

Proposed Instructions for the Nomination Committee's Work Inission AB

The Nomination Committee shall consist of three members appointed by each of the three largest shareholders by voting power. In connection with the end of the third quarter the Chairman of the Board shall contact the three largest shareholders of the company and invite them to appoint one member each to the Nomination Committee. Should any shareholder waive its right to appoint a member, the right shall pass to the next largest shareholder.

The Nomination Committee shall elect a Chairman from among its members. The term of office runs until a new Nomination Committee has been constituted. In the event that a member of the Nomination Committee resigns, is unable to fulfil their duties, or if the shareholder who appointed the member relinquishes its seat, the remaining members shall, among the company's shareholders, appoint a suitable replacement for the remainder of the term.

The duties of the Nomination Committee include evaluating the composition and work of the Board of Directors and submitting proposals to the Annual General Meeting regarding:

- » election of the Chairman of the Meeting
- » number of Board members and auditors
- » election of the Board of Directors and the Chairman of the Board
- » election of auditor
- » remuneration to the Board, committees and auditor

When assessing the Board's evaluation and in preparing its proposals, the Nomination Committee shall particularly consider the requirements for diversity and breadth within the Board, as well as the objective of achieving a balanced gender distribution. The Nomination Committee's proposals shall be presented in the notice to the General Meeting where the election of Board members or auditor will take place, and shall also be made available on the company's website. At the General Meeting, the Nomination Committee shall report on how its work has been conducted and present and justify its proposals. Members of the Nomination Committee receive no remuneration from the company.