

COMPOSITION OF THE BOARD OF DIRECTORS AND ATTENDANCE AT MEETINGS IN THE 2023 FINANCIAL YEAR

NAME	YEAR ELECTED	INDEPENDENT ¹	INDEPENDENT ²	FEES (SEK) ³	BOARD MEETINGS ⁴	AUDITING COMMITTEE	SHARE-HOLDINGS ⁵	SHARES HELD BY RELATED PARTIES
Karl-Johan Persson, Chair	2020	Yes	No	1,800,000	6/6		12,136,289	Shareholder in Ramsbury Invest AB ⁶
Stina Bergfors	2016	Yes	Yes	775,000	6/6		9,000	6,000 ⁷
Anders Dahlvig	2010	Yes	Yes	975,000	6/6	5/5	17,510	
Danica Kragic Jensfelt	2019	Yes	Yes	775,000	6/6		2,500	120
Lena Patriksson Keller	2014	Yes	Yes	775,000	6/6			1,200 and 9,450 ⁸
Christian Sievert	2010	Yes	No ⁹	1,055,000	6/6	5/5	81,000	19,000 and 2,400 ¹⁰
Christina Synnergren ¹³	2023	Yes	Yes		4/4		34,475 ¹¹	
Erica Wiking Häger ¹³	2016	Yes	Yes	975,000	2/2	2/2		750 ¹²
Niklas Zennström	2014	Yes	Yes	775,000	6/6		72,700	
Ingrid Godin, employee rep.	2012				6/6			60
Louise Wikholm, employee rep.	2021				6/6			
Tim Gahnström, employee rep.	2021				5/6			
Agneta Gustafsson, deputy employee rep.	2022				6/6			
Ramon Horvath ¹⁴ , deputy employee rep.	2023				1/6		210	20
Margareta Welinder, deputy employee rep.	2007							

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 2022 AGM. This means that the fees related to the period until the next AGM, i.e. for the period 4 May 2022 to 4 May 2023. The amounts were paid out after the 2023 AGM.

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

5) There is no outstanding share- or share price-related incentive programme for the Board of Directors.

6) Ramsbury Invest AB owns 194,400,000 class A shares and 708,744,122 class B shares as of 30 November 2023.

7) 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) Christina Synnergren purchased shares during February 2024.

12) 750 shares owned through Erica Wiking Häger's company Erica Wiking Häger Advokattaktiebolag.

13) Erica Wiking Häger left the board at the annual general meeting in May 2023 and Christina Synnergren was elected as a new board member.

14) Ramon Horvath replaced Hampus Glangelius during the spring 2023 as deputy employee representative.