meetings are published on the Company's website. The shareholders may register to receive the notice convening the meeting as well as all documents directly. It is the aim of Royal Unibrew's Management to give a detailed account of the Company's business development and strategy at the general meeting, and Royal Unibrew encourages shareholders to participate in an open discussion about Royal Unibrew's development.
1.2.2. The Committee recommends that proxies or votes by post for the general meeting allow shareholders to consider each individual item on the agenda.	The company complies	Each individual shareholder is allowed to consider all items on the agenda by means of proxies given to the Board of Directors.

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1.3. Takeover bids	The company complies	<p>Contingency procedures for takeover bids have been set up which ensure that shareholders are allowed to decide on the takeover bid themselves.</p> <p>Should a takeover bid be submitted, the Board of Directors will consider the specific bid, and any bid will, in the Board of Directors' opinion, have to be approved by the general meeting.</p> <p>Royal Unibrew has no anti-takeover defences by way of voting ceilings or ownership restrictions.</p>
2. Tasks and responsibilities of the board of directors		2.1. Overall tasks and responsibilities
2.1.1. The Committee recommends that at least once annually the board of directors consider the matters that should be included in the board's performance of its work.		The company complies
2.1.2. The Committee recommends that at least once annually the board of directors consider the overall strategy of the company with a view to ensuring value creation in the company.	The company complies	
2.1.3. The Committee recommends that the board of directors ensure that the company has a capital and share structure which supports that the strategy and long-term value creation of the company are in the interest of the shareholders and the company, and that the board of directors explain this in the management commentary and/or on the company's website.		The company complies
2.1.4. The Committee recommends that the board of directors annually review and approve guidelines for the executive board; this includes establishing requirements for the executive board's reporting to the board of directors.	The company complies	

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2.1.5. The Committee recommends that at least once annually, the board of directors discuss the composition, developments, risks and succession plans of the executive board.	The company complies	In connection with the annual assessment of the work of the Executive Board, the members of the Board of Directors discuss the composition of the Executive Board and assess development needs, risks and succession plans.
2.2. Corporate social responsibility		
2.2.1. The Committee recommends that the board of directors adopt policies on corporate social responsibility.	The company complies	Royal Unibrew has signed up to UN Global Compact and the CSR work focuses on seven of the 17 UN SDG commitments: nos. 3, 6, 7, 8, 12, 13 and 16. As part of the CSR Royal Unibrew has policies for quality, food safety, environment, occupational health and safety, ethics and remuneration
2.3. Chairman and vice-chairman of the board of directors		
2.3.1. The Committee recommends appointing a vice chairman of the board of directors, who will assume the responsibilities of the chairman in the event of the chairman's absence, and who will also act as effective sparring partner for the chairman.	The company complies	A Deputy Chairman of the Board of Directors has been elected. The Deputy Chairman of the Board of Directors is elected by the Board itself immediately after the Company's general meeting. The Deputy Chairman's role is in accordance with the recommendations and is described in the Company's Articles of Association and the rules of procedure of the Board of Directors.
2.3.2. The Committee recommends that, if the board of directors, in exceptional cases, asks the chairman of the board of directors or other board members to perform special activities for the company, including briefly participating in the day-to-day management, a board resolution to that effect should be passed to ensure that the board of directors maintains its independent, general management and control function. Resolutions on the chairman's or other board members' participation in day-to-day management and the expected duration hereof should be publicly announced.		The company complies

