

Instruction for appearing on the election committee

Adopted at the extraordinary General meeting on 17 January 2024

The company must have an election committee consisting of members appointed by each of the four shareholders with the largest numbers of votes and the chairman of the board (convener). The election committee also has the option to co-opt another member of the board to the election committee if necessary. When forming the election committee, the ownership relationships in the company, based on information from Euroclear Sweden AB on the last banking day in August and other reliable ownership information provided to the company at this time, must determine who are the largest shareholders in terms of number of votes. When assessing who constitutes the four largest owners in terms of votes, a group of shareholders shall be considered to constitute an owner if they have (i) been grouped as owners in the Euroclear system or (ii) published and notified the company that they have reached a written agreement that through the coordinated exercise of voting rights adopt a long-term common stance regarding the company's management. The composition of the election committee must be made public as soon as it is appointed. The chairman of the election committee shall be the member appointed by the shareholder with the largest numbers of votes. The election committee's term of office runs until the next election committee is appointed.

The election committee must produce a proposal for chairman of the meeting, number of board members, remuneration to each of the board members, the composition of the board and the chairman of the board, if applicable, proposals for remuneration for the auditor and election of an auditor, as well as, to the extent deemed necessary, proposed changes to this instruction.

In the event that a member leaves the election committee before its work is completed, if the election committee deems it necessary, a new member appointed by the same shareholder can replace him. In the event that a shareholder who has appointed a member of the election committee has significantly reduced his shareholding in the company, such member may resign and, if the election committee deems it appropriate, the shareholder who is next in line in terms of size will be given the opportunity to appoint a new member. If the ownership relationships otherwise change significantly before the election committee's task is completed, if the election committee so decides, changes can be made in the composition of the election committee, in a way the election committee deems appropriate. The Company must be able to answer for reasonable costs associated with the performance of the election committee's tasks. No fee shall be paid to the election committee.

This instruction is valid until the General meeting decides to adopt a new instruction.