

Corporate governance

Solar aims at transparency

Corporate Governance recommendations

Solar views the 2011 recommendations of the Danish Committee on Corporate Governance as a valuable tool for ensuring sound management, good transparency for shareholders and other stakeholders and for efficient risk management. Solar, therefore, basically follows the recommendations relevant to the company.

Shareholders' role and interaction with the company's management

Solar wishes to maintain an ongoing dialogue with the company's shareholders and other stakeholders and to provide as timely and detailed information about the company's situation as possible, balanced with the necessary consideration for the company's competitive situation.

Stakeholders' role and importance for the company and corporate social responsibility

Solar regards shareholders, employees, customers, suppliers, lenders and society in general as significant stakeholders. We believe that, in the long term, there are common interests between the company's stakeholders. As a result, we wish to focus on these long-term interests that influence the company's ethics, policies and information practices.

Openness and transparency

Solar wishes for as much openness and transparency with all stakeholders as possible, duly considering its competitiveness. The intention is to provide a timely, true and fair view of the company's position, financial position and development potential and to make this information available to all stakeholders at the same time.

Top and central management's tasks and responsibilities

Solar's Supervisory Board see it as their responsibility to ensure a competent management, a clear-cut organisation, effective control and risk management tools and to lay down and follow up on strategic targets with due regard for financial opportunities and the company's management resources.

The company wants diversity of, among other things, gender and age at all levels of the business and diversity is an aspect when the company fills positions and promotes employees. Also, diversity is sought at group level in relation to those nationalities that make up the business. However, the company does not find it suitable to establish specific targets for diversity as professional and human competencies are given precedence over diversity.

Top management's composition and organisation

Solar finds it important that the Supervisory Board represents diversity in relation to competencies, age and gender and that through frequent exchange of board members, we maintain a dynamic balance between continuity and renewal.

In our annual report and on our website www.solar.eu, we list the managerial duties, including board memberships, undertaken by individual Executive and Supervisory Board members. The annual report also contains information on the number of options owned by members of the Executive Board and any changes hereto. The Annual Report furthermore provides information about the number of Solar shares held by Executive and Supervisory Board members and changes that have taken place during the financial year.

The chairman is in charge of the evaluation of the Supervisory Board's work. The purpose is to assess whether the overall competencies of the Supervisory Board match the company's current needs, the quality of material distributed to the Supervisory Board and the holding of the meetings themselves as well as the relevance of issues discussed as regards legal requirements, risk factors and the company's development potential. The 2011 evaluation has not given rise to the introduction of additional measures.

A full description of Solar's position on the individual items in the corporate governance recommendations is available at: www.solar.eu/corpgov.