

*English translation for information purposes only. If there are differences between the English translation and the Swedish original, the Swedish text will take precedence.*

## **THE NOMINATION COMMITTEE'S PROPOSAL FOR HUMANA'S ANNUAL MEETING 2025**

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The nomination committee in Humana AB, which consists of Fredrik Strömholm, representative of Impilo Care AB (chairman of the nomination committee); Alexander Kopp, representative of Incentive AS; Richard Torgerson, representative of Nordea Fonder, Anette Andersson, representative of SEB Asset Management AB and Anders Nyberg, Humana's chairman of the board, submit the following proposal before the annual general meeting of Humana AB on May 6, 2025.

### **Chairman at the annual general meeting**

Anders Nyberg is proposed as chairman of the annual general meeting.

### **The number of board members and auditors**

The proposal is that the number of board members amounts to seven board members elected by the general meeting without deputies.

The proposal is that the company should have an auditor without a deputy.

### **Auditor**

In accordance with the audit committee's recommendation, re-election of KPMG AB as auditor for the period until the end of the annual general meeting in 2026.

Neither the nomination committee's proposal nor the audit committee's recommendation to the auditor has been subject to influence from third parties or been forced by any contractual conditions that limited the freedom of choice in the choice of auditor.

### **Remuneration to the Board of directors**

The proposal is that the fees should be paid as follows:

- Chairman of the board: SEK 800,000 (775,000).
- Other board members: SEK 300,000 (290,000).
- Chairman of the audit committee: SEK 145,000 (145,000).
- Other members of the audit committee: SEK 60,000 (60,000).
- Chairman of the remuneration committee: SEK 110,000 (110,000).
- Other members of the remuneration committee: SEK 50,000 (50,000).

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The proposal involves a total board remuneration amounting to SEK 3,185,000 (3,100,000). The proposed increase is explained by an ambition to keep the remuneration level at a level corresponding to that in other similar companies.

#### **Fee to auditor**

The auditor's fee must be paid according to an approved invoice.

#### **Election of the chairman of the board and other board members**

The nomination committee proposes re-election of board members Grethe Aasved, Carolina Oscarius Dahl, Monica Lingegård, Leena Munter, Anders Nyberg, Ralph Riber and Fredrik Strömholm.

Election of Anders Nyberg as chairman of the board.

#### **The nomination committee's reasoned statement**

The nomination committee's reasoned opinion regarding the proposal for the board and information about the proposed board members can be read in a separate document, which is available on the company's website [www.humanagroup.se](http://www.humanagroup.se)

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Stockholm, April 2025

**Humana AB (publ)**

*The Nomination Committee*