

The Nomination Committee's reasoned statement concerning proposal for Board of Directors

Concerning the Board of Director's size and composition, the Nomination Committee has made the following assessment.

The Nomination Committee has received a report from the Chairman of the Board on the Board of Directors' work and has interviewed Board members to gain an understanding of the Company's performance. It is the opinion of the Nomination Committee that the Board of Director's appointed at the 2022 Annual General Meeting has functioned well. The Nomination Committee has engaged in deep discussions regarding the experiences required and the demands that should be imposed on the Board of Directors, in view of, among other things, the strategic development, management and control and found that the Board members proposed for re-election can be expected to assure the Board of Directors a broad expertise and experience in relevant areas. As diversity policy, the Nomination Committee has applied Section 4.1 in the Swedish Corporate Governance Code.

In the light of the above, the Nomination Committee proposes re-election of all Board members except Johanna Hagelberg who has informed the Nomination Committee that she is not available for re-election due to lack of time as a result of other assignments. The Nomination Committee's proposal thus means that the number of members amounts to six and that two out of six members are women. In connection with the presentation of the Nomination Committee's proposals for the Annual General Meeting, the Nomination Committee was informed that Johanna Hagelberg decline re-election. The Nomination Committee therefore notes that the gender balance in the Board of Directors is below the level of ambition pronounced by the Swedish Corporate Governance Board and the Nomination Committees long-term goal concerning equal gender balance. The Nomination Committee's ambition is therefore to increase the gender balance going forward.

The Nomination Committee's assessment is that the Board of Directors proposed for election at the Annual General Meeting is appropriately composed and well-suited for its tasks. Furthermore, the Nomination Committee believes that all Board members are independent of the Company and major shareholders, with the exception of Bengt Liljedahl and Anna Liljedahl, which are dependent in relation to major shareholders.