

COMPOSITION OF THE BOARD AND ATTENDANCE IN THE FINANCIAL YEAR 2022

NAME	YEAR ELECTED	INDEPENDENT ¹	INDEPENDENT ²	FEES (SEK) ³	BOARD MEETINGS ⁴	AUDITING COMMITTEE	SHARE-HOLDINGS ⁵	SHARES HELD BY RELATED PARTIES
Karl-Johan Persson, Chair	2020	Yes	No	1,700,000	11/11		12,136,289	Shareholder in Ramsbury Invest AB ⁶
Stina Bergfors	2016	Yes	Yes	650,000	11/11		1,000	8,000 and 6,000 ⁷
Anders Dahlvig	2010	Yes	Yes	825,000	11/11	4/4	17,510	
Danica Kragic Jensfelt	2019	Yes	Yes	650,000	11/11		2,500	700
Lena Patriksson Keller	2014	Yes	Yes	650,000	11/11			1,200 and 9,450 ⁸
Christian Sievert	2010	Yes	No ⁹	875,000	11/11	4/4	81,000	19,000 and 2,400 ¹⁰
Erica Wiking Häger	2016	Yes	Yes	825,000	11/11	4/4		750 ¹¹
Niklas Zennström	2014	Yes	Yes	650,000	11/11		72,700	
Ingrid Godin, employee rep.	2012				11/11			60
Louise Wikholm, employee rep.	2021				8/11			
Tim Gahnström, employee rep.	2021				4/11 ¹²			
Agneta Gustafsson, deputy employee rep.	2022				9/11			
Hampus Glanzelius, deputy employee rep.	2021				7/11			
Margareta Welinder, deputy employee rep.	2007				4/11			

1) Independent of the company and company management in accordance with the Swedish Corporate Governance Code.

2) Independent of major shareholders in the company in accordance with the Swedish Corporate Governance Code.

3) Fees as resolved at the 2021 annual general meeting. This means that the fees related to the period until the next AGM, i.e. for the period 6 May 2021 to 4 May 2022. The amounts were paid out after the 2022 AGM.

4) Attendance via technology is equated with attendance in person.

5) There is no outstanding share- or share price related incentive programme for the board of directors.

6) Ramsbury Invest AB owns 194 400 000 class A shares and 653,093,901 class B shares as of 30 November 2022.

7) 8,000 shares held through Stina Bergfors's company SCEBE Holding AB and 6,000 shares held by spouse.

8) 1,200 shares owned through Lena Patriksson Keller's private company Verdani Holding AB. 9,450 shares held by spouse and children.

9) Christian Sievert is not considered independent of Ramsbury Invest AB since Ramsbury Invest AB is a major shareholder in a company of which Christian Sievert is CEO.

10) Shares held by related parties: 19,000 shares held through Christian Sievert's company Whitechris Industri AB and 2,400 shares held by spouse and children. Supplementary disclosure: in addition to Christian Sievert's shareholding shown above, Christian Sievert holds 9,000 H&M shares via a pension plan.

11) 750 shares owned through Erica Wiking Häger's company Erica Wiking Häger Advokattaktiebolag.

12) Tim Gahnström temporarily left the board during a couple of months. He was re-elected as employee representative by the union and member of the board again during late autumn.