

Nomination Committee Report 2021/22*

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

In 2021/22 the Nomination Committee held four meetings. All four members attended all meetings. For more specific information about meeting attendance, please refer to page 67 of the [2021/22 Annual Report](#).

The Committee dealt with the following key matters:

Board composition and recommendation of Board candidates

- Reviewed and updated 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.
- Recommended nomination of candidates to the Board to bring up for 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 2021 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 2021 internal board evaluation action plan.
- Selected the external consultant and approved the interview guideline 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
 - a revision of the gender pay methodology, the corporate diversity targets and their status, action plans, diversity competitor intelligence and the Danish bill on targets for the share of the underrepresented gender
 - the Diversity, Equity and Inclusion Policy for Chr. Hansen
 - the Annual Report 2020/21 section on diversity
 - the Organizational Review from the CLT, including the talent pipeline and its diversity

*Covering the period September 1, 2021 – August 31, 2022

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- the People, knowledge and organization policy
- the 2022 Board Study tour
- employee engagement survey results and action plans.

Nomination Committee matters and governance

- Reviewed and approved the Annual Wheel for 2021/22.
- Conducted a self-assessment, including a review of the Nomination Committee Charter.
- Conducted private meetings without the CEO and the CVP of Human Resources present.
- Approved a report on the committee's key activities in 2020/21.