

## Instructions for the Nomination Committee

The Nomination Committee proposes that the 2020 Annual General Meeting adopt the following instructions for the Company's Nomination Committee, to apply until other instructions are adopted.

- The Company shall have a nomination committee composed of members of whom one each is appointed by each of the five largest shareholders in the Company in terms of votes based on ownership statistics as per the last business day in September. A representative for the largest shareholder in terms of votes is responsible to contact the concerned shareholders and ask them to appoint one member each to the Nomination Committee. If any of these shareholders chooses to abstain from its right to appoint a member, the shareholder next in line in terms of size shall be asked. However, no more than the six largest shareholders need to be asked if it is not required in order for the Nomination Committee to consist of at least three members appointed by shareholders. The Nomination Committee's composition shall be publicly announced when formed, and not later than six months prior to the Annual General Meeting. Unless the committee's members agree otherwise, the Nomination Committee chair shall be the member who is appointed by the largest shareholder in terms of votes. Each member of the Nomination Committee is to consider carefully whether there is any conflict of interest or other circumstance that makes membership of the Nomination Committee inappropriate before accepting the assignment.
- The Nomination Committee's mandate period applies until a new Nomination Committee has been appointed. If a member resigns during the Committee term, the shareholder who appointed the member may choose to appoint a new member. In the event of changes to the ownership structure of the Company, the Committee may choose to amend its composition in order to ensure that the Committee appropriately reflects the ownership of the Company. However, unless there are special circumstances, the composition of the Nomination Committee may remain unchanged following changes in the ownership structure of the Company that are either minor or occur less than three months prior to the Annual General Meeting. Amendments to the composition of the Nomination Committee shall be announced as soon as such change has taken place.
- In executing its assignment in general, the Nomination Committee shall fulfil the duties which, according to the Swedish Corporate Governance Code, are incumbent upon a Nomination Committee.
- No remuneration is paid to the members of the Nomination Committee. Where needed, the Company shall bear reasonable costs for external consultants who are deemed by the Committee to be necessary for the Committee to fulfil its assignment.