

Instructions for the nomination committee of Gränges AB (publ)

The Nomination Committee is to be appointed according to the following instructions to apply until a resolution is passed on new instructions:

The Nomination Committee is to consist of one representative from each of the three largest shareholders, based on shareholder statistics from Euroclear Sweden AB as of 31 August, as well as the Chairman of the Board. The names of the Nomination Committee members and the shareholders they represent are to be published no later than six months before the Annual General Meeting. The Nomination Committee's term of office continues until a new Nomination Committee is appointed. The chairman of the Nomination Committee is to be the member representing the largest shareholder, unless the Committee agrees otherwise. The Chairman of the Board may not, however, serve as the chairman of the Nomination Committee. It is the responsibility of the Chairman of the Board to assemble the Nomination Committee.

If shareholders refrain from participating in the Nomination Committee or are no longer among the three largest shareholders, their representatives are to relinquish their position and the shareholder next in line is to be offered the position on the Nomination Committee, if the Committee deems this necessary. The shareholders that have appointed representatives on the Nomination Committee have the right to dismiss the member and appoint a new representative. Changes to the Nomination Committee are to be published.

The Nomination Committee is to provide proposals on the election of the number of Board members to be elected by the Annual General Meeting, on fees and other remuneration for Board assignments to each of the Board members and on any compensation for committee work. The Nomination Committee is also to provide proposals on the election of and fees for the auditor as well as on a chairman for the Annual General Meeting.

No fees are payable to the Nomination Committee. The company is to pay for any reasonable expenses the Nomination Committee considers necessary for the Committee to carry out its duties.