

Instruction for the Nominating Committee of AQ Group AB (publ) valid from the 2022 Annual General Meeting until further notice

The Annual General Meeting (AGM) 21 April 2022 resolved, in accordance with the Nominating Committee's proposal, on the following instruction for the appointment of a Nominating Committee and the Nominating Committee's mission, to be applicable until further notice and else has been resolved by the General Meeting.

The Nominating Committee shall consist of four members appointed by each of the four largest shareholders in terms of votes, based on Euroclear Sweden AB's ownership statistics¹ as of the last day of August each year.

The Chairman of the Board contacts the four largest shareholders and invites them to appoint a member to the Nominating Committee as soon as possible. If any shareholder waives their right to appoint a member, the next shareholder in size shall be given the opportunity. The Nominating Committee appoints within itself the Chairman. The term runs until a new Nominating Committee has been constituted.

A member of the Nominating Committee shall make their seat available if the shareholder who appointed this member is no longer one of the four largest shareholders, after which a new shareholder in order of size shall be offered the opportunity to appoint a member. However, unless there are special reasons, no changes shall be made in the composition of the Nominating Committee if only minor changes in the number of votes have occurred or if the change occurs later than three months before the Annual General Meeting. Shareholders who have been added among the four largest shareholders as a result of a more substantial change in votes, later than three months before the meeting, shall have the right to appoint a member to be co-opted to the Nominating Committee.

If a member of the Nominating Committee resigns voluntarily before its work is completed, the shareholder who appointed the resigning member shall appoint a successor, given that the shareholder remains one of the four largest shareholders in terms of votes. A shareholder who has appointed a member of the Nominating Committee have the right to dismiss the member and appoint a new member of the Nominating Committee. Changes in the composition of the Nominating Committee shall be made public as soon as such changes have occurred.

The composition of the Nominating Committee shall be published no later than six months prior to the Annual General Meeting. The members of the Nominating Committee will not receive any remunerations; however, any costs shall be borne by the company. The responsibilities of the Nominating Committee include evaluating the composition and work of the Board of Directors as well as submitting proposals to the Annual General Meeting regarding; election of chairman of the Annual General Meeting, number of board members and auditors, election of board of directors and chairman of the board, election of auditor, remuneration to the board of directors, committees and auditor and, where applicable, proposals for changes in the current Nominating Committee instruction.

¹ The ownership statistics to be used shall be sorted by voting power (by group of owners) and contain the largest directly registered or nominee registered shareholders in Sweden, i.e. shareholders with an account at Euroclear Sweden AB in their own name or shareholders holding a depot with a nominee who has given the shareholder's identity to Euroclear Sweden AB.