

Nomination Committee's proposal for establishment of the Nomination Committee

The Nomination Committee proposes that the Annual General Meeting resolves that a new Nomination Committee shall be appointed before the 2024 Annual General Meeting in accordance with the following.

Election of members etc.

The Nomination Committee should comprise the Chairman of the Board and three additional committee members. Based on ownership statistics as of August 31, the Chairman of the Board shall contact the three largest shareholders in terms of votes and invite them to appoint one member each to the Nomination Committee. If a shareholder refrains, the right is passed to the next largest shareholder in terms of votes. Once the members are appointed, the Chairman of the Board shall convene a meeting of the Nomination Committee.

The member appointed by the largest shareholder in terms of votes shall serve as Chairman of the Nomination Committee. If a change takes place in the company's ownership structure after August 31, but earlier than two months before the Annual General Meeting, and if a new shareholder that is one of the three largest shareholders after this change expresses a wish to be included in the Nomination Committee, that shareholder shall have the right to either appoint another member or, if the Nomination Committee decides so, appoint a member to replace the member appointed by the smallest shareholder, as regards the number of votes, after the change in ownership. If a member resigns or is prevented from performing their duties, the shareholder who appointed that member shall be invited to appoint a new member. If the shareholder refrains, the right is passed to the next shareholder in terms of votes. The Board of Directors proposes that no remuneration be paid to the members of the Nomination Committee, however, costs incurred are to be reimbursed.

Duties of the Nomination Committee

The Nomination Committee shall prepare and submit proposals to the general meeting regarding:

- Election of Chairman
- Decision on number of Board members
- Election of and resolution on fees for the Chairman of the Board as well as other Board members
- Election of and resolution on fees for the auditor and deputy auditor (where applicable)
- Election of and resolution on remuneration to members of another particular committee, which the general meeting may resolve to appoint
- Process for appointing a new Nomination Committee

The Nomination Committee's proposals shall be submitted to the company through the Chairman of the Board no later than six weeks before the general meeting at which the Board of Directors or auditors shall be elected. As far as possible, the proposals shall include all requisite information to enable the company to comply with the information obligations imposed upon it by the Swedish Companies Act, the rules and regulations of the regulated market, best practice on the stock market and other applicable rules or recommendations.

Meetings

The Nomination Committee shall meet when necessary to carry out its duties, but at least once per mandate period. Meetings are convened by the Chairman of the Nomination Committee, except the first meeting, which is convened by the Chairman of the Board. Members may request that the Nomination Committee be convened.

The Nomination Committee is quorate if at least half of the members participate. However, no decisions may be made unless, to the extent possible, all members have had the opportunity to participate in treatment of the matter. The opinion as voted by more than half of the members present shall determine the decision of the Nomination Committee, or in the event of a tie, the opinion of the Chairman of the Nomination Committee shall determine the decision of the Nomination Committee.

At meetings of the Nomination Committee, minutes shall be kept that shall be signed or checked by the Chairman and member appointed by the Nomination Committee. The minutes shall be kept in accordance with applicable rules for Board minutes.
