

The 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, before the Annual General Meeting in 2025, shall be appointed in the following manner.

Election of members etc.

The Nomination Committee shall consist of the Chairman of the Board of Directors and three additional members. Based on ownership statistics as of 31 August, the Chairman of the Board of Directors shall contact the three largest shareholders and offer them to appoint one member each for the Nomination Committee. If a shareholder abstains, the right passes to the next largest shareholder as regards the number of votes. When the members are appointed, the Chairman of the Board of Directors shall summon the Nomination Committee to a meeting.

The member appointed by the largest shareholder, as regards the number of votes, shall be the Chairman of the Nomination Committee. If a change takes place in the company's ownership structure after 31 August, 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 a member is prevented from fulfilling its mandate, the shareholder who has appointed the member shall be asked to appoint a new member. If the shareholder abstains, the right passes to the next largest shareholder, as regards the number of votes. The Board of Directors proposes that no remuneration shall be paid to the members of the Nomination Committee, however remuneration for costs incurred shall be paid.

The Nomination Committee's task

The Nomination Committee shall prepare and propose decisions to the general meeting regarding:

- Election of Chairman
- Resolution regarding the number of members of the Board of Directors
- Election of and resolution on remuneration to the Chairman of the Board of Directors and other members of the Board of Directors
- Election of and resolution on remuneration to the auditor and deputy auditor (if applicable)
- Election of and resolution on remuneration to members of another particular committee, which the general meeting may resolve to appoint
- Procedure for appointment of new Nomination Committee

The Nomination Committee's proposals shall be submitted to the company, through the Chairman of the Board of Directors, no later than six weeks before the general meeting where election of members of the Board of Directors or auditor shall take place. The proposals shall, to the extent possible, include all requisite information so that the company, with guidance hereof, can fulfil its disclosure requirement according to the Swedish Companies Act, the regulated market's rules and regulations, best practice on the stock market and other applicable rules or recommendations.

Meetings

The Nomination Committee shall meet when required for it to fulfil its tasks, however at least once per term of office. Notice to a meeting is issued by the Chairman of the Nomination Committee, with exception for the first meeting to which the notice is issued by the Chairman of the Board of Directors. The members can demand that the Nomination Committee is convened.

The Nomination Committee is quorate if at least half of the number of members are participating. However, a resolution in a matter shall not be made if not all members have had the opportunity to participate in the handling of the matter, to the extent possible. The Nomination Committee's resolution is the opinion for which more than half of the number of the participating members are voting, or in the event of equal number of votes, the opinion of the Chairman of the Nomination Committee.

Minutes shall be kept at the Nomination Committee's meetings, which shall be signed or verified by the Chairman and a member appointed by the Nomination Committee. The minutes shall be kept in accordance with the procedure for keeping of board meeting minutes.
