

## Principles for the Nomination Committee

The Nomination Committee, which is elected for the period until a new Nomination Committee has been appointed, shall consist of three members, who shall be appointed by the Company's largest shareholders in terms of votes. The Chairman of the Board shall be co-opted to the Nomination Committee.

Each of the Company's three largest shareholders in terms of voting rights as of 30 September 2025, based on the list of shareholders obtained from Euroclear Sweden AB or equivalent reliable information, shall be entitled to appoint one member to the Nomination Committee. If any of the shareholders who are asked to propose a member refrain from submitting a proposal, the Chairman of the Board shall ask other major shareholders (taking into account the Company's 20 largest shareholders according to ownership statistics from Euroclear Sweden AB as above) to appoint a member to the Nomination Committee. Such an offer shall be made in order of size to the other major shareholders (i.e. the fourth largest shareholder shall be asked first, then the fifth largest shareholder, etc.). Unless otherwise agreed by the members of the Nomination Committee, the chair of the Nomination Committee shall be appointed by the shareholder with the largest number of votes.

In the event that fewer than three major shareholders choose to appoint a member to the Nomination Committee, the already appointed members of the Nomination Committee shall be obliged to appoint additional members to ensure that the Nomination Committee consists of three members. Any additional member or members shall be independent of the Company and possess the right expertise for the assignment. to ensure that the Nomination Committee consists of three members. Any additional member or members shall be independent of the Company, possess the right expertise for the assignment and/or preferably be familiar with the Company or the industry in which the Company operates. No remuneration shall be paid to the members of the Nomination Committee. The Nomination Committee may charge the Company reasonable costs for administration and possible recruitment costs in connection with its work for the Nomination Committee.

The Nomination Committee shall submit proposals to the Annual General Meeting regarding:

- a) the election of the Chairman of the Meeting,
- b) the number of Board members and deputy Board members,
- c) the remuneration of the Chairman of the Board and each of the other Board members (including work in Board committees),
- d) election of the Board of Directors,
- e) election of the Chairman of the Board,
- f) decision on fees for the auditor,
- g) election of the auditor,
- h) decision on principles for appointing the Nomination Committee, and
- i) decision on principles for the Nomination Committee.

If a member resigns from the Nomination Committee before its work is completed, and if the Nomination Committee considers that there is a need to replace this member, the Nomination Committee shall appoint a new member; primarily a member nominated by the shareholder who nominated the resigning member, provided that the shareholder is still one of the three largest shareholders in the Company. In the event that the Chairman of the

Board resigns from his position on the Board, his successor shall replace the Chairman of the Board on the Nomination Committee.

Changes in the composition of the Nomination Committee shall be communicated without delay by the Chairman of the Nomination Committee to the Chairman of the Company's Board. The change shall also be announced as soon as possible.