

Instructions to the nomination committee

The Nomination Committee proposes that the Annual General Meeting resolves to adopt the following instructions for the Nomination Committee.

The Nomination Committee shall be composed of members, representing the three largest shareholders in terms of voting rights registered in the shareholders' register maintained by Euroclear Sweden as of 31 August each year. The Chairperson of the Board shall convene the Nomination Committee for its first meeting, and shall also be co-opted to the Nomination Committee. The member that represents the largest shareholder in terms of voting rights shall be chosen as Chairperson of the Nomination Committee. The Chairperson of the Nomination Committee shall be the spokesperson of the Nomination Committee.

In the event one or more shareholders who appointed members of the Nomination Committee, earlier than two months before the General Meeting, are no longer among the three largest shareholders in terms of voting rights, the members appointed by such shareholders shall resign and the shareholder or shareholders who has become one of the three largest shareholders shall be entitled to appoint their representatives. If a member resigns from the Nomination Committee before the work is completed and the Nomination Committee finds it suitable, a substitute shall be appointed. Such a substitute shall be appointed from the same shareholder or, if that shareholder no longer is among the largest shareholders in terms of voting rights, from the shareholder who has become the largest shareholder next in line. A change in the composition of the Nomination Committee shall immediately be publicly announced.

The composition of the Nomination Committee shall be publicly announced six months prior to each Annual General Meeting. No remuneration fee shall be paid out to members of the Nomination Committee. Potential necessary expenses for the work of the Nomination Committee shall be paid by the Company. The term of office for the Nomination Committee runs until the next composition of the Nomination Committee has been announced.

The Nomination Committee shall prepare proposals regarding the election of chairperson of the General Meeting, members of the Board of Directors, Chairperson of the Board, auditor, fees for the members of the Board including division between the Chairperson and the other Board members, as well as fees for committee work, fees to the Company's auditor and changes of the instructions to the Nomination Committee.

This instruction shall apply until further notice.