

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 PROPOSALS FOR HUMANA'S 2021 ANNUAL GENERAL MEETING

The Nomination Committee of Humana AB, comprising Fredrik Strömholm, appointed by Impilo Care AB (Chair of the Committee); Alexander Kopp, appointed by Incentive AS; Mats Hellström, appointed by of Nordea Funds Ltd; Simone Hirschvogel, appointed by SEB Investment Management AB and Sören Mellstig, Humana's Chair of the Board, presents the following proposals prior to the Annual General Meeting of Humana on May 11, 2021.

Chairman of the Annual General Meeting

Sören Mellstig to be chairman of the AGM.

Number of Board members and auditors

The number of Board members to be six Board members appointed by the Annual General Meeting, without deputies.

The Company to have one auditor without a deputy.

Auditor

In accordance with the Audit Committee's recommendation, the re-election of KPMG AB as auditor until the end of the AGM 2022.

Neither the Nomination Committee's nor the Audit Committee's recommendation of auditor have been subject to influence from third parties or been forced by any contractual terms that restricted the freedom of choice in the election of auditor.

Directors' fees

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

- Chair of the Board: SEK 700,000 (600,000)
- Other non-executive directors: SEK 250,000 (230,000)
- Chair of Audit Committee: SEK 120,000 (100,000)
- Other members of the Audit Committee: SEK 40,000 (33,000)
- Chair of the Remuneration Committee: 60,000 (50,000)
- Other members of the Remuneration Committee: SEK 20,000 (16,500)

The proposal means total Board remuneration of SEK 2,290,000 (2,278,500).

Auditors' fees

Fees will be paid to the auditor in accordance with approved invoice.

Election of Chairman and other Board Members

Re-election of Board members Karita Bekkemellem, Kirsi Komi, Monica Lingegård, Sören Mellstig, Anders Nyberg and Fredrik Strömholm. The director Magdalena Gerger has declared that she is not available for re-election. Re-election of Sören Mellstig as Chairman of the Board.

Nomination Committee's explanatory statement

The Nomination Committee's explanatory statement on the Board recommendations and information about the proposed Board members can be found in a separate document, which is available on the company's website <https://www.humanagroup.com/>.

Stockholm januari 2021
Humana AB (publ)
The Nomination Committee