

Principles for Nomination Committee's appointment and instructions for the Nomination Committee

The company shall have a Nomination Committee consisting of one representative from each of the three largest shareholders in terms of voting rights based on shareholder statistics from Euroclear Sweden as of the last business day in September of the year prior to the Annual General Meeting and other reliable shareholder information provided to the company at that time. For the purposes of identifying the largest shareholders in terms of voting rights, a group of shareholders shall be deemed to constitute one shareholder if they (i) have been grouped as owners in Euroclear Sweden's register or (ii) have announced and notified the company that they have reached a written agreement to take a long-term approach to the management of the company by exercising their voting rights in a coordinated manner. The Chairman of the Board is tasked with contacting the largest shareholders and thus convening the Nomination Committee. If any shareholder chooses to waive his or her right to appoint a member to the Nomination Committee, the right shall pass to the next largest shareholder in terms of voting power.

Unless the members agree otherwise, the Chairman of the Nomination Committee shall be the member representing the largest shareholder in terms of voting rights. However, neither the Chairman of the Board nor any other Board member shall be Chairman of the Nomination Committee. Members of the Board of Directors may be members of the Nomination Committee, but shall not constitute a majority of the members of the Nomination Committee. The majority of the members of the Nomination Committee shall be independent in relation to the company and company's executive management. Neither the Chief Executive Officer nor any other member of the company's executive management shall be a member of the Nomination Committee. At least one member of the Nomination Committee shall be independent in relation to the largest shareholder in the company in terms of voting rights or group of shareholders that cooperates in terms of the company's management.

Information regarding the composition of the Nomination Committee shall be posted on the company's website not later than six months before the Annual General Meeting. If a member is appointed by a given shareholder, the shareholder's name must be stated. Information shall also be posted on the website about how shareholders can submit proposals to the Nomination Committee. The mandate period of the Nomination Committee shall extend until a new Nomination Committee has been appointed.

Shareholders who have appointed a member of the Nomination Committee shall have the right to replace such member with another to serve as a member of the Nomination Committee, and if a member resigns from the Nomination Committee prematurely, the shareholder who appointed the member shall have the right to appoint a replacement. If, during the mandate period of the Nomination Committee, one or more of the shareholders who appointed the members of the Nomination Committee are no longer among the three largest shareholders in terms of the number of votes, the members appointed by these shareholders shall make their seats available and the shareholder or shareholders who have become among the three largest shareholders shall be entitled to appoint members. Unless special reasons are present, there shall be no changes 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 three months before the Annual General Meeting. Changes in the composition of the Nomination Committee shall be announced as soon as they occur.

The Nomination Committee shall present the following proposals for resolutions at the Annual General Meeting.

- Chairman of the Meeting,
- number of members of the Board of Directors,
- election of Board of Directors and Chairman of the Board of Directors,
- fees and other remuneration for each of the members of the Board of Directors and, where applicable, remuneration for committee work,
- election of auditor,
- fee for auditor,
- to the extent deemed necessary, amendments to the principles for the Nomination Committee's appointment and instructions for the Nomination Committee, and
- other questions that may be placed on the Nomination Committee according to the Swedish Corporate Governance Code (the "**Code**").

The Nomination Committee's proposal shall be presented in the notice of the Annual General Meeting and on the company's website.

At other general meetings than the Annual General Meeting, the Nomination Committee's proposal shall comprise the election or elections to take place at the general meeting.

When preparing its proposal regarding the Board, the Nomination Committee must take note of the Board's evaluation of its work and take into account the requirements relating to the Board's composition under the Swedish Companies Act. The Nomination Committee must also take into account the requirements that the Code imposes relating to the Board's size and composition, and especially the requirement that there must be a range of expertise and profiles on the Board and a gender balance must be sought.

When it informs the company of its proposal regarding the Board, the Nomination Committee must also provide the company with a reasoned opinion of its proposal, taking into account the Code's stipulations on the Board's composition, and particularly justify the proposal with regard to the Code's requirement to seek a gender balance. The reasoned opinion must also contain a brief description of how the Nomination Committee has conducted its work.

At a general meeting where the election of members of the Board of Directors or auditors is to be held, the Nomination Committee is to present a description of how the Nomination Committee has conducted its work, as well as to present and explain its proposals with regard to the stipulations in the Code concerning the Board's composition. The Nomination Committee shall particularly justify the proposal with regard to the requirement to seek a gender balance.

In other respects, the Nomination Committee shall perform the duties incumbent upon a Nomination Committee under the Code.

No remuneration is paid to members of the Nomination Committee. However, the Nomination Committee shall be entitled to charge the company for reasonable expenses necessary for performance of the assignment.

These principles for the Nomination Committee's appointment and instructions for the Nomination Committee shall be valid until further notice until a resolution on amendment is passed by a general meeting.