

**Statutory corporate governance statement,  
cf. Section 107b of the Danish Financial Statements Act**

This statement is part of the management report in Goodvalley A/S' annual report 2020 covering the period from 1 January to 31 December 2020. The statement includes a description of Goodvalley's management structure as well as a description of the main elements of the company's internal control and risk management systems related to financial reporting. In addition, the statement includes Goodvalley's standings on the recommendations of the Danish Committee on Corporate Governance.

**Corporate Governance**

The Board of Directors of Goodvalley A/S considers it its primary task to promote the long-term interests of the Group and all shareholders. This corporate governance statement describes the overall tasks and responsibilities of Goodvalley's management in connection with the planning of working procedures and principles of, e.g.;

- the Group's relationship with its stakeholders, including the general public and the press
- the Group's external communication
- the composition and tasks of the Board of Directors, including its Charter
- the tasks of the Executive Board, including its Charter
- the relationship between the Board of Directors and the Executive Board; and
- the remuneration and incentive programs for Group Management and employees.

The corporate governance reporting framework is intended to ensure efficient, adequate, appropriate and sound management of Goodvalley and has been prepared within the scope of Goodvalley's Articles of Association as well as the prevailing legislation and rules applicable for Danish listed companies.

*Recommendations on Corporate Governance*

In 2020, Goodvalley complied with all of the Recommendations on Corporate Governance issued by the Danish Committee on Corporate Governance except for 2.3.2. where the company partly complied and 4.2.3. where the company did not comply.

The complete list of all recommendations and Goodvalley's position on these can be found at the end of this statutory annual corporate governance statement.

## **Management structure**

### **Shareholders**

Shareholders can exercise their rights at the general meeting of shareholders, which is the company's supreme governing body. All shareholders are entitled to attend and vote at general meetings, in person or by proxy. Generally, resolutions passed at general meetings are passed by a simple majority of votes. However, resolutions to amend the company's articles of association and certain other resolutions require the support of two-thirds of both the votes cast and of the voting stock represented at the general meeting. Between general meetings, the shareholders receive information about the company via company announcements and interim reports. Shareholders are encouraged to actively exercise their rights by way of dialogue with the company in any way convenient for them.

### **Board of Directors**

The overall task of Goodvalley's Board of Directors is to create value for the shareholders by managing the company. The Board resolves matters relating to Goodvalley's strategic development, budgets, risk factors, acquisitions and divestments as well as major development and investment projects. Furthermore, the Board of Directors monitors and supervises the Executive Board.

The Board of Directors consists of 6 members, who are all elected by the shareholders. Board members are elected for a term of one year and they are eligible for re-election. Board members are nominated for election at the general meeting on the basis of an overall assessment of both individual competencies and their contribution to an appropriate composition of the shared competencies and the profile of the Board of Directors. Priority is given to ensuring that the Board of Directors possesses skills in the areas of farming, finance and accounting, international management and marketing. When nominating new candidates for the Board of Directors at a general meeting, a presentation is submitted to the shareholders of the candidates' competencies and other directorships and managerial positions.

The board work is governed by a charter, which has been prepared in accordance with the provisions of the Danish Companies Act and is subject to annual review. In 2020, the Board of Directors held 6 meetings attended by all members of the Board.

The Board of Directors has established an Audit Committee, which assists the Board of Directors within the fields of risk management, monitoring the process for preparation of financial statements, financial reporting and internal controls as well as monitoring of and communications with the auditor appointed by the shareholders. The Committee has 2 members who are both members of the Board of Directors and meet quarterly. In 2020, the Audit Committee held 4 meetings, attended by both members. The Chairman of the Audit Committee reports to the Board of Directors at board meetings. The charter of the Audit Committee is available at <https://www.goodvalley.Com/media/1242/chartauditcomite.pdf>

Furthermore, the Board of Directors has established a Nomination Committee and a Remuneration Committee, both consisting of 3 members. In 2020, the Nomination Committee held 2 meetings attended by all members, and the Remuneration Committee held 2 meetings, attended by all members. The members of the Executive Board participate in board meetings with a view to ensuring that the Board of Directors is kept well informed about the company's operations and the Chairmanship engages in an on-going dialogue with the Executive Board. The members of the Executive Board may speak but cannot vote at board meetings, and they are not present when matters reserved for the Board of Directors are considered.

