

PRINCIPLES FOR THE APPOINTMENT OF AND INSTRUCTIONS FOR THE NOMINATION COMMITTEE

The Nomination Committee shall, prior to the Annual General Meeting, consist of the Chairman of the Board of Directors and three members appointed by the three largest shareholders in terms of voting rights at the end of the third quarter of each year. The "three largest shareholders in terms of voting rights" shall hereafter also refer to known shareholder groups. The chairman of the board of directors shall annually contact the shareholders entitled to appoint members. If any shareholder chooses to waive its right to appoint a member to the Nomination Committee, the right is transferred to the next largest shareholder in terms of votes, and so on.

The names of the members of the nomination committee and the names of the shareholders who have appointed them shall be published no later than six months before the annual general meeting. The nomination committee shall appoint a chairperson from among its members. The chairman of the board shall not be the chairman of the nomination committee. If a member resigns from the nomination committee before its work is completed, and the nomination committee considers that there is a need to replace that member, the replacement shall be appointed by the same shareholder who appointed the resigning member or, if that shareholder is no longer among the three largest shareholders in terms of voting rights, by the shareholder belonging to that group who has not appointed a member of the nomination committee.

If the shareholder who appointed a particular member has substantially reduced its holding in the Company, and the Nomination Committee does not consider it inappropriate in view of the possible need for continuity for the forthcoming General Meeting, a member appointed by such shareholder shall leave the Nomination Committee and the Nomination Committee shall offer the largest shareholder who has not appointed a member of the Nomination Committee to appoint a new member.

The Nomination Committee shall otherwise have the composition and perform the tasks that from time to time follow from the Swedish Corporate Governance Code. The members of the Nomination Committee shall not receive any fees from the Company. Any expenses incurred in connection with the work of the Nomination Committee shall be paid by the Company provided that they are approved by the Chairman of the Board.

Adopted at the general meeting 2024-06-10