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3. Composition and organisation of the board of directors		
<i>3.1. Composition</i>		
<p>3.1.1. The Committee recommends that the board of directors annually evaluate and in the management commentary account for</p> <ul style="list-style-type: none"> • the competencies that it must have to best perform its tasks, • the composition of the board of directors, and • the special competencies of each member. 	The company complies	<p>The Board of Directors has prepared a description of the skills that it should have in order to best perform its tasks. Based on this, the Board of Directors annually assesses its composition, including ensuring that the combined skills and diversity of the members match the Company's business. The Board of Directors thus strives to achieve a composition so that its members, to the widest extent possible, complement each other in terms of age, background, gender, nationality, etc with a view to ensuring a competent and versatile contribution to the board duties at Royal Unibrew.</p> <p>The description is available on the Company's website under Investor, Corporate Governance.</p> <p>A description of the individual directors' executive functions and special competences is provided in the Company's Annual Report and is available on the Company's website – www.royalunibrew.com</p>
<p>3.1.2. The Committee recommends that the board of directors annually discuss the company's activities to ensure relevant diversity at management levels and prepare and adopt a policy on diversity. The policy should be published on the company's website.</p>	The company complies	<p>It is Royal Unibrew's objective to promote diversity within the Company, including the achievement of a reasonable gender representation on the Board of Directors and at the level of the top management team based on a wish to increase versatility and competence mix within the Company, thus creating better decision-making processes and strengthening the Company's brands.</p> <p>The members of the Board of Directors discuss the Company's diversity-promoting activities annually. Targets and achievement status are described in the Annual Report.</p>
<p>3.1.3. The Committee recommends that the selection and nomination of candidates for the board of directors be carried out through a thorough and transparent process approved by the board of directors. When assessing its composition and nominating new candidates, the board of directors should, in addition to the need for competencies and qualifications, take into consideration the need for integration of new talent and diversity.</p>	The company complies	<p>When new members are nominated for the Board of Directors, the knowledge and professional experience required are carefully considered to ensure that all necessary qualifications are present on the Board. At the same time, it is the Board of Directors' objective that its members should, to the widest extent possible, complement each other in terms of age, background, nationality, gender, etc.</p> <p>The nomination and remuneration committee established by the Board of Directors is responsible for nominating candidates for the Board to the Board of Directors as a body.</p>

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<p>3.1.4. The Committee recommends that the notice convening a general meeting where the agenda includes the election of members to the board of directors, include (in addition to the statutory requirements) a description of the qualifications of nominated candidates, including information about the candidates'</p> <ul style="list-style-type: none"> • other executive functions, including positions on executive boards, boards of directors and supervisory boards, including board committees, in Danish and foreign enterprises, and • demanding organisational tasks. <p>Furthermore, it should be indicated if the candidates to the board of directors are considered independent.</p>	The company complies	<p>Royal Unibrew ensures that the notice convening any general meeting to which the agenda includes election for the Board of Directors is accompanied by a description of the nominated candidates' qualifications as well as information on any other executive functions held and demanding organisational tasks undertaken by the candidates.</p> <p>It is also indicated whether the individual candidate is considered independent.</p>
<p>3.1.5. The Committee recommends that members of the company's executive board be not members of the board of directors and that a resigning chief executive officer be not directly elected as chairman or vice chairman for the same company.</p>	The company complies	<p>Neither existing nor former members of the Executive Board of the Company are members of the Board of Directors.</p>
<p>3.1.6. The Committee recommends that members of the board of directors elected by the general meeting be up for election every year at the annual general meeting.</p>	The company complies	<p>Pursuant to the Company's Articles of Association, members of the Board of Directors elected by the general meeting are elected for one year at a time.</p>

