

Charter Bylaws, Viking International School

I. NAME, ADDRESS AND YEAR OF ESTABLISHMENT OF THE SCHOOL

§ 1.

Article 1. The name of the school is "The independent institution Viking International School".

Article 2. The seat of the school is Ballerup Municipality. The school's address is Agernhaven 2K, 2750 Ballerup, Denmark.

Article 3. The school was established in August 2020. The school started teaching on 12 August 2020 and the associated SFO started on 3 August 2020.

II. ORGANIZATION AND OPERATION OF THE SCHOOL

§ 2.

Article 1. The school is an independent self-governing educational institution. The school has CVR No: 40934073

Article 2. The operation of the school shall be carried out by public subsidies and by self-funding, including tuition fees for students, payment by parents for the Before- and After School Club and, where appropriate, by contributions from others.

Article 3. The school's resources may only benefit the school's school- and teaching activities.

Article 4. Any profit from the running of the school shall accrue to the school.

Article 5. Contributions to the School shall not entitle the donor to any part of the school's assets or to dividends of any kind.

Article 6. The school's cash shall be placed in accordance with the provisions of the Law on Free Schools and Private Primary Schools, etc., and may not be placed in accounts etc. held or managed by persons other than the school.

III. OBJECTIVES OF THE SCHOOL

§ 3.

Article 1. The purpose of the school is to provide an education journey comprising pre-school/kindegarten, primary school, and secondary school, i.e., schooling corresponding, at minimum, to completion of the Danish public school.

Article 2. The primary target group for the school is Danish or foreign nationals who stay in Denmark for an extended period and need a schooling in English. The language of instruction is English, but Danish is offered to all the school's students.

Article 3. The school must provide a curriculum equal, at minimum, with what is generally required in the primary school.

Article 4. The purpose of the school is to run in accordance with the Law on Free Schools and Private Primary Schools. It follows that the school must prepare the students for its purpose and through its activities equip them to live in a society, like the Danish, with freedom and democracy, as well as develop and strengthen the democratic education of the students and their knowledge and respect for fundamental freedom- and human rights, including gender equality.

IV. TASKS AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS

§ 4.

Article 1. The School Board of Directors shall be overall responsible for the management of the school.

Article 2. The Board of Directors shall be responsible for the school's finances and operations.

Article 3. The Board of Directors shall appoint and dismiss the principal of the school and other staff. The Board of Directors may grant the principal of the school with the authority to recruit and dismiss the school's other staff.

Article 4. The Board of Directors shall determine the tuition fees.

Article 5. The Board of Directors shall determine the amount of the parental payment for the Before School Club and After School Club and similar activities.

Article 6. The Board of Directors, together with the Group of Parents, decides on the purchase, sale, and pledge of real estate.

Article 7. The Board of Directors, together with the Group of Parents, decides on amendment of the school's bylaws.

Article 8. Outside the cases where the board is required by law to ensure the liquidation of the school, the Board of Directors, together with the Group of Parents, decides on the school's potential closure/liquidation.

Article 9. The Board of Directors also decides on any matter relating to the school on which the Board of Directors itself wishes to decide.

Article 10. The Board of Directors shall keep a record of its decisions and include established cases of conflict of interest in the Protocol.

Article 11. In case of discrepancy between the law and the wording of the bylaws, the Board of Directors shall comply with the law and the Board of Directors shall be responsible for ensuring that the bylaws always comply with the law.

§ 5.

Article 1. In the performance of their duties, the members of the Board of Directors shall not be subject to decisions of the Group of Parents.

Article 2. The members of the Board of Directors shall not be personally liable for the school's debt.

Article 3. Members of the Board of Directors may not receive fees or similar payments from the school's resources for the performance of the duties of member of the Board of Directors.

Article 4. The members of the Board of Directors shall be subject to the provisions of Chapters 2 and 8 of the Administrative Law on incapacity and professional secrecy, etc.

V. COMPOSITION, FUNCTIONING AND TERM OF OFFICE OF THE MANAGEMENT BOARD, ETC.

§ 6.

Article 1. The Board of Directors shall consist of five members. At least two members shall be elected by and among the parents of students at the school (the Group of Parents). One member shall be elected by and among the school's staff. The remaining members are elected by the School District, regardless of whether the schools district may be identical to the Group of Parents. The term of office of the members of the Board of Directors shall be two years, and the aim shall be for terms to be offset so that, to the extent possible, not all members are up for election at the same time. The School District consists of the parents and others who have been appointed as members by the Board of Directors.

