

Instructions for the work of the Nomination Committee Inission AB

resolved at the Annual General Meeting on 8.5.2024

Generally

The Nomination Committee shall consist of three persons appointed by each of the three largest shareholders in terms of votes. In connection with the end of the third quarter, the Chairman of the Board will contact the three largest shareholders in the company and encourage them to appoint a member to the Nomination Committee. If a shareholder waives its right to appoint a member, the right shall pass to the next largest shareholder. The Nomination Committee appoints the Chairman from among its members. The term of office runs until a new nomination committee has been constituted.

The Nomination Committee's tasks include evaluating the composition and work of the Board of Directors and submitting proposals to the Annual General Meeting regarding:

- election of Chairman of the Annual General Meeting
- number of board members and auditors
- Election of the Board of Directors and Chairman of the Board
- election of auditor
- fees to the Board of Directors, committees and auditor

The assignment is to update a requirement profile and show how we meet this in the composition of the Board of Directors and to revise the Board's fees.

Rules

The Nomination Committee shall meet at least three times. The meetings must be recorded. Before the first meeting, a gross list of intended candidates will be produced and this document will be updated. The first meeting is the purpose of creating a prioritized gross list and distribution of who contacts whom. The second meeting aims to plan interviews with crystallized candidates.

Interviews are conducted to create a basis for assessing the person's suitability in terms of knowledge, experience and personal profile.

The last meeting aims to crystallize the proposal for a final candidate to propose to the Annual General Meeting.

Attachment

General requirements Board members

The following are not required but must be evaluated in a recruitment:

- Experience of board work
- International experience
- Integrity
- Social skills
- Renowned The composition of the board should reflect diversity, which also includes gender.

Acquisition

Experience of acquisition-driven companies in an international environment. Specific areas of expertise:

- Acquisition financing.
- The capital market as an aid to acquisition financing.
- Due Dilligence
- Culture and business climate
- Labour law issues in different countries
- Consolidation, merger and relocation of operations
- Legal issues

Market / Sales

Here we are looking for a person with experience from the electronics or similar contract selling industry in a leading role, in the areas of market monitoring, specification of needs, future analysis, purchasing or otherwise acquired knowledge of what will be required of us as a supplier in the future. Another important part is experience in building a strong brand.

It can be difficult/impossible to recruit this board expertise from one of our client companies or potential client companies, consulting companies or industry associations, but preferably someone who has left such a company in recent years.

Specific areas of expertise:

- The importance of the brand for B2B sales.
- What drives the customer's purchasing decision, in addition to price.
- Which areas of contract manufacturing are growing.
- How do customers choose contract manufacturers.
- Who makes the final purchase decision.
- What are the long-term trends and changes that the industry is driven by.
- What new requirements will be placed on suppliers in the future.

LEAN Production

Here we are looking for a competence who has worked with the implementation and operation of a LEAN or equivalent concept to enable halved lead times throughout the chain from first customer contact to delivery. Here we are looking for someone who is active as a production, quality manager

(TQM) or similar at a manufacturing company with its own sales, can be someone who is active in companies that work as a subcontractor to the automotive industry.

Specific areas of expertise:

- Actively worked to drive efficiency programs throughout the chain.
- Has a customer and quality focus.
- Worked with several concepts for efficiency.
- Worked on setting key figures even on the difficult to measure.
- Communicative.

Purchase

Here we are looking for a competence that is used to working with international purchases of standard components with relatively low unit prices where the right delivery is absolutely necessary. It would be valuable to find this competence in someone who has been active in some other company in the industry in a leading position or is still active in some wholesale or distribution company.

Specific areas of expertise:

- Extensive experience in international purchasing.
- Extensive experience in using modern IT tools to search for suppliers.
- Negotiation experience.
- Extensive experience of working on the basis of framework agreements.
- Quality assurance of suppliers.

Economy / Finance

A person who is used to handling financial issues for a listed company with all that entails in terms of regulatory reporting. Preferably with elements of analysis of economic parameters, i.e. Controller functions. Preferably experience in raising capital and that from First North (alternative marketplace) to small cap.

Specific areas of expertise:

- Extensive experience of the finance function in large listed companies
- Experience in currency management
- Risk analysis
- IR and regulatory framework

Durability

Experience of actively working with sustainability issues and how this is integrated in a smooth way into the business, especially balanced with regard to the small environmental impact that Inission exerts. Basic understanding of the organizations and regulations that operate globally in the area of Sustainability, e.g. Agenda 2030, GRI, the EU Taxonomy.

MR

Skills mapping, salary development and general about terms of employment and benefits. Has historically not been a priority area but should be valued.

- Salary development



- Salary ladders (mainly in collective employees)
- Bonus system

Quality

ISO standards and methods to achieve completely error-free deliveries.

- Standards and processes to ensure quality
- Catch and fix faults where they occur
- Metrics and KPIs

Introduction

For each new board member, the following mandatory elements must be reviewed:

	Start	Ansv	Yoke
1	Company presentation	CEO	
2	Rules of procedure of the Board of Directors	Chairman	In the folder
3	CEO Instruction	Chairman	In the folder
4	Organisation	CEO	
5	Inission business plan, structure of the subsidiaries Including appendices	CEO	In the folder
6	Annual report	MF	
7	Meet the CEO	VD	
8	Meeting structure internally: Monthly finances, Management team, Management Meeting	VD	
9	Meeting Structure Board Meetings; Agenda, theme meetings, frequency, time consumption Monthly finance meeting (info meeting) Record??	VD	
	Board member		
10	Review of the Company's IR and communication policy and inclusion in Inission's "Permanent Insider" register.	Chairman	
11	Get to know the industry; evertiq.se, Electronics in the Nordic Region, The Swedish Electronics Industry Association	Market	
12	Competitors and competitive analysis. The Business Plan.	VD	
13	Branschrappport	Market	
	Other		
13	Access Boardmtrl/IT	Chairman	
14	Interview selected subsidiaries' CEOs including factory visits	CEO	
15	Board evaluation	Chairman	