

Resolution on the principles for appointing members of the Nomination Committee

Nomination Committee proposals

1. The Nomination Committee shall consist of not fewer than four (4) and not more than six (6) members. Four (4) of the members are to be nominated by the largest shareholders in terms of voting rights as recorded in Euroclear Sweden AB's information on the ownership structure at 31 January, provided that said shareholders wish to nominate a member of the Nomination Committee. Should any of the four (4) largest shareholders in terms of voting rights abstain from appointing a member, the next largest shareholder in terms of voting rights will instead be entitled to nominate a member, and so on. One member to represent the smaller shareholders is also to be nominated to the Nomination Committee. The mandate period of the Nomination Committee elected at the AGM extends until such time as a new Nomination Committee has been appointed at the next AGM. The Nomination Committee's Chairman should be the member nominated by the largest shareholder in terms of voting rights unless agreed otherwise by the Committee.
2. Should, during the Nomination Committee's mandate period, one or several shareholders that have appointed members to the Nomination Committee no longer belong to the four (4) largest owners in terms of votes, the Committee can offer vacant positions on the Committee to shareholders to appoint members of the Committee with the aim of reflecting the voting strength in the Company. The Nomination Committee can also decide that the company's Chairman of the Board should join the Nomination Committee by offering a vacant position to the Chairman. Owners who have nominated members to the Nomination Committee have the right to dismiss said member and appoint a new member. If a member leaves the Committee before its work is completed, a replacement is appointed by the same shareholder who nominated the retired member or, if this shareholder is no longer among the four (4) largest shareholders, by the new shareholder who is part of this group. Changes in the Nomination Committee are to be made public.
3. The company defrays any reasonable costs the Nomination Committee deems necessary for being able to complete its task.
4. Before the task is accepted, the member must carefully consider whether a conflict of interest exists.
5. The Committee draws up proposals on the following issues for decision by the AGM:
 - a. proposals for the Chairman of the AGM
 - b. proposals on the number of members of the Board and auditors.
 - c. proposals for the Board of Directors
 - d. proposals for the Chairman of the Board
 - e. proposals for Board fees, broken down by the Chairman and the other Board members, as well as any remuneration for committee work
 - f. proposals for auditors
 - g. proposals for fees to the company's auditors
 - h. proposals, if any, for changes to the process of appointing the Nomination Committee.

6. These principles for the appointment of a Nomination Committee are to apply until resolved otherwise.
7. Provided that the above principles are adopted, the principles shall enter into force as of the Annual General Meeting in 2023.
8. If the AGM resolves against the above proposal, the Committee proposes that the principles for appointing the Nomination Committee adopted at the 2020 AGM continue to apply.

Malmö, March 2022
Nomination Committee