

Instructions for the Nomination Committee

Resolved at the annual general meeting on 7 May 2021 and in force until a general meeting resolves otherwise. This is a translation of the Swedish original.

The Chairman of the Board of Directors shall convene the three largest shareholders in the company based on Euroclear Sweden AB's list of shareholders (grouped) on the last day in August and on other reliable information provided by the company at that time. These shareholders have the right to appoint one representative each to be a member of nomination committee together with the Chairman of the Board until a new nomination committee has been appointed. The nomination committee elects a Chairman among its members.

If one of the three largest shareholders waives their right to appoint a member, the next largest shareholder, based on the number of votes, shall be entitled to appoint a member. If a member of the Committee resigns before the committee's work is finished, the same shareholder who appointed the resigning member is entitled to appoint a new member if deemed necessary. If this shareholder is no longer one of the three largest owners in the company, a new member shall be appointed by the new shareholder within this group.

The nomination committee shall be announced through a press release as soon as the committee is appointed. If the ownership structure is subsequently substantially changed, the composition of the nomination committee shall change accordingly and the change shall be announced by press release.

The nomination committee shall prepare the following proposals to submit to the annual general meeting for resolution:

- proposal of the Chairman of the annual general meeting,
- proposal of the number of members of the Board of Directors,
- proposal of members of the Board of Directors and proposal of the Chairman of the Board of Directors (and vice Chairman, if applicable)
- proposal of board fees to the Chairman (and vice Chairman, if applicable) and other non-employed members, as well as proposals for remuneration related to committee work, and
- proposals of auditor and audit firm and fees to the auditor or the audit firm (if applicable).

The nomination committee shall, in connection with its duties, otherwise fulfil its responsibilities in accordance with the Swedish Companies Act and the Swedish Code of Corporate Governance for nominating committees. The nomination committee shall have the right to, for example, charge the company with costs for recruitment consultants that may be required for the committee to fulfil its mission. No remuneration is paid to the committee members.