

## CANDIDATES TO THE BOARD OF DIRECTORS

**Niels Jacobsen** Chairman of the Board of Directors, born in 1957, resides in Denmark. Member of the Board since 25 of February 2005 and Chairman since 2006. Mr. Jacobsen is President and CEO of William Demant Holding A/S, a Danish industrial group in the hearing healthcare field. Previous positions include President of Orion A/S and Vice President in corporate affairs for both Atlas Danmark A/S and Thrige-Titan A/S. Mr. Jacobsen is also a board member of a number of Danish companies and organizations, including LEGO A/S (chairman), KIRKBI A/S (deputy chairman), A.P. Møller-Mærsk A/S (deputy chairman) and he holds directorships in a number of wholly and partly owned companies in the William Demant Group, including Oticon A/S (chairman), William Demant Invest A/S (managing director), Sennheiser Communications A/S (chairman), HIMPP A/S (chairman), HIMSA A/S (chairman) and HIMSA II A/S (board member). Furthermore, he holds a seat on the central board of the Confederation of Danish Industries. Mr. Jacobsen holds an M.Sc. (Business Administration) from the University of Aarhus in Denmark (1983). He and his related parties hold 193,405 (2012: 193,405) shares in the Company, but he holds no share options in the Company. Mr. Jacobsen is the managing director of William Demant Invest A/S, the Company's largest shareholder, which holds 187,085,828 shares in the Company.

Mr. Jacobsen has no interest links with the Company's main clients or competitors. Mr. Jacobsen is a dependent member of the Board.

**Kristján Tómas Ragnarsson** Vice Chairman of the Board of Directors, born in 1943, resides in the United States. Member of the Board since 22 of July 1999 and Vice Chairman since 2012. Since 1986, Dr. Ragnarsson has served as a Professor and Chairman of the Department of Rehabilitation Medicine for the Mount Sinai Medical Center in New York City. He has also served in multiple other leadership positions at Mount Sinai and various professional organizations. Dr. Ragnarsson graduated from the University of Iceland's School of Medicine in 1969 and was certified by the American Board of Physical Medicine and Rehabilitation in 1976. He and his related parties hold 623,789 (2012: 623,789) shares in the Company, but he holds no share options.

Dr. Ragnarsson has no interest links with the Company's main clients, competitors or major shareholders. Dr. Ragnarsson is a dependent member of the Board.

**Arne Boye Nielsen** Member of the Board of Directors since 20 of February 2009, born in 1968, resides in Denmark. Mr. Nielsen has spent his entire career with William Demant Holding A/S in various and expanding roles throughout the world. After working as a management assistant to Mr. Niels Jacobsen and as an interim general manager of Oticon Australia Pty Ltd., Mr. Nielsen assumed, in 1996, his current position as President of Diagnostic Instruments which has operations worldwide. Mr. Nielsen is a member of the board of Sennheiser Communications A/S and Phonic Ear A/S as well as president of Interacoustics A/S. He has a B.Sc. degree and a M.Sc. degree in Business Administration from the Copenhagen Business School in Denmark. He neither has shares nor share options in the Company. Mr. Nielsen was nominated to the Board by William Demant Invest A/S, the Company's largest shareholder.

Mr. Nielsen has no interest links with the Company's main clients or competitors. Mr. Nielsen is a dependent member of the Board.

**Guðbjörg Edda Eggertsdóttir** Board member since 15 of March 2013, born in 1951, resides in Iceland. Mrs. Eggertsdóttir is the President Iceland & EVP Strategic Projects of Actavis plc, a global integrated specialty pharmaceutical company. Previous positions include Deputy CEO and EVP Third Party Sales at Actavis Group hf.; Deputy CEO, Head of R&D, Assistant Managing Director, Development Manager, Regulatory Manager and Marketing Manager at Delta hf.; and Medical Representative at Pharmaco hf. Furthermore, she was the President of the European Generic Medicines Association 2011-2013, holds a seat on the board of Iceland Chamber of Commerce, holds a seat on the board of Virðing hf. and is an alternate board member of Promote Iceland. Other board seats include Director of PrimaCare ehf., Pretium ehf., Actavis Group PTC ehf. and Medis ehf. Mrs. Eggertsdóttir holds a M.Sc. (Pharm.) from Copenhagen University (1976). She and her related parties hold 26,318 (2012: 26,318) shares in the Company. She holds no share options in the Company.

Ms. Eggertsdóttir has no interest links with the Company's main clients or competitors. Ms. Eggertsdóttir is an independent member of the Board.

**Svafa Grönfeldt Member** of the Board of Directors since 22 of February 2008, born in 1965, resides in Iceland. Dr. Grönfeldt is the Chief Organizational Development Officer of Alvogen, an American generic pharmaceutical company. Previous positions include president of Reykjavik University, deputy to the CEO of Actavis Group hf., assistant professor of Economics and Business Administration at the University of Iceland and managing director and managing partner of IMG Gallup/ Deloitte. Dr. Grönfeldt holds a Doctorate in Industrial Relations from the London School of Economics. She neither holds shares nor share options in the Company.

Dr. Grönfeldt has no interest links with the Company's main clients, competitors or major shareholders. Dr. Grönfeldt is an independent Board member