

Principles for the appointment of the Nomination Committee and the instruction for the Nomination Committee adopted at the annual general meeting 2020

The Nomination Committee proposes that the election of the Nomination Committee for the 2021 Annual General Meeting shall be made according to the following model.

The Chairman of the Board of Directors will be assigned the task of contacting the three largest shareholders or owner groups as per the last share trading day in August 2020 and ask them to appoint one member each to the Nomination Committee, which will consist of four members, including the Chairman of the Board of Directors. If such a shareholder declines to elect a member, the fourth largest owner or owner group will be asked, and so on, provided that the owner holds a minimum of 3% of the votes in the company. Should none of the asked shareholders or owner groups, holding at least 3% of the votes in the company, choose to appoint a member to the Nomination Committee, the Nomination Committee shall consist of three members. The members that are elected in this manner, along with the Chairman of the Board of Directors as convener, will form the Nomination Committee. The Nomination Committee will appoint its Chairman within the committee.

The names of the members of the Nomination Committee and the shareholders they represent shall be announced as soon as possible after that, but not later than six months prior to the 2021 Annual General Meeting. The mandate period for the appointed Nomination Committee shall extend until a new Nomination Committee is appointed. In the event that one member of the Nomination Committee resigns or no longer represents one of the largest owners in the company according to the above model, the Nomination Committee shall be entitled to appoint another representative for the larger shareholders to replace such member.

The members of the Nomination Committee are to promote the common interests of all shareholders. Committee members are not to reveal the content and details of nominations discussions unduly. Before accepting the assignment, each member of the Nomination Committee is to consider carefully whether there is any conflict of interest or other circumstance that makes membership of the Nomination Committee inappropriate.

The Nomination Committee shall fulfil the tasks set out in the Swedish Corporate Governance Code and shall submit proposals on the following matters for resolution by the 2021 Annual General Meeting:

- a) proposal for Chairman of the Annual General Meeting,
- b) proposal for Board of Directors,
- c) proposal for Chairman of the Board of Directors,
- d) proposal for auditors,
- e) proposal for remuneration to the Board of Directors, including distribution between the Chairman and the other members of the Board of Directors,
- f) proposal for remuneration to the auditors of the company,
- g) proposal for the establishment of the Nomination Committee for the 2022 Annual General Meeting, and
- h) instructions for the Nomination Committee.