

N.B. The English text is an in-house translation of the original Swedish text. Should there be any disparities between the Swedish and the English text, the Swedish text shall prevail.



INSTRUCTION FOR THE NOMINATION COMMITTEE IN BALCO GROUP AB (PUBL)

The Nomination Committee proposes that the Annual General Meeting 2026 resolves to adopt a new instruction for the Nomination Committee, to apply until other instruction is adopted, in accordance with the below.

The Nomination Committee of the Company shall, prior to the Annual General Meeting, consist of representatives of the four largest shareholders in terms of voting rights according to the shareholder register maintained by Euroclear Sweden AB as of the last banking day in August (the year prior to the Annual General Meeting). The Chairman of the Board is co-opted to the Nomination Committee (i.e. not a member) and shall be responsible for contacting the shareholders concerned and asking them to appoint one member each to the Nomination Committee. If any of these shareholders choose to waive their right to appoint a member, the next shareholder in order of size shall be asked. Only shareholders who own 5% or more in the Company need to be asked, unless it is required for the Nomination Committee to consist of at least three members appointed by shareholders.

A member of the Nomination Committee shall, before accepting the assignment, carefully consider whether there is any conflict of interest or any other circumstance that makes it inappropriate to participate in the Nomination Committee.

The Chairman of the Board is responsible for convening the Nomination Committee. The member representing the largest shareholder in terms of voting rights shall be appointed as Chairman of the Nomination Committee, unless the members agree otherwise. The composition of the Nomination Committee shall be announced as soon as possible after the members have been appointed in accordance with the above, and normally no later than six months before the Annual General Meeting.

The Nomination Committee's term of office runs until a new Nomination Committee has been appointed. In the event that a member leaves the Nomination Committee before its work is completed and the Nomination Committee finds it desirable that a replacement be appointed, such replacement shall be obtained from the same shareholder or, if the member is no longer one of the largest shareholders in terms of votes, from shareholders who are next in line in terms of size. If the ownership structure of the Company changes, the Nomination Committee may choose to change its composition so that the Nomination Committee appropriately reflects the ownership structure of the Company. Even if there are changes in the Company's ownership structure, no changes need be made to the composition of the Nomination Committee in the event of minor changes or if a change occurs less than three months before the Annual General Meeting, unless justified by special circumstances. Changes in the composition of the Nomination Committee shall be announced immediately.

The Nomination Committee has a quorum if more than half of the members are present. However, a decision on the matter may not be made unless all members have been offered the opportunity to participate in the consideration of the matter. The Nomination Committee's decision shall be the opinion voted for by more than half of the members present or, in the event of a tie, the opinion supported by the Chairman of the Nomination Committee.

The CEO or other person in the Company's executive management shall not be a member of the Nomination Committee and the calculation of the largest shareholders in the Company in terms of voting rights in accordance with the above shall therefore disregard the direct and indirect ownership of these persons.

In carrying out its assignment, the Nomination Committee shall perform the tasks that are incumbent on a Nomination Committee in accordance with the Swedish Code of Corporate Governance.

No remuneration shall be paid to the members of the Nomination Committee. However, the company shall be responsible for reasonable costs deemed necessary by the Nomination Committee for the Nomination Committee to be able to fulfil its assignment, including costs for external consultants.