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<p>3.2. Independence of the board of directors</p> <p>3.2.1. The Committee recommends that at least half of the members of the board of directors elected by the general meeting be independent persons, in order for the board of directors to be able to act independently of special interests.</p> <p>To be considered independent, this person may not:</p> <ul style="list-style-type: none"> • be or within the past five years have been a member of the executive board, or senior staff member in the company, a subsidiary or an associated company, • within the last five years, have received significant remuneration from the company/group, a subsidiary or an associated company in a different capacity than as member of the board of directors, • represent or be associated with a controlling shareholder, • within the past year, have had significant business relations (e.g. personally or indirectly as partner or employee, shareholder, customer, supplier or member of management in companies with corresponding connection) with the company, a subsidiary or an associated company. • be or within the past three years have been employed or been a partner in the same company as the auditor elected by the general meeting, • be part of the executive management in a company with cross-management representation in the company, • have been a member of the board of directors for more than 12 years, or • be a close relative with persons who are not considered independent. <p>Even if a member of the board of directors is not covered by the above criteria, certain conditions may exist that will lead the board of directors to decide that one or more members cannot be regarded as independent.</p>	<p>The company complies</p>	<p>All the members of the Board of Directors elected by the general meeting are considered independent in accordance with the recommendations of NASDAQ Copenhagen A/S.</p>
<p>3.3. Members of the board of directors and the number of other management functions</p> <p>3.3.1. The Committee recommends that each member of the board of directors assess the expected time commitment for each function so that the member does not take on more functions than he/she can complete at a satisfactory level for the company.</p>	<p>The company complies</p>	<p>Each member of the Board of Directors of Royal Unibrew is responsible for allocating adequate time to the board responsibilities so as to manage his/her commitments to the Company in a satisfactory way.</p>

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<p>3.3.2. The Committee recommends that the management commentary, in addition to the provisions laid down by legislation, includes the following information about the members of the board of directors:</p> <ul style="list-style-type: none"> • the position of the relevant person, • the age and gender of the person in question, • the person's competencies and qualifications that are relevant to the company • whether the member is considered independent, • the member's date of appointment to the board of directors, • expiry of the current election term, • the member's participation in the meetings on the board of directors and committee meetings, • other management functions, including memberships in executive boards, boards of directors, and supervisory boards, including board committees in Danish and foreign enterprises and demanding organisational tasks, and • the number of shares, options, warrants and similar owned by the member in the company and other group companies, as well as changes to the member's portfolio of the mentioned securities which have occurred during the financial year. 	The company complies	<p>The Company's Annual Report and website provide information about the executive functions held by members of the Board of Directors with other Danish and foreign companies as well as their position. Moreover, the Annual Report provides information on any demanding organisational tasks.</p> <p>Moreover, directors' holdings of shares, options etc are disclosed.</p>
<p>3.3.3. The Committee recommends that the annual evaluation procedure, cf. section 3.5, include an evaluation of what is regarded as a reasonable level for the number of other management functions, where the number, level and complexity of the other individual management functions are taken into account.</p>	The company complies	<p>The annual evaluation procedure includes an evaluation of what is regarded as a reasonable level for the number of other management functions.</p>
<p>3.4. Board committees</p>		
<p>3.4.1. The Committee recommends that the company publish the following on the company's website:</p> <ul style="list-style-type: none"> • the terms of reference of the board committees, • the most important activities of the committees during the year and the number of meetings held by each committee, and • the names of the members of each committee, including the chairmen of the committees, as well as information regarding which members are independent members and which members have special competencies. 	The company complies	<p>Information on the board committees established is provided on the Company's website and in the Annual Report.</p> <p>See also items 3.4.3.-3.4.8. below.</p>
<p>3.4.2. The Committee recommends that a majority of the members of a board committee be independent.</p>	The company complies	<p>It is assessed for all board committees that a majority of their members are independent.</p>
<p>3.4.3. The Committee recommends that the members of the board of directors set up among its members an <i>audit committee</i> and that a chairman is appointed who is not the chairman of the board of directors.</p>	The company complies	<p>The Board of Directors has among its members set up an audit committee which chairman is not the chairman of the Board of Directors.</p>