Article 2. Each year, alternates for the members of the Board of Directors shall be elected by the Group of Parents. At least one alternate must be elected.

Article 3. The members of the Board of Directors shall be of legal age and at least the majority, including the Chairman, shall be registered in CPR and resident in Denmark.

Article 4. The Board of Directors should, to the extent possible, have a balanced composition of women and men, as provided for in Paragraph 11(2) of the Law on Equality between Women and Men.

Article 5. School employees can - aside from the one seat reserved for a staff representative - only participate in the election of the Board of Directors if they are also parents of students enrolled at the school. Managers of the school cannot participate in the election of the staff representative on the Board of Directors. The school's union representative(s) cannot be elected to the Board of Directors.

Article 6. A board member resigns from the Board of Directors immediately if the member no longer fulfils the conditions for membership of the Board of Directors, as laid down in Section 5 of the Law on Free Schools and Private Primary Schools or from the articles of association.

Article 7. If a member of the Board of Directors resigns during his term of office, the alternate shall take over for the remainder of his/her term of office. In the absence of an alternate, a new member of the Board of Directors shall be elected as soon as possible for the remaining term of office of the outgoing member.

Article 8. The board members are not required to resign from the board if their children are discharged from the school against the wishes of their parents during their term of office and may continue on the board even if they do not have children at the school until the board member's term of office expires. Individuals without children enrolled as students at the school can be elected to the Board of Directors equally to parents of the school.

Article 9. The Group of Parents may, at a parent meeting, remove one or more members of the Board of Directors during the term of office if the agenda of the meeting contains an item

on the vote on the removal of one or more members of the Board of Directors, indicating that removal is by majority of votes.

Article 10. The Board of Directors shall establish itself with a Chairman and a Deputy Chairman. The Chairman and Deputy Chairman shall be elected by and among the members of the Board of Directors. The Deputy Chairman shall take the place of the Chairman in case of the Chairman's absence.

Article 11. The Board of Directors achieves a quorum if at least half of the members attend in person. If a meeting is called as an online meeting, quorum is achieved if at least half of the members participate.

Article 12. The Board of Directors shall take decisions by a general majority of those present. No vote may be cast by proxy or by letter. In the absence of the Chairman or, in his absence, the Deputy Chairman's vote shall be decisive in case of equality of votes.

Article 13. The Board of Directors may decide that the school's management, i.e., the Principal and Deputy Principal of the school, may attend the meetings of the Board of Directors without the right to vote. When dealing with specific cases involving persons in the school's management or individual staff, the Board of Directors may suspend the attendance of one, several or all of them.

Article 14. The Board of Directors shall adopt rules of procedure for its activities, which shall include at least the procedure for convening board meetings.

VI. HEAD OF THE SCHOOL AND OTHER STAFF

§ 7.

Article 1. The principal of the school shall be responsible for the day-to-day general as well as pedagogical management of the school according to overall directions from the Board of Directors.

Article 2. The principal shall be responsible for ensuring that the day-to-day running of the school is sound and in accordance with applicable rules and conditions.

Article 3. The principal and the other staff of the school shall be subject to the provisions of Chapters 2 and 8 of the Administrative Law on incapacity and professional secrecy, etc.

VII. THE GROUP OF PARENTS AND RIGHTS OF PARENTS

§ 8.

Article 1. The Group of Parents shall consist of persons who have legal custody over students enrolled at the school.

Article 2. The rights of parents under the bylaws and the law belong to the person or persons having legal custody over the student. The school may consider the person in care to be authorized to act on behalf of the holder of custody, except as regards the enrollment in and duration of schooling.

Article 3. The school shall maintain a list of persons who have registered as members of the Group of Parents. The list shall be amended only on the basis of a reasoned – if necessary, documented – written request to that effect, with subsequent due notification to the person or persons included, respectively, noting that custody holders always have the right to exercise their rights, regardless of whether they are included in the list.

§ 9.

Article 1. The annual meeting of the Group of Parents shall be held each year at the school or elsewhere in the municipality of the seat of the school before the end of September.

Article 2. The meeting of parents shall be convened by the Board of Directors by ordinary letter, e-mail or other safe means of dispatch with at least 14 days' notice, indicating the agenda.

Article 3. The call for an ordinary meeting of parents shall contain at least the following agenda:

1. Choice of conductor.
2. The Board of Directors' report of the year.
3. The Board Directors shall submit the audited and approved annual report for information.
4. Election of Board members.
5. Determination of the maximum number of alternates and the election of alternates.
6. Examination of proposals received.
7. The Management Board shall submit the adopted budget for information.
8. AOB.