### **Executive Board**

The Executive Board of Goodvalley is appointed by the Board of Directors and is responsible for the company's day-to-day management, including the development and results of the company's operations as well as the company's internal development. The Executive Board is responsible for implementing Goodvalley's strategy and the overall resolutions approved by the Board of Directors.

### **Remuneration of members of the Board of Directors and the Executive Board**

Goodvalley seeks to ensure that the remuneration of the Board of Directors and the Executive Board is at a competitive and reasonable level compared with companies of the same size and with the same complexity as that of Goodvalley to ensure that Goodvalley is able to attract and retain competent executives. The members of the company's Board of Directors receive a fixed fee, the amount of which is subject to shareholder approval.

The members of the Board of Directors are not eligible for any incentive-based remuneration. The remuneration and employment terms of the members of the Executive Board are determined by the Board of Directors, which also evaluates the work of the Executive Board. The members of the Executive Board receive a fixed annual salary, a performance-related cash bonus and a share-based long-term incentive program (LTI). Goodvalley's remuneration policy is available at <https://www.goodvalley.com/media/1509/remunpol.pdf>

### **Changes in 2020**

In 2020, Erling Bech Poulsen was succeeded by Tom Axelgaard on the Board of Directors.

### **Internal controls and risk management**

The internal control and risk management systems can be divided into:

- Control environment
- Risk assessment
- Control activities
- Information and communication
- Monitoring

**Control environment**

The Board of Directors and Executive Board set out general requirements for business and financial reporting processes and internal controls. A number of policies are defined by the Executive Board and approved by the Board of Directors.

The overall operational responsibility for risk management and internal controls relating to financial reporting rests with the Executive Board. The Audit Committee appointed by the Board of Directors assesses at regular intervals Goodvalley's overall organisational structure and organisation and the staffing of the functions that are important to internal controls and risk management.

In collaboration with the local management of the individual subsidiaries, the Executive Board assesses whether the Group has an appropriate and effective control environment. The Executive Board reports regularly to the Board of Directors on the development of Goodvalley's operations, the company's financial performance and risk position.

Goodvalley's central finance function is responsible for risk management and internal controls relating to financial reporting. The Group finance function determines the Group's accounting policies and prepares instructions and ensures that the company has appropriate procedures in place for the preparation of financial statements, including an assessment of new accounting regulation and the presentation of the financial reporting to Goodvalley's stakeholders.

In relation to its financial reporting process, Goodvalley has set up a number of internal controls to ensure that the company's financial reporting gives a true and fair view free from material misstatement. The internal control and risk management systems also ensure that the financial reporting complies with applicable laws and standards.

The financial reporting process is subject to systematic assessment on an ongoing basis in collaboration with the Audit Committee. The tasks and focus areas of the Audit Committee are updated every year in the form of an annual wheel. According to the annual wheel, the tasks of the Audit Committee include monitoring the financial reporting process in connection with the publication of annual and interim reports, including a review of accounting policies and significant accounting estimates and judgments.

**Risk assessment**

The Board of Directors and Executive Board regularly assess key risks and internal control systems in connection with the presentation of financial statements. The risk management process is designed to ensure that key business risk factors and financial and management control systems relating to financial reporting are assessed by the Board of Directors at least once a year.

The assessment of risk factors is based on quarterly reporting to the Audit Committee and the identified risks are matched with internal procedures and controls to monitor and mitigate risks, and amendments to internal controls are implemented if deemed necessary. The assessment also comprises a formal assessment of the risks relating to all important resolutions, e.g. in relation to major investments etc.

**Control activities**

The control activities are designed to address the risks identified by Management and implemented to verify that rules and procedures are complied with, and that material misstatements are prevented, discovered and remedied. Goodvalley has an internal audit function to support the Management in this process.

The Group functions set out and communicate minimum requirement of controls systems that apply to all Group companies.

The auditor appointed by the shareholders reports any material weaknesses of the internal control and risk management systems to the Audit Committee and the Board of Directors or, in the event of less severe matters, to the Executive Board. The Audit Committee, the Board of Directors and the Executive Board are responsible for addressing such weaknesses.

**Information and communication**

Goodvalley's financial reporting procedures are based on standardized information and reporting systems. Group reporting instructions outlining the communication and reporting process are circulated and continuously revised and evaluated to ensure that financial reports are reliable and transparent. The instructions are intended to ensure that Goodvalley's financial reporting gives a true and fair view and is in compliance with legislation and that other internal control procedures of the Group are observed.

