

The Nomination Committee's proposals and reasoned statement for the annual shareholders' meeting 2021

1. Background

In accordance with the guidelines adopted by the annual shareholders' meeting in BONESUPPORT HOLDING AB (the "Company") on 19 May 2020, a Nomination Committee has been appointed and announced through publication of the Q3 2020 interim report, on 5 November 2020. The Nomination Committee has consisted of Jacob Gunterberg, appointed by HealthCap V L.P., Caroline Sjösten, appointed by Swedbank Robur Fonder AB, Jonas Jendi, appointed by Stiftelsen Industrifonden, and the chairman of the board, Lennart Johansson. Jacob Gunterberg has been the chairman of the Nomination Committee.

2. The Nomination Committee's proposals for the annual shareholders' meeting 2020

The Nomination Committee submits the following proposals for resolutions:

Item 1: Election of chairman of the meeting

The Nomination Committee proposes to the annual shareholders' meeting that attorney Hans Petersson is elected as chairman of the meeting.

Item 8: Determination of the number of members of the board and the number of auditors

The Nomination Committee proposes to the annual shareholders' meeting that the number of the members of the board shall be five. Furthermore, it is proposed that one registered accounting firm is appointed as auditor until the end of the next annual shareholders' meeting.

Item 9: Determination of fees to the board of directors and the auditors

The Nomination Committee proposes to the annual shareholders' meeting that board remuneration shall be paid with SEK 375,000 to the chairman of the board (SEK 325,000 previous year) and with SEK 200,000 to each of the other board members who are not employed by the Company (SEK 150,000 previous year). It is further proposed that remuneration for committee work shall be paid with SEK 125,000 to the chairman of the audit committee (unchanged since previous year), with SEK 70,000 to each of the other members of the audit committee (unchanged since

previous year), with SEK 50,000 to the chairman of the remuneration committee (unchanged since previous year) and with SEK 25,000 to each of the other members of the remuneration committee (unchanged since previous year).

Remuneration to the auditor is proposed to be paid in accordance with invoiced amounts in accordance with customary charging standards.

Item 10: Election of members of the board, chairman of the board as well as election of auditors and deputy auditors

The Nomination Committee proposes to the annual shareholders' meeting that Håkan Björklund, Björn Odlander, Lars Lidgren, Tone Kvåle and Lennart Johansson are re-elected as ordinary board members. The Nomination Committee further proposes to the annual shareholders' meeting that Lennart Johansson is re-elected as chairman of the board.

Information on the board members proposed for re-election can be found at the Company website and in the annual report (www.bonesupport.com).

Furthermore, the Nomination Committee proposes to the annual shareholders' meeting that, in accordance with the recommendation from the audit committee, Ernst & Young AB is re-elected as accounting firm. Ernst & Young AB has announced that, provided that the Nomination Committee's proposal is approved by the annual general meeting, the authorized public accountant Ola Larsmon will continue to be the auditor in charge.

Item 11: Resolution on instruction and charter for the Nomination Committee

The Nomination Committee's proposal for the annual shareholders' meeting on guidelines for appointing members of the Nomination Committee and on the Nomination Committee's assignment can be found in the **Appendix**.

Item 15: Resolution on implementation of a long-term incentive program for certain members of the board of directors by way of (A) implementation of a performance-based share saving program; (B) authorization on directed issues of series C shares; (C) authorization on repurchase of series C shares; and (D) resolution on transfer of own ordinary shares alternatively (E) authorization to enter into a share swap agreement with a third party

The Nomination Committee's proposal for the annual shareholders' meeting on implementation of a long-term incentive program for certain members of the board of directors can be found in the separate documentation to the annual shareholders' meeting.

3. Description of the Nomination Committee's work and the Nomination Committee's reasoned statement

- 3.1 The composition of the Nomination Committee was announced on 5 November 2020.

