

Principles for appointing members of the nomination committee and the duties of the nomination committee

The company shall have a nomination committee which shall consist of the chairman of the board of directors and two other members appointed by each of the two largest shareholders by votes, based on the ownership statistics that the company receives from Euroclear Sweden AB at the end of the third quarter each year. If the shareholder does not exercise his or her right to appoint a member, the second largest shareholder by votes shall be entitled to appoint a member of the nomination committee, and so on. However, there is no need to contact more than maximum two additional shareholders, unless the chairman of the board of directors finds that there are special reasons for such an action. In connection to the appointment of a new nomination committee, the chairman of the board shall, in an appropriate manner, contact the two largest identified shareholders and invite them, within a reasonable period of time which shall not exceed 14 days, to name in writing the person the shareholder wishes to appoint as a member of the nomination committee.

The composition of the nomination committee shall comply with the Swedish Corporate Governance Code (“the Code”) unless deviation is explained and disclosed in the corporate governance report.

Information on the finally appointed nomination committee shall include the names of the appointed members, together with the names of the shareholders who nominated them and shall be published no later than six months before the planned annual general meeting. The nomination committee's period of mandate is until the appointment of a new nomination committee. The chairman of the nomination committee shall, unless otherwise agreed by the members, be the member appointed by the largest shareholder in terms of the number of votes.

If one or more of the shareholders who nominated members of the nomination committee are no longer one of the two largest shareholders in terms of the number of votes, members appointed by these shareholders shall make their seats available and the shareholder(s) who have become one of the two largest shareholders in terms of voting rights shall be entitled to appoint their members. However, if there are no special reasons, no changes shall take place in the composition of the nomination committee if only marginal changes in the number of votes have taken place or if the change occurs later than two months before the annual general meeting. Shareholders who have appointed a member of the nomination committee have the right to dismiss such a member and appoint a new member of the nomination committee, as well as to appoint a new member if the member appointed by the shareholder chooses to leave the nomination committee. Changes in the composition of the nomination committee shall be made public as soon as such changes have taken place. In the following matters, the nomination committee shall present proposals to be submitted to the annual general meeting for resolution:

- proposal for chairman of the annual general meeting;
- proposals for the number of board members elected by the general meeting and, if applicable, the number of auditors
- proposals for remuneration to non-employed members of the board and to non-employed members of the board of directors' various committees (if committees exist);

- proposals for remuneration for auditors';
- proposals for the election of the chairman of the board of directors and other board members, and, if applicable, the election of auditors; and
- proposals for principles for appointing members of the nomination committee and for the nomination committee's duties.

The company's chairman of the board of directors is convening the first meeting and shall ensure that the nomination committee immediately receives relevant information about the result of the board of director's completed evaluation of its work. Such information shall be provided no later than during January and shall include information on the board of director's 's working methods and the effectiveness of its work. Furthermore, the chairman of the board of directors shall co-opt into the meetings of the nomination committee, if necessary.

For the rest, the nomination committee shall have the composition and fulfill the duties that from time to time follow by the Swedish Code of Corporate Governance. The members of the nomination committee shall not receive remuneration from the company. The company shall pay any costs incurred in connection with the work of the nomination committee, provided that the chairman of the board of directors has approved these. At the request of the nomination committee, the company shall provide human resources such as secretarial function in the nomination committee to facilitate its work.

Adopted at the Annual General Meeting on 4 May 2022.