

**Item 15: Approval of the procedure of the Nomination Committee**

The Nomination Committee proposes that the Annual General Meeting resolves to adopt the following instruction for the Nomination Committee, to apply until the General Meeting resolves to change the procedure for appointing the Nomination Committee.

The Nomination Committee shall be formed during September in consultation with the largest shareholders of the company as of the last banking day in August, based on owner statistics from Euroclear Sweden AB and other reliable information provided to the company. The Nomination Committee shall consist of at least three members appointed by the largest shareholders of the company who wish to appoint a member as well as the Chairman of the Board, who shall convene the first meeting of the Nomination Committee. If any of the three largest shareholders waives its right to appoint a member of the Nomination Committee, the next largest shareholder shall be given the opportunity to appoint a member, provided that no more than ten shareholders must be contacted unless required to ensure that the Nomination Committee comprises at least three members including the Chairman of the Board. The members of the Nomination Committee shall appoint the Chairman of the Nomination Committee at their first meeting. The composition of the Nomination Committee shall be made public no later than six months prior to the Annual General Meeting.

The Nomination Committee shall be appointed for a term of office commencing at the time of its formation and ending when a new Nomination Committee is formed. If a member resigns during the Committee term, the Nomination Committee may appoint a new member. The shareholder that appointed the resigning member shall in such case be asked to appoint a new member, provided that the shareholder still is one of the largest shareholders in the company. If that shareholder declines to appoint a new member, the Nomination Committee may choose to ask the next largest shareholder. In the event of changes to the ownership structure of the company, the Nomination Committee may choose to amend its composition in order to ensure that the Nomination 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.

The Chairman of the Nomination Committee shall ensure that the work of the Nomination Committee is operated effectively and in accordance with the Swedish Corporate Governance Code. This includes, among other things, to prepare an annual agenda for the Committee's work in line with its objectives for the upcoming governance year, that each member shall in good time prior to meetings receive notice including relevant documentation, and with the aim that the proposals to the Annual General Meeting shall be submitted to the company no later than six weeks prior to the Annual General Meeting.

The Nomination Committee shall have the right to upon request receive personnel resources such as secretarial services from the company, and to charge the company with costs for recruiting consultants and related travel if deemed necessary.