

Instructions for the Nomination Committee in ITAB Shop Concept AB

Members of the Nomination Committee

The members of the Nomination Committee ahead of the Company's Annual General Meetings are to be appointed in accordance with the procedures below. The Nomination Committee is to be appointed for a term from the time the committee is formed until the next Nomination Committee is formed. Information regarding the instructions for the appointment and tasks of the Nomination Committee and the current composition of the Nomination Committee is to be made available on the Company's website.

The Company's Nomination Committee is to comprise three members, and the Chairman of the Board is to be tasked with contacting the largest shareholders and requesting that they appoint three members to form the Nomination Committee. The selection of shareholders to contact is to be based on the share register maintained by Euroclear Sweden as of 31 August each year. The composition of the Nomination Committee is to be announced not later than six months prior to the Annual General Meeting.

The Chairman of the Board is responsible for convening the Nomination Committee and is to be co-opted to attend the Nomination Committee's meetings, except when the Nomination Committee is to address matters pertaining to the Chairman of the Board. Unless otherwise agreed by the members, the Chairman of the Nomination Committee is to be the member appointed by the largest shareholder. The Chairman may not be a member of the Company's Board of Directors.

Changes to the Nomination Committee

If a member of the Nomination Committee, or a shareholder that appointed a member, informs the Nomination Committee that the member wishes to step down, or that the shareholder wishes to replace the member, the shareholder that appointed the member has the right to appoint a new member provided the shareholder is still one of the three largest shareholders. If during the term of the Nomination Committee, one of more of the shareholders that appointed members to the Nomination Committee are no longer one of the three largest shareholders, the members appointed by those shareholders are to make their seat available and the shareholder or shareholders that have become one of the three largest shareholders are to be entitled to appoint a member. Unless special reasons exist, no changes are to be made to the composition of the Nomination Committee if only marginal changes in ownership take place or if the change occurs less than three months prior to the Annual General Meeting. However, shareholders that become one of the three largest shareholders as a result of a more significant change in ownership less than three months prior to the Annual General Meeting are to be entitled to appoint a member who has the right to attend the meetings of the Nomination Committee. If any shareholder that the Nomination Committee asks to appoint a member declines to do so, the Nomination Committee is to ask the next largest shareholder that has not appointed a member to the Nomination Committee. Changes to the composition of the Nomination Committee must be announced as soon as possible.

Tasks of the Nomination Committee

The Nomination Committee is to submit proposals regarding:

- election of the Chairman of the Board,
- election of other Board members,
- fees to Board and committee members,
- election of and fees to auditors, and
- Chairman of the Annual General Meeting.

In its work, the Nomination Committee shall fulfil its tasks in accordance with the Swedish Corporate Governance Code, with the expressed purpose of working in the best interest of all shareholders.

The Nomination Committee's proposals are to be presented in the notice of the Annual General Meeting and on the Company's website in conjunction therewith. At the Annual General Meeting, the Nomination Committee is to report on how its work has been conducted and present and motivate its proposals.

The Nomination Committee has the right to charge the Company for any costs for investigations, recruitment consultants and travel related to the assignment, if deemed appropriate.

The above instructions for the appointment and tasks of the Nomination Committee are to apply until an Annual General Meeting resolves to change them. Ahead of each Annual General Meeting, the Nomination Committee is to decide whether any changes to these instructions are deemed necessary.

This is in all respects a translation of the Swedish original. In the event of any discrepancies between this translation and the Swedish original, the latter shall prevail.