

## **The Nomination Committee for Swedencare's statement regarding the proposal for the Board ahead of the Annual General Meeting 2024.**

### ***Report on the Nomination Committee's work during the year***

The Nomination Committee held its first meeting in December 2023 and has since held two additional meetings ahead of the Annual General Meeting 2024. All decisions of the Nomination Committee have been unanimous. The Committee has discussed the composition of the Board and agreed on the main requirements to be placed on Board members, including the requirement for independent directors. As a diversity policy, the Committee has applied Rule 4.1 of the Code, which states that the Board shall have a composition appropriate to the company's operations, stage of development, and other circumstances, characterized by diversity and breadth in terms of the competence, experience, and background of the members elected by the shareholders' meeting, and that gender equality should be sought. The Committee has also attached particular importance to ensuring that Board members have a reasonable total workload so that sufficient time and care can be devoted to their duties in Swedencare and has assessed that this is the case with the proposed members.

The Nomination Committee has not received any proposals from shareholders. For the assessment of the reasonableness of the Board's remuneration, a comparison has been made with the remuneration of boards in companies of comparable size and complexity.

### ***Justification regarding the proposed Board of Directors***

In its evaluation of the Board, the Nomination Committee has found that the existing Board is well-functioning and that the Board members represent a broad spectrum of experience and knowledge. The members' commitment has been significant, and their attendance record is high.

Considering this context, the Nomination Committee has chosen to propose the re-election of Sara Brandt, Ulrika Valassi, Johan Bergdahl, Heinz-Jürgen Bertram, Jean-Yves Parisot, and Håkan Svanberg as the Chairman of the Board.

In the Committee's view, the proposed Board has a composition appropriate to the company's operations, stage of development, and other circumstances, characterized by diversity and breadth in terms of the competence, experience, and background of the members. The Nomination Committee has also determined that the number of other board assignments held by each member does not hinder them from actively participating in the work of the Swedencare Board.

Malmö in March 2024  
**Swedencare AB (publ)**

The Nomination Committee for Swedencare