

Instructions Nominating Committee

The Board Chairman shall convene the four largest shareholders in the company in terms of voting power, each of which has the right to appoint a member to form part of the Nominating Committee together with the Board Chairman. In determining the composition of the Nominating Committee, the largest shareholders in terms of voting power shall be based on the ownership situation at 30 June 2022. The Nominating Committee shall be chaired by the member representing the largest shareholder on that date. If any of the four largest shareholders should waive its right to appoint a member to the Nominating Committee, the next largest shareholder in order of voting power shall be given the opportunity to appoint a member. The names of the four shareholder representatives shall be made public as soon as they are appointed, but no later than six months prior to the 2023 Annual General Meeting. The term of office shall extend until a new Nominating Committee has been appointed.

If the shareholder that a member has been appointed by is no longer one of the four largest shareholders in terms of voting power, and if the Nominating Committee deems it appropriate, the member shall leave and a member for the next largest shareholder in order of voting power be given the opportunity to replace this member. If an appointed member of the Nominating Committee resigns from the Nominating Committee for some other reason, the shareholder who has appointed the member in question has the right to appoint a new member to the Committee. If this shareholder waives its right to appoint a new member, the Nominating Committee, if it deems so appropriate in respect of the remaining mandate period, shall ask the next largest shareholder in terms of voting power if it wishes to appoint a member to the Nominating Committee.

The Nominating Committee shall prepare proposals for the following matters to be put before the 2023 Annual General Meeting for resolution:

- a) appointment of the Chairman of the Annual General Meeting
- b) election of the Board of Directors
- c) election of the Board Chairman and any Vice Chairman
- d) fees for members of the Board
- e) election of auditors
- f) fees for the auditors
- g) reasonable costs for the Nominating Committee
- h) appointment of the Nominating Committee ahead of the 2024 Annual General Meeting.