



Proposal by the Nomination Committee regarding instructions for the appointment of the nomination committee and its work

The Nomination Committee proposes that the AGM resolves on instructions for the appointment of the nomination committee and its work in accordance with the below.

The nomination committee of the company shall be composed of the representatives of the three largest shareholders in terms of voting rights, as of the last banking day in August each year. The chairperson of the board is responsible to convene the nomination committee, and shall also be adjunct to the nomination committee. The member representing the largest shareholder in terms of voting rights shall be appointed chairperson of the nomination committee, unless otherwise agreed amongst the committee members. The composition of the nomination committee shall be posted on the company's website without undue delay.

In the event that shareholders will decline to appoint a member to the nomination committee, the next in turn largest shareholder(s) shall be asked to appoint a member to the committee. If before the nomination committee has presented its proposals, a shareholder who has appointed a representative to the nomination committee is no longer among the largest shareholders, the representative appointed by such shareholder shall resign and, if the nomination committee finds it appropriate, the next in turn largest shareholder(s) shall be asked to appoint a member to the committee. Should for other reasons a member of the nomination committee resign before its work is completed and if the nomination committee finds it appropriate, the appointing shareholder shall be asked to replace the resigning member, or if declined, the largest shareholder(s) in turn shall be asked to appoint a new member to the committee. Changes in the composition of the nomination committee shall be posted on the company's website without undue delay.

The term of the nomination committee ends when the composition of the subsequent nomination committee has been announced.

No remuneration shall be paid to the members of the nomination committee. However, the company shall pay any reasonable and necessary out-of-pocket expenses that the nomination committee may incur in its work.

The tasks and instructions of the nomination committee follows from the Swedish Code of Corporate Governance. More specifically, the nomination committee shall prepare proposals in the following matters to be submitted to the general meeting, as relevant: (i) chairperson at the general meeting, (ii) board of directors, (iii) chairperson of the board of directors, (iv) auditor, (v) remuneration to the board of directors divided between the chairperson and the other directors as well as remuneration for committee work, (vi) remuneration to the company's auditor and, (vii) changes, if any, to the instructions for the nomination committee.

This instruction shall apply until further notice.
