



Demant A/S IT security committee

Terms of reference

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Objective and duties

- The IT security committee is a committee under the Board of Directors whose objective is to review Demant's IT Security Strategy as well as to roadmap and annually assess compliance with the current strategy.
- The IT security committee has the following areas of responsibility:
 - Recommend changes to the IT Security Strategy to the Board of Directors.
 - Review the progress of the IT security roadmap.
 - Ensure that roadmap activities are adequately funded and reflected in the Annual Plan and Budget to the Board of Directors.
- IT security committee members are subject to the same confidentiality and non-disclosure provisions as the Board of Directors.

Committee members

- The IT security committee is composed of two or three members of the Board of Directors, one of them being the chair of the audit committee.
- The Board of Directors appoints the chair of the IT security committee.

Committee meetings

- IT security committee meetings are held as often as deemed necessary by the chair, however at least three times a year.
- The chair may decide to invite other persons to attend committee meetings.
- Minutes are taken of committee meetings.

Remuneration

- IT security committee members do not receive separate remuneration for their committee work.

Reporting to the Board of Directors

- At Board meetings in the company, the chair reports on activities in and decisions taken by the committee.

Amendments to the terms of reference

- Changes to these terms of reference can be adopted by the majority of Board members required under the Board's rules of procedure.