



Nomination Committee Instruction for NIBE Industrier AB (publ)

The company shall have a Nomination Committee consisting of six members including a chairman. The members shall represent the largest shareholders in terms of votes as well as institutional shareholders. The chairman of the board of NIBE Industrier may also be a member of the Nomination Committee, but not be the chairman.

The members of the Nomination Committee, including its chairman, are elected by the Annual General Meeting.

The Nomination Committee shall submit proposals for chairman of the Annual General Meeting, board of directors for the coming financial year, chairman of the board of directors, auditor, board fees divided between the chairman and other members, and remuneration for committee work, fees to the company's auditor, members and chairman of the Nomination Committee for the next Annual General Meeting, and any changes to the Instruction for the Nomination Committee. In performing its duties, the Nomination Committee shall otherwise fulfil the tasks that rest upon the Nomination Committee under the Corporate Governance Code.

In the event that a member leaves the Nomination Committee before its work is completed, a new member appointed by the same shareholder may replace him or her. In the event that a shareholder who has appointed a member of the Nomination Committee significantly reduces its shareholding in the company, such member may resign and, if the Nomination Committee deems it appropriate, the shareholder next in line in terms of size may be given the opportunity to appoint a new member. Changes in the composition of the Nomination Committee shall be published in the usual order.

No remuneration shall be paid to the members of the Nomination Committee. Any necessary expenses for the work of the Nomination Committee shall be borne by the company.