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<p>3.4.4. The Committee recommends that, prior to the approval of the annual report and other financial reports, the audit committee monitor and report to the board of directors about:</p> <ul style="list-style-type: none"> • significant accounting policies, • significant accounting estimates, • related party transactions, and • uncertainties and risks, including in relation to the outlook for the current year. 	<p>The company complies</p> <p>The audit committee has monitored and reported to the Board of Directors on accounting policies, significant accounting estimates, related party transactions as well as uncertainties and risks.</p>
<p>3.4.5. The Committee recommends that the audit committee:</p> <ul style="list-style-type: none"> • annually assesses the need for an internal audit function and, in such a case, presents mandates and recommendations on selecting, appointing and removing the head of any internal audit function and on the budget of the internal audit function, • ensure that if an internal audit has been established, a description of its functions is available and approved by the board of directors, • ensure that if an internal audit has been established, adequate resources and competencies are allocated to carry out the work, and • monitor the executive board's follow-up on the conclusions and recommendations of the internal audit function. 	<p>The company complies</p> <p>In 2020, the audit committee has assessed that there is no need for an actual internal audit function. Instead, the Company's central finance and group accounting function carries out financial and business controlling of the Company's business units during the year.</p> <p>The audit committee ensures that adequate resources are allocated to carry out the controlling activities and ensures the Executive Board's follow-up on the reporting on these activities.</p>
<p>3.4.6. The Committee recommends that the board of directors establish a <i>nomination committee</i>, which is at least, responsible for the following preparatory tasks:</p> <ul style="list-style-type: none"> • describing the qualifications required by the board of directors and the executive board and for a given position, indicating the time expected to be spent carrying out a specific position, as well as assessing the competencies, knowledge and experience found in the two governing bodies, • annually assessing the structure, size, composition and results of the board of directors and the executive board and recommend any changes to the board of directors, • annually assessing the competencies, knowledge, experience and succession of the individual members of management and report to the board of directors in this respect, • recommending candidates for the board of directors and the executive board, and • proposing an action plan to the board of directors on the future composition of the board of directors, including proposals for specific changes. 	<p>The company complies</p> <p>Royal Unibrew has established a nomination and remuneration committee consisting of the Company's Chairman, Walther Thygesen, and Deputy Chairman, Jais Valeur.</p> <p>Both members are independent.</p> <p>The committee consists of the Chairman and the Deputy Chairman of the Board of Directors. In 2020, the primary activities of the committee were the preparation of the annual evaluation of the Board of Directors and the Executive Management, the selection and nomination of potential new candidates for the Board of Directors, succession of the CEO, the overall succession planning of the Board of Directors as well as assessment and recommendation of remuneration of the Board of Directors and the Executive Management. Furthermore, the committee considered the implications of the implementation of the revised Shareholder Rights Directive and prepared the remuneration report to be presented at the AGM in 2021.</p> <p>The terms of reference of the committee are available on the Company's website under Investor, Corporate governance.</p>

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<p>3.4.7. The Committee recommends that the board of directors establish a <i>remuneration committee</i>, which is at least, responsible for the following preparatory tasks:</p> <ul style="list-style-type: none"> recommending the remuneration policy (including the “General Guidelines for incentive-based Remuneration”) to the board of directors and the executive board for approval by the board of directors prior to approval by the general meeting. making proposals to the board of directors on remuneration for members of the board of directors and the executive board, as well as ensuring that the remuneration is in compliance with the company’s remuneration policy and the assessment of the performance of the persons concerned. The committee should have information on the total remuneration that members of the board of directors and the executive board receive from other companies in the group, recommending a remuneration policy applicable for the company in general and assisting with the preparation of the annual remuneration report. 	<p>The company complies</p> <p>Reference is made to 3.4.6. on the activities of the combined nomination and remuneration committee in 2020.</p> <p>The Company has disclosed detailed information on the total remuneration of the Executive Board in the Annual Report for 2020 and a remuneration report showing the remuneration paid to each individual member of the Board of Directors and Executive Board member has been prepared.</p>
<p>3.4.8. The Committee recommends that the remuneration committee do not consult with the same external advisers as the executive board of the company.</p>	<p>The company complies</p> <p>The nomination and remuneration committee does not consult with the same external advisers as the Executive Board.</p>
<p>3.5. Evaluation of the performance of the board of directors and the executive board</p>	
<p>3.5.1. The Committee recommends that the board of directors establish an evaluation procedure for an annual evaluation of the board of directors and the individual members. External assistance should be obtained at least every third year. The evaluation should inter alia include:</p> <ul style="list-style-type: none"> contribution and results, cooperation with the executive board, the chairman’s leadership of the board of directors, the composition of the board of directors (including competencies, diversity and the number of members), the work in the committees and the committee structure, and the organisation and quality of the material that is submitted to the board of directors. <p>The evaluation procedure and the general conclusions should be described in the management commentary and on the company’s website. The chairman should account for the evaluation of the board of directors, including the process and general conclusions on the general meeting prior to the election of the board of directors.</p>	<p>The company complies</p> <p>Royal Unibrew’s Board of Directors has established an evaluation procedure under which the contributions and results of the Board of Directors and its individual members are evaluated annually. Every third year, external assistance is obtained to carry out the evaluation procedure.</p> <p>An evaluation by an external consultant took place in 2020.</p>
<p>3.5.2. The Committee recommends that at least once annually, the board of directors evaluate the work and performance of the executive board in accordance with pre-defined criteria. Furthermore, the board of directors should evaluate the need for changes to the structure and composition of the executive board, in light of the company’s strategy.</p>	<p>The company complies</p> <p>Once every year, the Chairman evaluates the work of the Executive Board based on the targets established for this work.</p>

