

COMPOSITION OF THE BOARD AND ATTENDANCE IN THE FINANCIAL YEAR 2021

NAME	YEAR ELECTED	INDEPENDENT <sup>1</sup>	INDEPENDENT <sup>2</sup>	FEES (SEK) <sup>3</sup>	BOARD MEETINGS <sup>4</sup>	AUDITING COMMITTEE	SHARE-HOLDING <sup>5</sup>	SHARES HELD BY RELATED PARTIES
Karl-Johan Persson, chair	2020	Yes	No	1,700,000	8/8		12,136,289	Shareholder in Ramsbury Invest AB <sup>6</sup>
Stina Bergfors	2016	Yes	Yes	650,000	8/8		1,000	8,000 and 6,000 <sup>7</sup>
Anders Dahlvig	2010	Yes	Yes	825,000	8/8	4/4	17,510	
Danica Kragic Jensfelt	2019	Yes	Yes	650,000	8/8		2,500	120
Lena Patriksson Keller	2014	Yes	Yes	650,000	8/8			1,200 and 9,450 <sup>8</sup>
Christian Sievert	2010	Yes	No <sup>9</sup>	875,000	8/8	4/4	81,000	19,000 and 2,400 <sup>10</sup>
Erica Wiking Häger	2016	Yes	Yes	825,000	8/8	4/4		750 <sup>11</sup>
Niklas Zennström	2014	Yes	Yes	650,000	8/8		72,700	
Ingrid Godin, employee rep.	2012				8/8			60
Margareta Welinder, employee rep.	2007				8/8			
Tim Gahnström, employee rep.	2021				6/6 <sup>12</sup>			
Alexandra Rosenqvist, employee rep.	2015				2/2 <sup>13</sup>			
Helena Isberg, deputy employee rep.	2019				8/8			
Hampus Glanzelius, deputy employee rep.	2021							
Louise Wikholm, deputy employee rep.	2021							

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 2020 annual general meeting. This means that the fees related to the period until the next AGM, i.e. for the period 7 May 2020 to 6 May 2021. The amounts were paid out after the 2021 AGM.

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

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

6) Ramsbury Invest AB own 194 400 000 class A shares and 604,856,427 class B shares as at 30 November 2021.

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 Advokattjänstbolag.

12) Before the AGM on May 6 2021 Tim Gahnström was appointed employee representative for Akademikerna.

13) Before the AGM on May 6 2021 Margareta Welinder replaced Alexandra Rosenqvist as employee representative for Unionen.