Goodvalley seeks to maintain a high information and communication level in order to ensure a high level of quality and transparency in its regular reporting, which forms the basis of the company's presentation of financial statements.

**Monitoring**

Goodvalley monitors and collects financial reporting data through an integrated finance and information system, which provides the finance function with a high degree of transparency in relation to the individual business units. This enables the finance function to analyse the reported data for errors or irregularities and to detect any weaknesses in the internal controls, as well as any non-compliance with the company's procedures, policies, etc.

The Executive Board and the Board of Directors receive monthly reports.

Goodvalley has also implemented a groupwide whistleblower program rooted in the Audit Committee. This program enables the employees and the public to anonymously report any material offences or suspicion thereof and contributes to strengthening the monitoring of compliance with Group policies.

## Recommendations on Corporate Governance

The report concerns the financial year **1/1-2020-31/12-2020 (period)**

Recommendation	The company complies	The company complies partially	The company does not comply	The explanation for complying/complying partially/not complying with the recommendation
<b>1. Communication and interaction by the company with its investors and other stakeholders</b>				
<i>1.1. Dialogue between company, shareholders and other stakeholders</i>				
<p>1.1.1. The Committee <b>recommends</b> that the board of directors ensure ongoing dialogue between the company and its shareholders so that the shareholders gain relevant insight into the company and in order for the board of directors to be aware of the shareholders' views, interests and opinions in relation to the company.</p>	X			<p>Goodvalley communicates with its shareholders through annual reporting, company announcements, the corporate website, at general meetings and investor meetings, which may be face-to-face or by telephone. All company announcements are distributed via Globe Newswire and simultaneously posted on the corporate website. Goodvalley has adopted an IR policy and disclosure guidelines in order to secure that investors and other stakeholders receive information about the company in a timely fashion</p>

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				<p>and compliant with the rules of Nasdaq Copenhagen as well as relevant legislation. The Executive Board and the Investor Relations team are responsible for the flow of information pursuant to the disclosure guidelines agreed with the Board of Directors. The communication of information complies with the rules laid down by Nasdaq Copenhagen comprising:</p> <ul style="list-style-type: none"> <li>• Full-year and interim financial statements and the annual report</li> <li>• Site visits by investors and analysts</li> <li>• Investor presentations</li> <li>• Capital markets days for analysts and investors</li> <li>• Conference calls in connection with the release of financial statements</li> <li>• Investor relations section on the corporate website.</li> </ul>

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				All information released to the public is available in English on the corporate website.
1.1.2. The Committee <b>recommends</b> that the board of directors adopt policies on the company’s relationship with its stakeholders, including shareholders and that the board of directors ensure that the interests of the stakeholders are respected in accordance with company policies.	X			Goodvalley is committed to maintaining a transparent and constructive dialogue with investors and other stakeholders. The dialogue and relationship are managed in accordance with the company’s IR policy and CSR policy.
1.1.3. The Committee <b>recommends</b> that the company publish quarterly reports	X			Goodvalley publishes quarterly reports.
<i>1.2. General meeting</i>				
1.2.1. The Committee <b>recommends</b> that in organizing the company’s general meeting, the board of directors plans the meeting to support active ownership.	X			Goodvalley is committed to maintaining a constructive dialogue and a high level of transparency when communicating with its shareholders and other stakeholders. The Board of Directors and the Executive

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				Board encourage shareholders to participate actively in the Annual General Meeting. The date of the Annual General Meeting is published in the financial calendar.
1.2.2. The Committee <b>recommends</b> that proxies or votes by post for the general meeting allow shareholders to consider each individual item on the agenda.	X			According to the articles of association of Goodvalley, the shareholders can vote at general meetings by proxy. The proxies reflect the agenda of the meeting, including all decision points allowing the shareholders to consider each individual item on the agenda.
<i>1.3. Takeover bids</i>				
1.3.1. The Committee <b>recommends</b> that the company set up contingency procedures in the event of takeover bids from the time that the board of directors has reason to believe that a takeover bid will be made. The contingency procedures should establish that the board of directors should not without the acceptance of the general meeting, attempt to counter the takeover bid by making decisions which in reality prevent the shareholders from deciding on the takeover bid themselves.	X			Goodvalley has adopted a set of takeover guidelines with a view to serve and protect the best interests of the shareholders. These guidelines ensure that takeover bids are handled systematically and involving the general meeting of shareholders. However, due to the fact that Polen Invest A/S holds approx. 84% of the

