

The Nomination Committee of Zinzino AB

Prior to the Annual General Meeting, the Nomination Committee shall submit proposals on the number of Board members, the composition of the Board, the fee of the Board, the Chairman of the Meeting and the Board, and, where applicable, proposals for the auditor and his remuneration.

At the 2023 Annual General Meeting, it was decided on the principles for Zinzino's Nomination Committee, which will apply until they are changed by a future Annual General Meeting, as follows:

The Nomination Committee shall have three members. Among them, the chairman of the board shall be appointed to be a member of the nomination committee. The CEO or another person from the company management shall not be a member of the Nomination Committee.

The work of the Nomination Committee

- The composition of the Nomination Committee shall be announced no later than six months before the Annual General Meeting.
- The Chairman of the Board is summoned to the Nomination Committee's first meeting, which shall be held no later than 15/2. However, the Chairman of the Board shall not be appointed Chairman of the Nomination Committee.
- If it becomes known that any of the shareholders who have appointed a member to the Nomination Committee as a result of changes in the owner's shareholding or as a result of changes in other shareholders' shareholdings no longer belong to the largest owners, the member appointed by the shareholder shall, if the Nomination Committee so decides, resign and be replaced by a new member appointed by the shareholder who at the time is the largest registered shareholder who has not already appointed a member of the Nomination Committee. If the registered ownership is otherwise substantially changed before the Nomination Committee's assignment is completed, the Nomination Committee so decides, a change shall be made in the composition of the Nomination Committee in accordance with the principles stated above.
- The Nomination Committee's term of office extends until a new Nomination Committee has been appointed.
- The Chairman of the Board shall annually present an evaluation of the Board's work during the year to the Nomination Committee, which forms the basis for the Nomination Committee's work together with the requirements in the Swedish Code of Corporate Governance and the company-specific requirements in Zinzino. The Nomination Committee's proposals are published in the notice convening the Annual General Meeting, on the company's website and during the Annual General Meeting.

In accordance with the above principles, the Nomination Committee consists of the following three members until the next Annual General Meeting on May 27, 2024:

Hans Jacobsson (Chairman of the Board of Zinzino AB) Magnus Götenfelt (represents Saele Invest AS and the Saele family), Cecilia Halldner (Represents Cashflow Holding ApS, Peter Sörensen).

The Chairman of the Nomination Committee is Magnus Götenfelt

The Nomination Committee's proposal is published in the notice convening the Annual General Meeting on the company's website and at the Annual General Meeting.

Shareholders can contact the committee with proposals for board members. The proposals must be sent to the Nomination Committee's chairman via shares@zinzino.com no later than 1 April 2024. The Nomination Committee's proposals for Board members, Board fees and auditors are presented in the notice convening the Annual General Meeting and at www.zinzino.com.