

## Competence description for the Board of Directors

The Board of egetæpper a/s works with Groups' senior management. Board members must actively keep abreast of developments at egetæpper and in the industry in general.

In general, the Board of egetæpper a/s shall have broad international business experience, knowledge and professional skills in business management, organisation, strategy and business development, market conditions, social policy and international relations.

Specifically, the emphasis is on the board of directors together having experience in managing international and listed companies, skills in design and marketing, product development and innovation, and the appropriate legal and economic knowledge and knowledge of the industry, including production and sales.

The Board continually assesses the need for any changes in the Board's overall expertise.

To the extent deemed necessary for new or modified skills, the Board jointly decides on the nomination of new members to the Board.

At present, the Board comprises the following members:

| Name                                                                                                                                                                                         | Age | Joined the Board of Directors | Special skills                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------|------------------------------------------|
| Ebbe Malte Iversen (Chairman)<br><br>Independence: Satisfies the Committee for good Corporate Governance's definition of independence.                                                       | 60  | 2009                          | Leadership expertise in listed companies |
| Frank Uhrenholt (Deputy Chairman)<br><br>Independence: Does not satisfy the Committee for good Corporate Governance's definition of independence based on 12 years' membership of the Board. | 69  | 1995                          | International business experience        |

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| Egon Damgaard                                                                                                                                                                                              | 70 | 1994 | Industry expertise in carpet production               |
| Independence: Does not satisfy the Committee on good Corporate Governance's definition of independence based on over 12 years' membership of the Board, but retires at the Annual General Meeting in 2012. |    |      |                                                       |
| Peder Fisker Knudsen                                                                                                                                                                                       | 70 | 1985 | Production and sales in general                       |
| Independence: Does not satisfy the Committee for good Corporate Governance's definition of independence based on 12 years' membership of the Board.                                                        |    |      |                                                       |
| Anne Mette Zachariassen                                                                                                                                                                                    | 56 | 2011 | Design, marketing, product development and innovation |
| Independence: Satisfies the Committee for good Corporate Governance's definition of independence.                                                                                                          |    |      |                                                       |
| Maja Lorenzen (employee representative)                                                                                                                                                                    | 49 | 2011 | Industry expertise                                    |
| Niels Clausen (employee representative)                                                                                                                                                                    | 58 | 2011 | Industry expertise                                    |

The age limit for Board members is 70, so Board members resign at the Annual General Meeting for the financial year in which they turn 70. Directors are elected for one year at a time.