

*This is an unofficial translation of the Swedish document. In case of any discrepancies between the Swedish document and this English translation, the Swedish document shall prevail.*

## **PRINCIPLES FOR APPOINTMENT OF MEMBERS TO THE NOMINATION COMMITTEE INCLUDING INSTRUCTIONS FOR THE NOMINATION COMMITTEE**

Principles for appointing of members to the nomination committee, including instructions for the nomination committee, were approved by the 2021 AGM, as follows.

The nomination committee shall consist of four members, which shall be appointed by the four shareholders or groups of shareholders, if grouped in the Euroclear Sweden AB's system (such group of shareholders is considered as one shareholder), who wish to appoint a member and who have the largest holdings in the company based on shareholder statistics of Euroclear Sweden AB as at 31 March prior to the AGM in question. If one of the four largest shareholders refrains from appointing a member, the right to appoint a member passes on to the next shareholder in terms of holdings, and who has not already appointed a member to the nomination committee. The right to appoint a member shall pass on until the nomination committee is complete, however, a maximum of ten shareholders shall be prompted. The composition of the nomination committee shall be published announced at least six months prior to the AGM on the company's website. The nomination committee shall appoint its chairman from amongst its members. In addition to the regular members of the nomination committee, the nomination committee can co-opt the chairman of the board to the nomination committee at its meetings.

The nomination committee's mandate shall be for the period until a new Nomination Committee has been appointed. A member who leaves the nomination committee before its work is completed shall be replaced, if the nomination committee so decides, by another person representing the same shareholder or by a person representing the next shareholder in turn due to holdings, and who has not already appointed a member to the nomination committee. If a significant change occurs in the ownership structure after the composition of the nomination committee has been determined, and if the nomination committee so decides, the composition of the nomination committee shall be changed in accordance with the procedure described above. Changes in the composition of the nomination committee shall be announced on the company's website. The last date for changes in the composition of the nomination committee is three months before the AGM. If there is a significant change in the ownership structure later than three months before the AGM, the nomination committee may decide that a new owner/owner group among the four largest shareholders in terms of number of votes shall have the right to nominate one person to be co-opted to the nomination committee.

The duties of the nomination committee shall be, where applicable, before a coming AGM submit proposals for decisions regarding:

- the election of a chairman of the AGM
- the number of Board members and auditors
- remuneration to the board members elected by the AGM, including remuneration for Board committee members work
- fees for the auditor
- the election of the members of the board of directors and the chair of the board of directors
- the election of auditor; and
- principles on how the nomination committee shall be appointed and instructions for the nomination committee.

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In addition, the nomination committee shall carry out such additional tasks that may be designated to the nomination committee in accordance with the Swedish Corporate Governance Code.

Members of the nomination committee shall not be remunerated for their work or costs incurred. The nomination committee has the right, at the expense of the company, to engage a head hunter or other external consultants which the nomination committee deems necessary to fulfil its assignment.

The principles for appointment of Nomination Committee including instructions for the nomination committee in accordance with the above shall apply until otherwise is decided upon by the AGM.