

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

The company shall have an election committee which shall consist of the chairman of the board of directors and two other members appointed by each of the two largest shareholders whose holdings exceed 5% of the voting rights, 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 whose holdings exceed 5% of the voting rights shall be entitled to appoint a member of the election 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 election 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 election committee.

The majority of the members of the election committee shall be independent in relation to the company and the company management. The managing director or any other person from the executive management shall not be a member of the election committee. At least one of the members of the election committee shall be independent in relation to the, in terms of voting rights, largest shareholder in the company or group of shareholders who cooperate regarding the company's management. Board members may form part of the election committee, but shall not constitute a majority of the members of the election committee. The chairman of the board of directors or other board member shall not be the chairman of the election committee. If more than one board member is included in the election committee, at the most one of them may be dependent in relation to the company's major shareholders.

Information on the finally appointed election 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 election committee's period of mandate is until the appointment of a new election committee. The chairman of the election 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 election committee are no longer one of the two largest shareholders, whose holdings exceed 5% of the voting rights, 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, with holdings exceeding 5% of the voting rights, 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 election 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 election committee have the right to dismiss such a member and appoint a new member of the

election committee, as well as to appoint a new member if the member appointed by the shareholder chooses to leave the election committee. Changes in the composition of the election committee shall be made public as soon as such changes have taken place. In the following matters, the election 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 election committee and for the election committee's duties.

The company's chairman of the board of directors is convening the first meeting and shall ensure that the election 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 election committee, if necessary.

For the rest, the election 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 election committee shall not receive remuneration from the company. The company shall pay any costs incurred in connection with the work of the election committee, provided that the chairman of the board of directors has approved these. At the request of the election committee, the company shall provide human resources such as secretarial function in the election committee to facilitate its work.

Adopted at the Annual General Meeting on 7 May 2025.