

Resolution on authorization for the board of directors to resolve on acquisitions and transfers of shares in the Company (Item 16)

(a) Proposal for resolution on authorization for the board of directors to resolve on acquisition of shares in the Company to ensure delivery within previously resolved incentive programs

To secure the Company's commitment to deliver shares to the participants in the share savings program which was resolved at the 2023 annual general meeting (LTIP 2023), the board of directors proposes that the annual general meeting authorizes the board of directors to resolve on acquisitions of shares in the Company in accordance with the following terms:

- a) Acquisitions may take place at Nasdaq Stockholm.
- b) The authorization may be used on one or more occasions, but no later than the 2025 annual general meeting.
- c) The number of shares required for the delivery of shares to the Participants in LTIP 2023 and to finance social security contributions or other costs related to LTIP 2023, however no more than 170,750 shares (subject to recalculation), may be acquired to ensure such delivery as well as to be held for a possible future disposal to finance social security contributions or other costs related to LTIP 2023.
- d) Acquisition of shares in the Company shall be made against cash payment and at a price within the market price interval registered at any given time, such interval being the interval between the highest purchase price and the lowest sales price.
- e) The board of directors may resolve on other conditions for the acquisition.

(b) Proposal for resolution on authorisation for the board of directors to resolve on transfers of shares in the Company

The board of directors proposes that the annual general meeting authorizes the board of directors to resolve on transfer of no more than the number of shares held by the Company from time to time. Transfers can be made on Nasdaq Stockholm, including through a financial intermediary, at a price within the registered price interval at any given time, in order to cover any social security contributions in accordance with the terms and conditions of LTIP 2023. The authorization may be exercised on one or several occasions, but only until the 2025 Annual General Meeting.

Transfer of shares to participants in LTIP 2023 in accordance with the terms and conditions of LTIP 2023 was approved at the Annual General Meeting 2023.

A resolution in accordance with this proposal is valid only if supported by shareholders representing at least two-thirds of both the votes cast and the shares represented at the Annual General Meeting.