

# DIF: The Cornerstones of Good Board Work

1

- The mission of the board is to promote the company's sustainable value creation in the long term and the culture that supports it.

2

- The board is diverse in terms of expertise, backgrounds, and views. The members of the board are equal, and each member contributes to the work of the board.

3

- Evaluation of board work and sufficient board members' turnover ensure the competence of the board composition as the company and operating environment evolve.

4

- The Chair of the board is responsible for the board's activities and ensures that the board has mutual trust and an open, appreciative atmosphere for discussion.

5

- The board prepares the company's strategy together with the executive management, decides on the strategy and monitors the implementation of the strategy and the achievement of the goals.

6

- The most important tasks of the board are appointing, rewarding and dismissing the CEO. The board ensures that the CEO succeeds in his or her work. The board cooperates with the executive management, supports and inspires it and, if necessary, challenges it constructively. The board also knows the company's other key staff members.

7

- The board is responsible for ensuring that the company has effective remuneration with the right metrics.

8

- The board supervises the proper organization of the company's operations and compliance with the law, which requires the board to have knowledge of the business and the operating and regulatory environment, anticipating their changes.

9

- The board identifies its relevant stakeholders and engages in dialogue with them. The board knows the ownership strategy of the major owners.

10

- The board and each board member always act carefully and ethically in accordance with the interests of the company and all its shareholders and do not represent the interests of an individual shareholder.