

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 2024 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 together with the candidate proposed for new 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.

Caroline Reuterskiöld (born 1976), holds a Masters degree in Engineering Physics, and is the CEO of Berner Industrier AB (publ). Previously, Caroline has held positions such as Vice President Division Niche Products at Lagercrantz Group. Caroline is currently member of the Board of Athanase Innovation AB (publ) as well as chairman of subsidiary boards within Berner Industrier. Caroline is considered independent both in relation to the company, the company's management and to larger shareholders. Caroline does not own any shares in the company.

The Nomination Committee's proposal thus means that three out of seven members are women. As regards gender balance in the Board of Directors, the Nomination Committee notes that this is in line with the level of ambition pronounced by the Swedish Corporate Governance Board but slightly under the Nomination Committees long-term goal concerning equal gender balance.

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.