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				shares in Goodvalley, a takeover is not possible in the current ownership structure.
<b>2. Tasks and responsibilities of the board of directors</b>				
<i>2.1. Overall tasks and responsibilities</i>				
2.1.1. The Committee <b>recommends</b> that at least once annually the board of directors consider the matters that should be included in the board's performance of its work.	X			The Board of Directors has adopted a charter regulating the work of the Board, including an annual wheel, where the self-evaluation of the Board's performance is reoccurring once per year.
2.1.2. The Committee <b>recommends</b> that at least once a year the board of directors consider the overall strategy of the company with a view to ensuring value creation in the company.	X			According to the charter of the Board of Directors, at least once per year, the Board of Directors lays down the strategy of the company based on input and proposals from the Executive Board and approves the budget for the coming year as well as plans and forecasts for the future.
2.1.3. The Committee <b>recommends</b> that the board of directors ensure that the company has a capital and share structure which supports that the strategy and long-term value creation of the company are in the best	X			The Board of Directors regularly assesses whether the share capital and the

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interest of the shareholders and the company, and that the board of directors explain this in the management commentary and/or on the company's website.				share structure are in the best interests of the company and shareholders. The findings are presented in the annual report each year.
2.1.4. The Committee <b>recommends</b> that the board of directors annually review and approve guidelines for the executive board; this includes establishing requirements for the executive board's reporting to the board of directors.	X			The Board of Directors has adopted a charter for the Executive Board, which establishes a range of requirements, including timely, accurate and adequate reporting to the Board of Directors.
2.1.5. The Committee <b>recommends</b> that at least once annually the board of directors discuss the composition, developments, risks and succession plans of the executive board.	X			According to the charter of the Board of Directors, the composition, developments, risks and succession plans of the Executive Board are evaluated at least annually.
<i>2.2. Corporate social responsibility</i>				
2.2.1. The Committee <b>recommends</b> that the board of directors adopt policies on corporate social responsibility.	X			The Board of Directors has adopted a CSR policy, setting out the principles for the company's relations with its

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				employees, its surroundings and stakeholders.
<i>2.3. Chairman and vice-chairman of the board of directors</i>				
2.3.1. The Committee <b>recommends</b> appointing a vice-chairman of the board of directors who will assume the responsibilities of the chairman in the event of the chairman's absence, and who will also act as effective sparring partner for the chairman.	X			According to the charter of the Board of Directors of Goodvalley, the board elects a vice-chairman on the Board meeting following the annual general meeting of shareholders.
2.3.2. The Committee <b>recommends</b> that, if the board of directors, in exceptional cases, asks the chairman of the board of directors or other board members to perform special activities for the company, including briefly participating in the day-to-day management, a board resolution to that effect should be passed to ensure that the board of directors maintains its independent, general management and control function. Resolutions on the chairman's or other board members' participation in day-to-day management and the expected duration hereof should be publicly announced.		X		In 2020, two board members have performed special activities that were approved by resolution of the Board of Directors. As Goodvalley does not have shares admitted to trading on a regulated market in Denmark the company has chosen not make any public announcement regarding these activities.
<b>3. Composition and organization of the board of directors</b>				
<i>3.1. Composition</i>				

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<p>3.1.1. The Committee <b>recommends</b> that the board of directors annually accounts for</p> <ul style="list-style-type: none"> <li>• the competencies that it must have to best perform its tasks,</li> <li>• the composition of the board of directors, and</li> <li>• the special competencies of each member.</li> </ul>	X			<p>According to the charter of the Board of Directors, the composition and competences as well as succession plans of the Executive Board are evaluated at least annually.</p>
<p>3.1.2. The Committee <b>recommends</b> that the board of directors annually discuss the company's activities to ensure relevant diversity at management levels and prepare and adopt a policy on diversity. The policy should be published on the company's website.</p>	X			<p>Once a year, the Board of Directors assesses the progress made by the company in achieving the objectives for relevant diversity at management levels. The diversity objectives for the Board of Directors and corporate management teams, as well as progress made on these during the year, are presented in the company's CSR report, which is part of the management report of Goodvalley's annual report. Goodvalley has adopted a gender diversity policy which is published on the company's website.</p>
<p>3.1.3. The Committee <b>recommends</b> that the selection and nomination of candidates for the board of directors be carried out through a careful and transparent process approved by the board of directors. When assessing</p>	X			<p>Each year, with input from the Nomination Committee, the Board of Directors is</p>

