

English translation for information purposes only. If there are differences between the English translation and the Swedish original, the Swedish text will take precedence.

THE NOMINATION COMMITTEE'S PROPOSAL FOR HUMANA'S ANNUAL MEETING 2024

The nomination committee in Humana AB, which consists of Fredrik Strömholm, representative of Impilo Care AB (chairman of the nomination committee); Alexander Kopp, representative of Incentive AS; Richard Torgersson, representative of Nordea Fonder, Anette Andersson, representative of SEB Investment Management AB and Anders Nyberg, Humana's chairman of the board, submit the following proposal before the annual general meeting of Humana AB on May 16, 2024.

Chairman at the annual general meeting

Anders Nyberg is proposed as chairman of the annual general meeting.

The number of board members and auditors

The proposal is that the number of board members amounts to seven board members elected by the general meeting without deputies.

The proposal is that the company should have an auditor without a deputy.

Auditor

In accordance with the audit committee's recommendation, re-election of KPMG AB as auditor for the period until the end of the annual general meeting in 2025.

Neither the nomination committee's proposal nor the audit committee's recommendation to the auditor has been subject to influence from third parties or been forced by any contractual conditions that limited the freedom of choice in the choice of auditor.

Remuneration to the board of directors

The proposal is that the fees should be paid as follows:

- Chairman of the board: SEK 775,000 (725,000).
- Other board members: SEK 290,000 (260,000).
- Chairman of the audit committee: SEK 145,000 (120,000).
- Other members of the audit committee: SEK 60,000 (50,000).
- Chairman of the remuneration committee: SEK 110,000 (90,000).
- Other members of the remuneration committee: SEK 50,000 (40,000).

The proposal involves a total board remuneration amounting to SEK 3,100,000 (2,765,000). The proposed increase is explained by an ambition to keep the remuneration level at a level corresponding to that in other similar companies and that no increase was made in 2023 despite significant inflation.

Fee to auditor

The auditor's fee must be paid according to an approved invoice.

Election of the chairman of the board and other board members

The nomination committee proposes re-election of board members Grethe Aasved, Carolina Oscarius Dahl, Monica Lingegård, Leena Munter, Anders Nyberg, Ralph Riber and Fredrik Strömholm.

Election of Anders Nyberg as chairman of the board.

The selection committee's reasoned statement

The nomination committee's reasoned opinion regarding the proposal for the board and information about the proposed board members can be read in a separate document, which is available on the company's website <http://corporate.humana.se>

Stockholm, Februari 2024
Humana AB (publ)
The Nomination Committee