

## Appendix 5

### Instructions for the nomination committee

The following instructions for the nomination committee shall apply until an annual general meeting decides otherwise.

- a) The Company shall have a nomination committee consisting of one representative of each of the four shareholders, directly registered or ownership grouped, controlling the largest number of votes, which desires to appoint a representative. In addition to these four members, the chairman of the Board of Directors shall be a member of the nomination committee.
- b) The nomination committee shall be formed based on the shareholders that, as per the last banking day in August the year before the annual general meeting, have been recorded in the share register kept by Euroclear.
- c) The chairman of the Board shall, as soon as information become available regarding ownership as stated above, contact a representative of each of the four largest shareholders in the Company, which then have the right to appoint one representative each to the nomination committee. The members of the nomination committee shall be announced no later than six months prior to the annual general meeting. The name of the shareholder appointing a member shall be published.
- d) The chairman of the nomination committee shall be the representative of the shareholder representing the most votes. The chairman of the nomination committee shall not be a member of the Company's Board of Directors.
- e) If earlier than three months before the annual general meeting, one or more shareholders that have appointed members to the nomination committee cease to belong to the four shareholders controlling the largest number of votes, the members appointed by said shareholders shall leave their places in the nomination committee and the shareholder(s) that currently is among the four largest shareholders shall, after having contact with the chairman of the nomination committee, have the right to appoint its own member of the nomination committee.
- f) A shareholder that has become one of the four largest shareholders later than three months before an annual general meeting shall, instead of having the right to appoint a member of the nomination committee, have the right to appoint a representative that shall be co-opted to the nomination committee.
- g) A shareholder, which has appointed a member of the nomination committee, has the right to dismiss its appointed member and appoint a new member of the nomination committee. Changes to the composition of the nomination committee shall be made public as soon as such changes have taken place.
- h) The main objective and duties of the nomination committee are to propose candidates for the post of chairman and members of the Board of Directors and the Company's auditors, as well as propose fees and other remuneration to each of the members of the Board of Directors and to the auditors. The nomination committee shall conduct its duties in accordance with the Swedish Code of Corporate Governance and thus particularly aim at an appropriate composition of the Company's Board of Directors characterized by diversity and breadth of the appointed members' qualifications, experience and background.