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<p>its composition and nominating new candidates, the board of directors should in addition to the need for competencies and qualifications take into consideration the need for integration of new talent and diversity.</p>				<p>responsible for identifying the appropriate qualifications, experience and skills required of board candidates in order for the Board of Directors to best perform its tasks, taking into account Goodvalley's needs and the current composition of the Board of Directors. A profile of each board member, including the competencies possessed by each board member, is included in the annual report, and in the notice convening the Annual General Meeting.</p>
<p>3.1.4. The Committee <b>recommends</b> that the notice convening a general meeting where the agenda includes the election of members of the board of directors include (in addition to the statutory requirements) a description of the qualifications of the nominated candidates, including information about the candidates'</p> <ul style="list-style-type: none"> <li>• other executive functions on executive boards, boards of directors, and supervisory boards, including board committees in Danish and foreign enterprises and</li> <li>• demanding organizational tasks.</li> </ul> <p>Furthermore, it should be indicated if the candidates to the board of directors are considered independent.</p>	X			<p>Goodvalley ensures that a description of the nominated candidates' qualifications, including information about other board functions and whether they are considered independent, is distributed with the notice convening the Annual General Meeting when election of members to the Board of Directors is on the agenda. Members are elected for one year at a time.</p>

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3.1.5. The Committee <b>recommends</b> that members of the company's executive board be not members of the board of directors and that a resigning chief executive officer be not directly elected as chairman or vice chairman of the same company.	X			Goodvalley follows this recommendation.
3.1.6. The Committee <b>recommends</b> that members of the board of directors elected by the general meeting be up for election every year at the annual general meeting.	X			According to the articles of association of Goodvalley, the board members are elected for a term of one year.
<i>3.2. Independence of the board of directors</i>				
<p>3.2.1. The Committee <b>recommends</b> that at least half of the members of the board of directors elected by the general meeting be independent persons, in order for the board of directors to be able to act independently of special interests.</p> <p>To be considered independent, this person may not:</p> <ul style="list-style-type: none"> <li>• be or within the past five years have been member of the executive board, or senior staff member in the company, a subsidiary or an associated company,</li> <li>• within the last five years, have received significant remuneration from the company/group, a subsidiary or an associated company in a different capacity than as member of the board of directors</li> <li>• represent or be associated with a controlling shareholder,</li> <li>• within the past year, have had significant business relations (e.g. personal or indirectly as partner or employee, shareholder, customer, supplier or member of management in companies with corresponding connection) with the company, a subsidiary undertaking or an associated company,</li> </ul>	X			Half of Goodvalley's board members are independent according to the definition in the recommendations.

Recommendation	The company complies	The company complies partially	The company does not comply	The explanation for complying/complying partially/not complying with the recommendation
<ul style="list-style-type: none"> <li>• be or within the past three years have been employed or been a partner in the same company as the auditor elected by the general meeting,</li> <li>• be part of the executive management in a company with cross-management representation in the company,</li> <li>• have been a member of the board of directors for more than 12 years, or</li> <li>• be a close relative of persons who are not considered independent.</li> </ul> <p>Even if a member of the board of directors is not covered by the above criteria, certain conditions may exist that may lead the board of directors to decide that one or more members cannot be regarded as independent.</p>				
<i>3.3. Members of the board of directors and the number of other executive functions</i>				
<p>3.3.1. The Committee <b>recommends</b> that each member of the board of directors assess the expected time commitment for each function so that the member does not take on more functions than he/she can complete satisfactorily for the company.</p>	X			The charter for the Board of Directors contains guidelines for the Board members to ensure that they devote sufficient time for their work at the Board of Goodvalley.
<p>3.3.2. The Committee <b>recommends</b> that the management commentary, in addition to the provisions laid down by legislation, includes the following information about the members of the board of directors:</p> <ul style="list-style-type: none"> <li>• the position of the relevant person,</li> <li>• the age and gender of the person in question,</li> <li>• the person's competencies and qualifications that are relevant to the company</li> <li>• whether the member is considered independent,</li> </ul>	X			The annual report includes information about each Board member's position, age, nationality, gender, date of appointment, expiry of term, meeting attendance, other executive functions, number of securities, and whether the

