

Instructions for the nomination Committee

The Nomination Committee shall be formed through the four largest shareholders, who wish to participate, at least six months prior to the Annual General Meeting each appointing a representative, with the Company's Chairman included and as convening authority. If the Board Chairman represents an owner, this owner shall not concurrently appoint another member. In the event that one or more shareholders waive such right, the next shareholders based on size shall be offered the corresponding possibility.

The names of the four representatives shall be disclosed publicly as soon as appointed. The majority of the Nomination Committee's members shall not be Board members and the President or any other person in Company management shall not be a member of the Nomination Committee. The Chairman of the Nomination Committee shall, if the members do not agree otherwise, be the member who represents the largest shareholder based on voting rights. However, the Board Chairman or other Board member shall not be the Chairman of the Nomination committee. The mandate of the Nomination Committee is until the next Nomination Committee is appointed.

Members shall resign from the Nomination Committee if the shareholder they represent is no longer one of the four largest shareholders. In the event that more than one member leaves the Nomination Committee for the aforementioned reason, the four largest shareholders at that time shall appoint four representatives to the Nomination Committee. However, unless there is a specific reason, no changes shall be made in the composition of the Nomination Committee if only marginal changes in the number of votes occurred or the change occurs later than two months prior to the Annual General Meeting.

Shareholders who appoint a representative to the Nomination Committee are entitled to dismiss such a member and appoint a new representative as member of the Nomination Committee. Changes in the composition of the Nomination Committee shall be disclosed publicly as soon as they occur.

The Nomination Committee shall prepare a proposal for Chairman of the Meeting, Board of Directors, Board Chairman, Board fees, principles for appointing the Nomination Committee and in appropriate cases auditors and fees to be paid the auditors to be presented to the Annual General Meeting (and in appropriate cases Extraordinary General Meeting) for decision.

At the request of the Nomination Committee, the Company shall provide personnel resources such as secretary function in the Nomination Committee to facilitate its work. As needed, the Company shall also assume reasonable costs for external consultants that the Nomination Committees deems necessary for it being able to fulfill its assignment.

*The instructions for the Nomination Committee were approved at
the Annual General Meeting held on April 14, 2011.*