Diversity principles for SRV's Board of Directors

The purpose of Board diversity

The diversity of the Board of Directors supports the Company's business operations and their development. Diversity enhances the work of the Board of Directors through the various perspectives on the Company's development and operational steering that are brought to the table by people of different ages and with differing educational backgrounds and experience. Diversity fosters open discussion and strengthens Board members' decision-making.

Accounting for diversity in the election of Board members

The Shareholders' nomination committee prepares a proposal to the General Meeting on the number of Board members to be elected, the candidates, and their remuneration.

The committee must take the diversity requirement into consideration when preparing this proposal. In its preparatory work, the committee must evaluate the requirements set for the qualifications of Board members in light of the Company's situation. It must also assess how sufficiently diverse the Board is in terms of members' age and gender distribution, and other factors such as their experience, knowledge of the Company's business functions, and education. Board members must have sufficient competence and the ability to devote enough time to Board work, considering the current and planned needs of the Company. There must be an adequate number of Board members.

Members must have a range of different areas of expertise that support the Company's growth and the achievement of the Company's current strategic objectives. In addition to knowledge of the Company's fields of business, these areas of expertise include:

- finance and funding
- digitality
- business management
- strategy development and management and
- international operations.

Board members must have sufficient education that supports the Company's operations and achievement of objectives and the ability to devote sufficient time to carrying out their duties. The Company seeks to promote a balanced gender distribution among Board members so that women and men are equally represented. These objectives are taken into account, alongside the competences required from Board members, when preparing the proposal concerning Board candidates.

The majority of Board members must be independent of the Company. At least two members who are independent of the Company must also be independent of the Company's major shareholders.