



Principles for the Nomination Committee adopted by the Annual General Meeting 2023

These principles for appointment and instructions to the nomination committee shall have effect until any changes are decided by the General Meeting.

Members of the nomination committee

The nomination committee shall consist of five members, of whom four shall be nominated by the Company's four largest shareholders or group of shareholders by voting power and the fifth shall be the chairman of the board. The nomination committee's term of office extends until a new nomination committee has been appointed. Chairman of the nomination committee shall, unless the members of the committee unanimously agree otherwise, be the member that represent the shareholder controlling the largest number of votes. The names of the members of the nomination committee shall be published not later than six months prior to the Annual General Meeting.

The chairman of the board shall ensure that the nomination committee is convened in September each year. The nomination committee shall be formed based on the shareholder statistics from Euroclear Sweden AB, as per the last banking day in August and on other reliable ownership information that has been provided to the Company at this point of time. In the assessment of the four owner-registered largest shareholders by voting power, a group of shareholders shall be regarded as one owner provided that they (i) have been grouped together in the Euroclear Sweden system or (ii) have notified the Company in writing that they have agreed in writing to have a long term unified conduct regarding the management of the Company through coordination the use of their voting rights. If any of the four largest shareholders wish not to exercise their right to appoint a member of the nomination committee, the next shareholder in consecutive order shall be entitled to appoint a member of the nomination committee. In the case that several shareholders abstain their right to appoint a member of the nomination committee, the chairman of the board shall not be required to contact more than eight shareholders, unless it is necessary in order to obtain a nomination committee consisting of a minimum of four members.

If prior than three months before the Annual General Meeting, one or more shareholders who have been appointed members of the nomination committee cease to belong to the four shareholders controlling the largest number of votes (disregarding shareholders who have not appointed a member to the nomination committee), said members shall leave their places of the nomination committee and the shareholder(s) that currently is among the four largest shareholder shall, after having contact with the nomination committee, have the right to appoint its own member of the nomination committee. A shareholder that has become one of the four largest shareholders later than three months before the Annual General Meeting shall, instead of having the right to appoint a member of the nomination committee, have the right to appoint a representative that shall be co-opted to the nomination committee. A change in the composition of the nomination committee shall be published immediately.

Task of the nomination committee

The nomination committee's task is to prepare and propose decisions to the Annual General Meeting, and as applicable, Extraordinary General Meetings on electoral and remuneration issues and, where applicable, procedural issues for the appointment of the subsequent nomination committee. The nomination committee is to propose:

- the Chairman of the Annual General Meeting;
- the Chairman and other directors of the Board;

- directors fees and other remuneration for Board assignments to each director;
- fees to members of committees within the Board;
- election and remuneration of the Company auditor; and
- principles for the Nomination Committee.

The nomination committee's work and fees

The nomination committee shall, in connection with their assignment, fulfill their duties in accordance with the Swedish Code of Corporate Governance.

The nomination committee shall, as far as possible, seek consensus for its proposals and other decisions, but if that is not possible, the decisions of the nomination committee shall be taken by simple majority, with the chairman of the nomination committee having the casting vote.

No fee shall be payable by the Company to any member of the nomination committee. The Company shall bear all reasonable costs associated with the work of the nomination committee. Where necessary, the nomination committee may engage external consultants to assist in finding candidates with the relevant experience, and the Company shall bear the costs for such consultants. The Company shall also provide the nomination committee with the human resources needed to support the nomination committee's work.