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<ul style="list-style-type: none"> <li>the member's date of appointment to the board of directors,</li> <li>expiry of the current election term,</li> <li>the member's participation in the meetings of the board of directors and committee meetings</li> <li>other management functions, e.g. memberships in executive boards, boards of directors, and supervisory boards, including board committees in Danish and foreign enterprises and demanding organizational tasks, and</li> <li>the number of shares, options, warrants and similar in the company, and other group companies, as well as changes in the member's portfolio of the mentioned securities which have occurred during the financial year.</li> </ul>				member is considered independent.
<p>3.3.3. The Committee <b>recommends</b> that the annual evaluation procedure cf. section 3.5, include an evaluation of what is regarded as a reasonable level for the number of other management functions, where the number, level and complexity of the other individual management functions are taken into account.</p>	X			In connection with the annual self-evaluation, a specific evaluation of the complexity and scope of each Board member's other management functions is completed.
<p>3.4. Board committees</p>				
<p>3.4.1. The Committee <b>recommends</b> that the company publish the following on the company's website:</p> <p>The terms of reference of the board committees,</p> <ul style="list-style-type: none"> <li>the most important activities of the committees during the year, and the number of meetings held by each committee, and</li> <li>the names of the members of each committee, including the chairmen of the committees, as well as information on which members are independent members and which members have special competencies</li> </ul>	X			The Board of Directors has established three committees: An Audit Committee, a Nomination Committee and a Remuneration Committee. Goodvalley discloses the charters for the said committees on <a href="http://www.Goodvalley.com">www.Goodvalley.com</a> and

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				descriptions of important activities during the year, number of meetings as well as names, positions and relevant qualifications of committee members.
3.4.2. The Committee <b>recommends</b> that a majority of the members of a board committee be independent.	X			The majority of members of the Goodvalley Board Committees are independent members.
3.4.3. The Committee <b>recommends</b> that the board of directors set up an <u>audit committee</u> and that a chairman is appointed who is not the chairman of the board of directors.	X			Goodvalley has set up an Audit Committee consisting of two members who are both independent members of the Goodvalley Board of Directors. The chairman of the Audit Committee is not the chairman of the Goodvalley Board of Directors. Both members have extensive experience within financial management in listed and unlisted companies, and the chairman of the Audit Committee is a former Danish state authorized public accountant.

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<p>3.4.4. The Committee <b>recommends</b> that, prior to the approval of the annual report and other financial reports, the audit committee monitor and report to the board of directors about:</p> <ul style="list-style-type: none"> <li>• significant accounting policies,</li> <li>• significant accounting estimates,</li> <li>• related party transactions, and</li> <li>• uncertainties and risks, including in relation to the outlook for the current year.</li> </ul>	X			<p>The Audit Committee reviews the annual report and other financial reports of Goodvalley and provides its findings and recommendations to the Board of Directors prior to approval.</p>
<p>3.4.5. The Committee <b>recommends</b> that the audit committee:</p> <ul style="list-style-type: none"> <li>• annually assesses the need for an internal audit, and in such case, presents mandates on selecting, appointing and removing the head of any internal audit function and on the budget of the internal audit function,</li> <li>• ensure that if an internal audit has been established, a description of its functions is approved by the board of directors;</li> <li>• ensure that if an internal audit has been established, adequate resources and competencies are allocated to carry out the work, and</li> <li>• monitor the executive board’s follow-up on the conclusions and recommendations of the internal audit function.</li> </ul>	X			<p>The Audit Committee annually assesses the demand for establishing an internal audit. The company has established an internal audit to strengthen, monitor and test Goodvalley’s control functions and compliance setup.</p>
<p>3.4.6. The Committee <b>recommends</b> that the board of directors establish a <u>nomination committee</u>, which is at least, responsible for the following preparatory tasks:</p> <ul style="list-style-type: none"> <li>• describing the qualifications required by the board of directors and the executive board and for a given position, indicating the time expected to be spent carrying out a specific position, as well as assessing the</li> </ul>	X			<p>The Board of Directors has established a nomination committee.</p>

