

N. B. The English text is an in-house translation of the original Swedish text. Should there be any disparities between the Swedish and the English text, the Swedish text shall prevail.

The nomination committee of Padox Aktiebolag (publ)'s proposals for the annual shareholders' meeting 2019 and motivated opinion regarding the nomination committee's proposals

The nomination committee of Padox Aktiebolag (publ), which was appointed in accordance with the principles established by the annual shareholders' meeting on 9 April 2018 in order to perform the tasks set out in the Swedish Code of Corporate Governance, consists of Anders Ryssdal (appointed by Eiendomsspar Sverige AB), Christian Ringnes (chairman of the board of directors), Jakob Iqbal (appointed by Helene Sundt AB and Christian Sundt AB jointly), Lars-Åke Bokenberger (appointed by AMF) and Marianne Flink (appointed by Swedbank Robur fonder). The nomination committee has appointed Anders Ryssdal as the nomination committee's chairman.

The nomination committee's proposals

The nomination committee makes the following proposals:

- Christian Ringnes is proposed to chair the annual shareholders' meeting.
- The number of members of the board of directors shall be six (2018: seven), with no deputy members, and the number of auditors is proposed to be one registered public accounting firm.
- The following members of the board of directors are proposed for election:
 - o Christian Ringnes, chairman (re-election)
 - o Leiv Askvig (re-election)
 - o Ann-Sofi Danielsson (re-election)
 - o Bengt Kjell (re-election)
 - o Jeanette Dyhre Kvisvik (re-election)
 - o Jon Rasmus Aurdal (re-election)

Helene Sundt has declined re-election.

- The following fees to the board of directors are proposed (fees for 2018 in brackets):
 - o A fee to the chairman of the board of directors of SEK 800,000 (750,000).
 - o A fee to the deputy chairman of the board of directors of SEK 600,000 (550,000).
 - o A fee of SEK 400,000 (400,000) to each of the other board members elected by the shareholders' meeting.
 - o A fee of SEK 50,000 (50,000) to each of the two members, the chairman included, of the remuneration committee.
 - o A fee to the chairman of the audit committee of SEK 130,000 (130,000) and a fee of SEK 70,000 (70,000) to each of the other two members of the audit committee.

The proposed board fees, including fees for work in committees, thereby amount to a maximum of SEK 3,370,000 (3,670,000).

- The accounting firm PwC is proposed for re-election as auditor for the time until the end of the annual shareholders' meeting 2020, in accordance with the audit committee's recommendation. The nomination committee notes that Patrik Adolfson will be appointed auditor in charge should

PwC be elected as auditor. Furthermore, it is proposed that the fees to the auditors, as in previous years, shall be paid in accordance with approved invoice.

- It is proposed that the nomination committee for the annual shareholders' meeting 2020 is appointed in accordance with the following:

Ahead of annual shareholders' meeting 2020, the nomination committee shall consist of members appointed by the four largest shareholders, in terms of votes, listed in the shareholders' register maintained by Euroclear Sweden as of 31 July 2019 together with the chairman of the board of directors, who will also convene the first meeting of the nomination committee. If a shareholder, who is entitled to appoint a representative to the nomination committee, abstains from appointing a representative, the right to appoint a representative shall pass to the largest shareholder who was previously not entitled to appoint a representative to the nomination committee. The member of the nomination committee that was appointed by the largest shareholder, in terms of votes, shall be appointed chairman of the nomination committee.

If earlier than two months prior to the annual shareholders' meeting 2020, one or more of the shareholders having appointed members to the nomination committee no longer are among the four largest shareholders, in terms of votes, members appointed by these shareholders shall offer to resign and the shareholders who then are among the four largest shareholders may appoint their representatives. Unless there are special reasons, no changes shall occur in the nomination committee's composition in the event of a marginal change in voting power or if the change occurs later than two months before the annual shareholders' meeting.

Should a member resign from the nomination committee before its work is completed and the nomination committee considers it necessary to replace him or her, such substitute member is to represent the same shareholder or, if the shareholder is no longer one of the largest shareholders, the largest shareholder in turn.

Changes to the composition of the nomination committee must be announced immediately. The composition of the nomination committee shall be announced no later than six months before the annual shareholders' meeting.

Remuneration shall not be paid to the members of the nomination committee. The company is, however, to pay any necessary expenses that the nomination committee may incur in its work.

The term of office for the nomination committee ends when the composition of the following nomination committee has been announced.

The work of the nomination committee

The members of the nomination committee have established that there are no conflicts of interest in respect of the work in the nomination committee. The nomination committee has held three meetings, for which minutes have been kept, ahead of the annual shareholders' meeting 2019.

The nomination committee has reviewed all matters that the nomination committee is to review according to the Swedish Code of Corporate Governance, including (a) the board of directors' competence and ability in relation to Pandox' operations and development, (b) the size of the board of directors, (c) the composition of the board of directors with respect to the board members' experience, gender and background, (d) the fees to the members of the board of directors, (e) proposals for election of auditor and auditor fees, as well as (f) how the nomination committee for the annual shareholders' meeting 2020 shall be appointed.

Motivated statement

Following interviews conducted by the nomination committee and the board of directors' evaluation, the nomination committee has a good and positive perception of the board of directors' work. The nomination committee has during 2018 conducted interviews with all board members and the company's CEO. The conclusion is that the board of directors is composed of individuals with qualifications that meet the strategic and operational requirements imposed on the company and that the work of the board of directors is conducted efficiently and professionally. With the exception of Helene Sundt, who has declined re-election, the nomination committee proposes that all board members are re-elected. The nomination committee is of the opinion that the proposed six board members together constitute a well-balanced board of directors, but the nomination committee will continuously evaluate if any additions to the board is appropriate.

In connection with the inaugural board meeting 2018, Bengt Kjell was appointed deputy chairman of the board of directors to further streamline the board of directors' ongoing work and to ensure good communication in decision-making processes which often are driven at a high pace. The board of directors is satisfied with the result and the nomination committee has been informed that the board of directors intends to appoint Bengt Kjell as deputy chairman of the board of directors for the next period as well. The nomination committee has assessed that the board members have the time and availability required to perform their duties.

When preparing the proposal in respect of the election of the board of directors, the nomination committee applies the provisions of rule 4.1 of the Swedish Corporate Governance Code as diversity policy and with regard to the objectives of such policy. The objective is that the board of directors shall be composed of members of different age, gender, geographical origin and with a varied academic and professional background. Provided that the annual shareholders' meeting resolves in accordance with the nomination committee's proposal, two out of six board members will be female.

The nomination committee has assessed whether the proposed board members are to be considered independent of the larger shareholders and/or the company's management. The nomination committee has determined that three of the proposed board members are to be considered dependent in relation to the company's large shareholders; Christian Ringnes, Jon Rasmus Aurdal, and Leiv Askvig. The nomination committee has determined that three of the six proposed board members are to be considered independent in relation to the company's larger shareholders; Ann-Sofi Danielsson, Bengt Kjell and Jeanette Dyhre Kvisvik. The nomination committee has determined that all proposed board members are to be considered independent in relation to the company's management. The proposal therefore fulfils existing code requirements regarding board members' independence in relation to the company, the company's management and larger shareholders.

Detailed information regarding the proposed board members and auditors are available on the company's website, www.pandox.se.

Stockholm, March 2019
Pandox Aktiebolag (publ)
The nomination committee