- 3.2 The Nomination Committee has held five meetings and has also had additional contacts. The Nomination Committee has applied the instruction for the Nomination Committee which was adopted by the annual shareholders' meeting on 19 May 2020.
- 3.3 The Company's shareholders have been informed on the Company website, that it has been possible to submit proposals to the Nomination Committee. No such proposals have been submitted.
- 3.4 Following the constitution of the Nomination Committee, the Nomination Committee has oriented itself with regard to how the work in the board of directors has been conducted and how it works as well as with regard to the Company's strategy and future challenges. The Nomination Committee has furthermore evaluated the competence and experience that the members of the board should possess, which has served as guidance for the Nomination Committee's work. The chairman of the board has ensured that the Nomination Committee has received relevant information about the board work during the year, as well as the board evaluation which has been carried out by the members of the board.
- 3.5 The Nomination Committee makes the assessment that the board of directors has worked well during the period and that the members of the board who are available for re-election together possess the competence and the qualifications required to lead the Company's continued development.
- 3.6 The Nomination Committee further makes the assessment that the proposed composition of five members of the board is well in line with the Company's needs and with the requirements of the Swedish Corporate Governance Code (*Sw. Svensk kod för bolagsstyrning*) (the "**Code**").
- 3.7 In light of the foregoing, the Nomination Committee has concluded that the proposed board of directors composed of five members meets the requirements well with regard to the Company's operations, stage of development, current situation, future alignment and other circumstances as well as the requirements of breadth in terms of qualifications, experience and background of the members of the board elected by the annual shareholders' meeting. Furthermore, the Nomination Committee has come to the conclusion that the proposed board of directors stands for continuity and that there is currently no need to renew or supplement the current composition of the board of directors. In view of this, the Nomination Committee has proposed re-election of all current members of the board.
- 3.8 The Nomination Committee has also discussed the requirement for diversity as set forth in the Code. The Nomination Committee has applied Rule 4.1 of the Code as diversity policy, which states that the composition of the board of directors shall be characterized by diversity and breadth with respect to qualifications, experience and background of the members of the board. An equal gender balance shall also be strived for in the board of directors. The Nomination Committee can conclude that the proposed composition of the board of directors consists of one woman and four men. The gender diversity is thus 20 % / 80 %, which, in the Nomination

Committee's opinion, is not consistent with the requirement of an equal gender balance. The Nomination Committee's ambition is that the gender balance shall increase further over time, and at least correspond to the levels expressed by the Swedish Corporate Governance Board (*Sw. Kollegiet för svensk bolagsstyrning*).

- 3.9 Lastly, the Nomination Committee has, in accordance with the requirements set forth in the Code, discussed the independence of the members of the board of directors. The Nomination Committee has made the assessment that all proposed members of the board of directors, except Björn Odlander, are to be considered independent in relation to major shareholders, and that all proposed members of the board of directors are to be considered independent in relation to the Company and its senior management. Björn Odlander is to be considered independent in relation to the Company and its senior management, but not in relation to major shareholders as he is a partner of HealthCap. Accordingly, the proposal on the composition of the board of directors fulfils the requirements set forth in the Code regarding the independence of the members of the board.

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The Nomination Committee in BONESUPPORT HOLDING AB (publ)

Appendix

Instruction for the Nomination Committee in BONESUPPORT HOLDING AB

The Nomination Committee in BONESUPPORT HOLDING AB, Reg. No. 556802-2171 (the “**Company**”) proposes that the following instruction for the Nomination Committee is adopted.

1. Appointment of Nomination Committee

- 1.1 The Nomination Committee shall consist of four members, appointed by the three largest shareholders as per the end of September, together with the chairman of the board of directors. The “three largest shareholders” refer to the ownership grouped registered or in any other way known shareholders as per the end of September.
- 1.2 The chairman of the board of directors shall as soon as possible when the information regarding the three largest shareholders as per the end of September is known, contact the three largest shareholders to find out whether they wish to appoint a representative to the Nomination Committee. In case one of the three largest shareholders refrains from appointing a representative, or such representative resign prior to completion of the assignment and without the shareholder who has appointed the representative appointing a new member, the chairman of the board of directors shall encourage the next owner in size (i.e. in the first place the fourth largest shareholder) to appoint a representative. The procedure shall go on until the Nomination Committee is composed of four members including the chairman of the board of directors.
- 1.3 The Nomination Committee shall appoint the Chairman of the Nomination Committee among its members. The chairman of the board of directors or another member of the board of directors should not be appointed as Chairman of the Nomination Committee.
- 1.4 The members of the Nomination Committee shall be announced no later than six months before the annual shareholders’ meeting. When significant changes in the ownership occur after the date the Nomination Committee was appointed, the Nomination Committee may, if it considers it necessary, decide to offer a new owner a position in the Nomination Committee in accordance with the principles above. Changes in the Nomination Committee shall be made public immediately.
- 1.5 The Nomination Committee’s term shall run until such time as a new Nomination Committee has been elected.

1.6 No fees shall be paid to the members of the Nomination Committee.

1.7 This instruction shall apply until further notice.

2. Duties of the Nomination Committee

2.1 The Nomination Committee shall prepare and propose the following to the coming annual shareholders' meeting:

- (a) election of chairman at the shareholders' meeting;
- (b) election of chairman of the board of directors and other members of the board of directors;
- (c) fees to the board of directors, divided between the chairman and other members, and any fees for committee work;
- (d) election of auditor and fees to the auditor; and
- (e) if necessary, any changes to the principles for appointment of the Nomination Committee.

2.2 On request by the Nomination Committee, the Company shall provide the Nomination Committee with human resources such as a secretary function in order to facilitate the Nomination Committee's work. The Nomination Committee shall also have the right to, as far as necessary in connection with the future election of a board member, obtain material from external consultants on knowledge, experience and profile in reference to suitable candidates, and with the right for the Nomination Committee to charge the Company with reasonable costs for the production of such material.

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