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<p>competencies, knowledge and experience found in the two governing bodies,</p> <ul style="list-style-type: none"> <li>• annually assessing the structure, size, composition and results of the board of directors and the executive board, as well as recommend any changes to the board of directors,</li> <li>• annually assessing the competencies, knowledge, experience and succession of the individual members of management, and report to the board of directors in this respect,</li> <li>• recommending candidates for the board of directors and the executive board, and</li> <li>• proposing an action plan to the board of directors on the future composition of the board of directors, including proposals for specific changes.</li> </ul>				
<p>3.4.7. The Committee <b>recommends</b> that the board of directors establish a <u>remuneration committee</u> which is, at least, responsible for the following preparatory tasks:</p> <ul style="list-style-type: none"> <li>• recommending the remuneration policy (including the General Guidelines for incentive-based Remuneration) to the board of directors and the executive board for approval by the board of directors prior to approval by the general meeting,</li> <li>• making proposals to the board of directors on remuneration for members of the board of directors and the executive board, as well as ensuring that the remuneration is in compliance with the company's remuneration policy and the assessment of the performance of the persons concerned. The committee should have information on the total remuneration that members of the board of directors and the executive board receive from other companies in the group,</li> </ul>	X			The Board of Directors has established a remuneration committee.

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<ul style="list-style-type: none"> <li>recommending a remuneration policy applicable for the company in general.</li> </ul>				
<p>3.4.8. The Committee <b>recommends</b> that the remuneration committee do not consult with the same external advisers as the executive board of the company.</p>	X			<p>The Remuneration Committee of Goodvalley does not consult with the same external advisers as the Executive Board.</p>
<p><i>3.5. Evaluation of the performance of the board of directors and the executive board</i></p>				
<p>3.5.1. The Committee <b>recommends</b> that the board of directors establishes an evaluation procedure for an annual evaluation of the board of directors and the individual members. External assistance should be obtained at least every third year. The evaluation should inter alia include:</p> <ul style="list-style-type: none"> <li>Contribution and results</li> <li>Cooperation with the executive board</li> <li>The chairman’s leadership of the board of directors</li> <li>The composition of the board of directors (including competencies, diversity and the number of members)</li> <li>The work in the committees and the committee structure, and</li> <li>The organization and the quality of the material that is submitted to the board of directors.</li> </ul> <p>The evaluation procedure and the general conclusions should be described in the management commentary and on the company’s website. The chairman should account for the evaluation of the board of directors, including the process and general conclusions on the general meeting prior to the election of the board of directors.</p>	X			<p>The evaluation procedure was performed in 2019/2020 with the participation of external consultants. The 2020/2021 was performed internally.</p>

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3.5.2. The Committee <b>recommends</b> that at least once annually, the board of directors evaluate the work and performance of the executive board in accordance with predefined criteria. Furthermore, the board of directors should evaluate the need for changes to the structure and composition of the executive board, in light of the company's strategy	X			According to the charter of the Board of Directors, the work, performance and composition of the Executive Board are evaluated at least annually.
3.5.3. The Committee <b>recommends</b> that the executive board and the board of directors establish a procedure according to which their cooperation is evaluated annually through a formalized dialogue between the chairman of the board of directors and the chief executive officer and that the outcome of the evaluation be presented to the board of directors.	X			The cooperation between the Board of Directors and the Executive Board is informally evaluated regularly on meetings between the chairman of the Board and the members of the Executive Board as well as once per year according to the charter of the Board of Directors.
<b>4. Remuneration of management</b>				
<i>4.1. Form and content of the remuneration policy</i>				
4.1.1. The Committee <b>recommends</b> that the board of directors prepare a remuneration policy for the board of directors and the executive board, which includes <ul style="list-style-type: none"> <li>• a detailed description of the components of the remuneration for members of the board of directors and the executive board,</li> <li>• the reasons for choosing the individual components of the remuneration,</li> </ul>	X			The remuneration policy includes the said components.