Article 4. Each Member of the Group of Parents shall have one vote.

Article 5. Power-of-attorney to vote may be granted only to a person with whom joint custody of a child is granted at the school.

Article 6. The meeting of parents shall achieve a quorum regardless of the number of members present. The parent meeting takes decisions by majority vote.

Article 7. The Group of Parents shall decide for itself whether any persons outside the group may attend its meetings and, where relevant, which persons.

Article 8. Minutes shall be taken from the meetings of the Group of Parents. The minutes must be signed by the conductor.

Article 9. Elections shall be secret if one or more members of the parent group so request.

Article 10. An extraordinary meeting of the Group of Parents is held when the Board of Directors so decides. Furthermore, the Board of Directors is obligated to call an extraordinary meeting of the Group of Parents if minimum 1/3 of the parents so request. The call is made as for ordinary parents' meeting.

VIII. ANNUAL REPORT AND ACCESS OF PARENTS AND STAFF TO REVIEW BUDGETS, ANNUAL REPORTS AND AUDIT PROTOCOLS

§ 10.

The Board of Directors is responsible for drawing up an annual report in accordance with the applicable rules each year, which, in accordance with the applicable rules, is subject to audit by an auditor elected by the Board of Directors.

§ 11.

Members of the Group of Parents, as well as staff, have the right, on request, to gain insight into budgets and accounts approved by the Board of Directors, as well as in the audit protocols. However, there is no right of access to information covered by the rules of the Danish Administrative Law on professional secrecy. The Board of Directors may extend this right to other persons.

IX. REPRESENTATION AND SIGNATURE

§ 12.

Article 1. The school is represented either jointly by the chairman of the board and the head of the school or by one of them in conjunction with the Vice-Chairman of the Board of Directors.

Article 2. The right of representation may not be delegated.

X. AMENDMENT OF THE SCHOOL'S BYLAWS

§ 13.

Article 1. The Board of Directors and the Group of Parents decide jointly on amendments to the Staff Regulations. The decision of the Group of Parents must be taken at two consecutive parent meetings at least 1 and a maximum of 4 months apart.

Article 2. Amendments of the bylaws shall be valid only if they:

1. Indicate who is Chairman and Deputy Chairman of the Board of Directors.
2. Are signed by all members of the Board of Directors.
3. Indicate the names and addresses of the members of the Board of Directors in legible letters, e.g., typescript.
4. Have been published on the school's website indicating when the publication took place and when the amendments to the bylaws have been adopted by the Board.

XI. CLOSURE OF THE SCHOOL

§ 14.

Article 1. Outside cases where the Board of Directors is required by law to ensure the liquidation of the school, the Board of Directors, in conjunction with the Group of Parents, decides on the potential closure of the school. The decision of the Group of Parents must be taken at two consecutive parent meetings at least 1 and a maximum of 4 months apart.

Article 2. If the school ceases to operate in alignment with purpose provided for in the Law on Free Schools and Private Primary Schools, it shall be closed.

Article 3. It shall be the responsibility of the Board of Directors to inform the Group of Parents of decisions on the closure and on the basis thereof. The information shall be made available immediately after the decision to close the decision has been taken.

Article 4. It is the responsibility of the Board of Directors to notify the Ministry of Children and Education and the municipalities in which the students are resident of the school's closure.

Article 5. It shall be the responsibility of the Board of Directors to inform the Ministry of Children and Education if the school ceases payments, goes into bankruptcy protection, or if there is otherwise a risk that the school's activities may cease.

Article 6. The Board of Directors shall be responsible for the preservation of the school's assets and for ensuring that the financial statement on the occasion of the school's closure is carried out in accordance with the rules in force and that the net worth of the school is used in accordance with the bylaws.

Article 7. Any surplus funds shall be used, with the approval of the Ministry of Children and Education, for school activities supported by the Law on Free Schools and Private Primary Schools, etc.

Article 8. It shall be the responsibility of the Board of Directors to continue operating until the financial settlement of the school's assets and liabilities has been completed in accordance with the rules in force, including the net worth of the school being used in accordance with the bylaws.

Approved by the Board of Directors on 13th November 2023:

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|  Søren Pap-Tolstrup (Formand) |  Mushe Norestani (Næstformand) |  Farina Marriott |
|  Isabel Simão |  Kerry Rosser | |