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<p>3.5.3. The Committee recommends that the executive board and the board of directors establish a procedure according to which their cooperation is evaluated annually through a formalised dialogue between the chairman of the board of directors and the chief executive officer, and that the outcome of the evaluation be presented to the board of directors.</p>	The company complies	<p>A procedure has been established under which the cooperation between the Executive Board and the Board of Directors is evaluated at least once annually in connection with the evaluation of the Executive Board's performance, and the outcome of the evaluation is presented to the Board of Directors.</p>
4. Remuneration of management		
<i>4.1. Form and content of the remuneration policy</i>		
<p>4.1.1. The Committee recommends that the board of directors prepare a remuneration policy for the board of directors and the executive board, which includes</p> <ul style="list-style-type: none"> • a detailed description of the components of the remuneration for members of the board of directors and the executive board, • the reasons for choosing the individual components of the remuneration, • a description of the criteria that form the basis for the balance between the individual components of the remuneration, and • an explanation for the correlation between the remuneration policy and the company's long-term value creation and relevant related goals. <p>The remuneration policy should be approved by the general meeting at least every fourth year and upon any material amendments and it should be published on the company's website.</p>	The company complies	<p>A remuneration policy has been adopted for the Board of Directors and the Executive Board as well as overall guidelines for incentive pay, both described on the website. The overall guidelines for incentive pay were adopted at the Company's general meeting in April 2010, and the remuneration policy was adopted at the general meeting in April 2020.</p>
<p>4.1.2. The Committee recommends that if the remuneration policy includes variable components,</p> <ul style="list-style-type: none"> • limits be set on the variable components of the total remuneration package, • a reasonable and balanced composition be ensured between remuneration for members of management and the value creation for shareholders in the short and long term, • clarity should be established about performance criteria and measurability for the award of variable components, • variable remuneration should not only consist of short-term remuneration components, and that long-term remuneration components must have a vesting or maturity period of at least three years, and • the company should have the ability to reclaim, in full or in part, variable components of remuneration that were paid on the basis of information, which subsequently are found to be incorrect. 	The company complies	<p>The remuneration policy includes limits on each of the variable components of the remuneration package; moreover, conditions and targets have been established for the individual variable components of the remuneration of the Executive Board.</p> <p>Part of the variable remuneration is usually earned over several calendar years.</p> <p>It has been agreed that if it turns out, following payment of bonus to the Executive Board, that the bonus has been paid on the basis of misstated data, the Company may in exceptional cases reclaim in full or in part such payment.</p>
<p>4.1.3. The Committee recommends that remuneration of members of the board of directors does not include share options or warrants.</p>	The company complies	<p>The members of the Board of Directors are remunerated only by a fixed annual fee.</p>