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<ul style="list-style-type: none"> <li>a description of the criteria that form the basis of the balance between the individual components of the remuneration, and</li> <li>an explanation for the correlation between the remuneration policy and the company's long-term value creation and relevant related goals.</li> </ul> <p>The remuneration policy should be approved by the general meeting and published on the company's website.</p>				
<p>4.1.2. The Committee <b>recommends</b> that, if the remuneration policy includes variable components,</p> <ul style="list-style-type: none"> <li>limits be set on the variable components of the total remuneration package,</li> <li>a reasonable and balanced composition be ensured between remuneration for members of management and the value creation for shareholders in the short and long term,</li> <li>clarity be established about performance criteria and measurability for the award of variable components,</li> <li>it is ensured that variable remuneration not only consists of short-term remuneration components, and that long-term remuneration components must have a vesting or maturity period of at least three years, and</li> <li>it be ensured that the company has the ability to reclaim, in full or in part, variable components of remuneration that were paid on the basis of information, which subsequently is found to be incorrect.</li> </ul>	X			The remuneration policy includes the said provisions.
<p>4.1.3. The Committee <b>recommends</b> that remuneration of members of the board of directors does not include share options or warrants.</p>	X			No members of the Board of Directors receive remuneration in the form of share options or warrants.

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4.1.4. The Committee <b>recommends that</b> if, in relation to long-term incentive programs a share-based remuneration is used, the programs should have a vesting or maturity period of at least three years after being allocated and should be roll-over programs, i.e. the options should be granted periodically.	X			Goodvalley complies.
4.1.5. The Committee <b>recommends that</b> the total value of the notice period, including severance pay, do not exceed two years of remuneration, including all components of the remuneration.	X			According to Goodvalley's remuneration policy, no termination payments are allowed to amount to more than two years' annual remuneration.
<i>4.2. Disclosure of the remuneration policy</i>				
4.2.1. The Committee <b>recommends</b> that the company's remuneration policy and compliance with this policy be explained and justified annually in the chairman's statement at the company's general meeting.	X			The chairman's statement during the annual general includes a disclosure of this information.
4.2.2. The Committee <b>recommends</b> that shareholders at the general meeting consider proposals for approval of remuneration for the board of directors for the current financial year.	X			The remuneration of the Board of Directors is approved by the Annual General Meeting each year.
4.2.3. The Committee <b>recommends</b> that the company prepares a remuneration report that includes information on the total remuneration received by each member of the board of directors and the executive board from the company and other companies in the group and associated companies for the last three years, including information on the most important content of retention and resignation arrangements and that the			X	As Goodvalley does not have shares admitted to trading on a regulated market in Denmark the company has chosen not to disclose this information. Furthermore,

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<p>correlation between the company strategy and relevant related goals be explained.</p> <p>The remuneration report should be published on the company's website.</p>				<p>the company will be refinancing and delisting its EUR 135 m corporate bond currently admitted to trading on Nasdaq OMX in May 2021.</p>
<p><b>5. Financial reporting, risk management and audits</b></p>				
<p><i>5.1. Identification of risks and transparency about other relevant information</i></p>				
<p>5.1.1. The Committee <b>recommends</b> that the board of directors in the management commentary review and account for the most important strategic and business-related risks, risks in connection with the financial reporting as well as for the company's risk management.</p>	<p>X</p>			<p>The annual report includes a description of the company's enterprise risk management process and the most important business and financial risks identified in this process. A description of the risks associated with financial reporting is included in the present annual corporate governance statement.</p>
<p><i>5.2. Whistleblower scheme</i></p>				
<p>5.2.1. The Committee <b>recommends</b> that the board of directors establish a whistleblower scheme for expedient and confidential notification of serious wrongdoing or suspicions thereof.</p>	<p>X</p>			<p>Goodvalley has established a whistleblower function giving the employees of Goodvalley a possibility to report any possible or expected wrongdoing based on a web-based platform. The</p>

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				whistleblower function is rooted in the Audit Committee, and all cases are handled according to the Goodvalley Whistleblower Policy.
<i>5.3. Contact to auditor</i>				
5.3.1. The Committee <b>recommends</b> that the board of directors ensure regular dialogue and exchange of information between the auditor elected by the general meeting and the board of directors, including that the board of directors and the audit committee meet with the auditor elected by the general meeting at least once annually without the executive board present. This also applies to the internal auditor, if any.	X			According to the charter of the Board of Directors of Goodvalley, the Board and the Audit Committee shall meet with the company's auditors regularly and at least two times per year, including once without the participation of the Executive Board.
5.3.2. The Committee <b>recommends</b> that the audit agreement and auditors' fee be agreed between the board of directors and the auditor elected by the general meeting based on a recommendation from the audit committee.	X			According to the charter of the Audit Committee of Goodvalley, the Audit Committee shall be in charge of the procedure for selecting and recommending auditors for election as well as evaluate the work of the auditor on an ongoing basis.