

Nomination Committee Report 2020/21

The Nomination Committee works according to an annual wheel with fixed agenda items.

In 2020/21 the Nomination Committee held three meetings. All three members attended all meetings within the member's term in 2020/21. For more specific information about meeting attendance, please refer to page 60 of the 2020/21 Annual Report [direct link].

The Committee dealt with the following key matters:

Board composition and recommendation of Board candidates

- Reviewed the Board's competence mapping including three new board members and the Board Competency Profile.
- Evaluated the independency criteria relevant for the Board and its committees and reviewed the Board members' individual independence.
- Reviewed the composition of the Board, incl. its diversity, and the diversity ambition of the Board.
- Reviewed succession planning for the Board, including the succession bench for the Chair and committee chairs.
- Recommended nomination of candidates to the Board to bring up for election or re-election at the Annual General Meeting as Chair and board members.
- Presented a proposal to the Board for appointment or re-appointment of individual members as Board committee members.

Board evaluation

- Reviewed the results of the 2020 internal board evaluation and prepared an action plan for approval by the Board.
- Reviewed the number of directorships and other offices of board members (overboarding assessment) and conducted a time commitment self-assessment by the Board members.
- Reviewed the progress on the 2020 internal board evaluation action plan.
- Approved the questionnaires for the 2021 internal board evaluation plan.
- Approved the process for the 2022 external board evaluation.

Executive Board and Corporate Leadership Team (CLT)

- Reviewed and discussed succession planning for the Executive Board and CLT, including individual development plans and their progress.

People and Organization

- Reviewed and discussed
 - the corporate diversity targets and their status, action plans and diversity competitor intelligence
 - the Diversity and Inclusion Policy for Chr. Hansen
 - the Annual Report 2019/20 section on diversity.

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- the Organizational Review from the CLT, including the talent pipeline and its diversity
- the People, knowledge and organization policy
- the 2021 virtual Board Study tour
- the new employee engagement survey platform Peakon, employee engagement results and action plans
- ESG oversight of the Nomination Committee

Nomination Committee matters and governance

- Reviewed and approved the Annual Wheel for 2020/21.
- Conducted a self-assessment, including a review of the Nomination Committee Charter.
- Conducted private meetings without the Executive Board being present.
- Approved a report on the committee's key activities in 2019/20.
- Reviewed and approved the committee meeting calendar 2020-2022