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4.1.4. The Committee recommends that if, in relation to long-term incentive programmes, a share-based remuneration is used, the programmes should have a vesting or maturity period of at least three years after being allocated and should be roll-over programmes, i.e. the options should be granted periodically.	The company complies	As part of Royal Unibrew's continued efforts to retain key staff and to align interest with shareholders, the Executive Board has been offered to participate in a Long-Term Incentive Plan. The LTIP is granted annually and will vest in three years depending on the performance of 4 KPIs based on ambitious targets. The maximum value of the annual grant is transferred into restricted share units. Each restricted share units entitles the holder to receive one Royal Unibrew share of a nominal value of DKK 2 for no consideration. The value of the annual grant is transferred into restricted share units at the weighted average share price for the first five days following announcement of the annual report. Reference is made to the remuneration report 2020.
4.1.5. The Committee recommends that the total value of the remuneration relating to the notice period, including severance pay, do not exceed two years of remuneration, including all components of the remuneration.	The company complies	In accordance with the remuneration policy, the total value of remuneration relating to the notice period cannot exceed two years of remuneration.
4.2. Disclosure of remuneration		
4.2.1. The Committee recommends that the company's remuneration policy and compliance with this policy be explained and justified annually in the chairman's statement at the company's general meeting.	The company complies	The Company's remuneration policy and overall guidelines for incentive pay as well as compliance with these are explained as part of the Chairman's statement at the general meeting.
4.2.2. The Committee recommends that shareholders at the general meeting consider proposals for approval of remuneration for the board of directors for the current financial year.	The company complies	In his directors' report at the general meeting, the Chairman submits a proposal for remuneration of the Board of Directors for the current financial year.
4.2.3. The Committee recommends that the company prepares a remuneration report that includes information on the total remuneration received by each member of the board of directors and the executive board from the company and other companies in the group and associated companies for the last three years, including information on the most important content of retention and resignation arrangements and that the correlation between the remuneration and company strategy and relevant related goals be explained.	The company complies	A remuneration report for 2020 has been prepared according to the guidelines issued by "Erhvervsstyrelsen.
The remuneration report should be published on the company's website.		

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5. Financial reporting, risk management and audits		
<i>5.1. Identification of risks and transparency about other relevant information</i>		
5.1.1. The Committee recommends that the board of directors consider and in the management commentary account for the most important strategic and business-related risks, risks in connection with the financial reporting as well as for the company's risk management.	The company complies	<p>Every year a summary of the key strategic business risks is prepared and it is discussed how these may affect the realisation of the targets established and how the individual risks may be mitigated.</p> <p>The descriptions of risks in connection with the financial reporting and of the Company's risk management are included in the Annual Report.</p> <p>For further information, please see the "Risk Management" section of the Annual Report.</p>
<i>5.2. Whistleblower scheme</i>		
5.2.1. The Committee recommends that the board of directors establish a whistleblower scheme for expedient and confidential notification of serious wrongdoing or suspicions thereof.	The company complies	A whistleblower scheme has been established.
<i>5.3. Contact to auditor</i>		
5.3.1. The Committee recommends that the board of directors ensure regular dialogue and exchange of information between the auditor elected by the general meeting and the board of directors, including that the board of directors and the audit committee meet with the auditor elected by the general meeting at least once annually without the executive board present. This also applies to the internal auditor, if any.	The company complies	The Board of Directors maintains a regular dialogue and exchange of information with the auditor.
5.3.2. The Committee recommends that the audit agreement and auditor's fee be agreed by the board of directors and the auditor elected by the general meeting based on a recommendation from the audit committee.	The company complies	The auditor agreement and the auditors' fee are agreed between the Company's Board of Directors and the auditor based on a recommendation from the audit committee.

