

The Nomination Committee's proposals and reasoned statement for the annual general meeting 2025

1. Background

In accordance with the guidelines adopted by the annual general meeting in BONESUPPORT HOLDING AB (the "**Company**") on 17 May 2023, a Nomination Committee has been appointed and announced through publication of the Q3 2024 interim report, on 24 October 2024. As a result of changes in ownership, the composition of the Nomination Committee was subsequently changed, which was announced through a press release on 29 November 2024. The Nomination Committee has consisted of Caroline Sjösten, appointed by Swedbank Robur Fonder, Erik Selin, appointed by Erik Selin Fastigheter (replaced Anna Sundberg (Handelbanken Fonder) 29 November 2024) and Staffan Lindstrand, appointed by HealthCap V L.P. Caroline Sjösten has been the chair of the Nomination Committee. In addition, Lennart Johansson, the chair of the board, has been co-opted to the Nomination Committee except from when the Nomination Committee has considered the question regarding the chair of the board and the chair's remuneration.

2. The Nomination Committee's proposals for the annual general meeting 2025

The Nomination Committee submits the following proposals for resolutions:

Item 2: Election of chairperson of the meeting

The Nomination Committee proposes to the annual general meeting that attorney Madeleine Rydberger is elected as chair of the meeting.

Item 10: Determination of the number of members of the board and the number of auditors

The Nomination Committee proposes to the annual general 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 general meeting.

Item 11: Determination of fees to the board of directors and the auditor

The Nomination Committee proposes to the annual general meeting that board remuneration shall be paid with SEK 550,000 to the chair of the board (SEK 475,000 previous year) and with SEK 250,000 to each of the other board members who are not employed by the Company (SEK 235,000 previous year). It is further proposed that remuneration for committee work shall be paid with SEK 180,000 to the chair of the audit committee (SEK 165,000 previous year), with SEK 90,000 to each of the other members of the audit committee (SEK 80,000 previous year), with SEK 65,000 to the chair of the remuneration committee (SEK 60,000 previous year) and with SEK 35,000 to each of the other

members of the remuneration committee (SEK 30,000 previous year). The Nomination Committee also proposes that additional remuneration of SEK 100,000 (corresponding to approximately USD 10,000) shall be paid to the board member Mary I O'Connor as compensation for lost time due to travel to and from the Company.

The Nomination Committee further proposes that the board members together shall receive an extended board remuneration of a total of SEK 1,550,000, subject to (i) the board member acquiring shares in BONESUPPORT HOLDING AB for the entire extended board remuneration (after tax) as soon as possible after the annual general meeting's resolution and the payment of the extended board remuneration, and (ii) the board member undertakes not to sell the shares during the board member's entire term of office at BONESUPPORT HOLDING AB. The extended board remuneration shall be distributed as follows: SEK 550,000 to the chair of the board, corresponding to 100 percent of the ordinary board remuneration to the chair of the board, and SEK 250,000 to each of the other board members who are not employed by the Company, corresponding to 100 percent of the ordinary board remuneration. In the event that the board member before the next annual general meeting is dismissed as a result of breach of his or hers obligations as a board member or leaves the board at his or hers own request, the board member is obliged to repay the entire extended board remuneration (after tax).

Lennart Johansson has not participated in the Nomination Committee's consideration of the proposal in the part it refers to himself.

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

Item 12: Election of members of the board, chairperson of the board and election of auditor

The Nomination Committee proposes to the annual general meeting that Lennart Johansson, Mary I O'Connor, Björn Odlander and Christine Rankin are re-elected as ordinary board members and that Jens Viebke is elected as a new ordinary board member. The Nomination Committee further proposes to the annual general meeting that Lennart Johansson is re-elected as chairperson of the board. Håkan Björklund has declined re-election.

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

Information about the board member proposed for election can be found below.

Jens Viebke (born 1967) holds a Master's degree in Chemical Engineering and a Doctor of Technology in Polymer Technology from the Royal Institute of Technology (KTH), as well as an Executive MBA from the Stockholm School of Economics. He has extensive experience in senior positions within business management, strategy, acquisitions, and

research in international medtech and life science companies, including GE Healthcare and Getinge. He is also a board member of Sedana Medical AB and Stille AB.

Furthermore, the Nomination Committee proposes to the annual general meeting, in accordance with the recommendation from the audit committee, that Ernst & Young AB is re-elected as accounting firm for the period until the end of the 2026 annual general meeting. Ernst & Young AB has announced that, provided that the Nomination Committee's proposal is approved by the annual general meeting, the authorized public accountant Henrik Rosengren will continue to be the auditor in charge.

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

The Nomination Committee has held eight meetings and has also had additional contacts. The Nomination Committee has applied the instruction for the Nomination Committee which was adopted by the annual general meeting on 17 May 2023.

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.

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 chair 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.

The current board member, Håkan Björklund, has announced that he declines re-election. In light of this, as well as the company's needs based on its strategy and future challenges, the Nomination Committee initiated a process to identify new candidates for the board and has thoroughly discussed the required skills, experience, and background for complementing the board. The Nomination Committee believes that the board member proposed for election brings valuable complementary knowledge and experience to the board. Furthermore, the Nomination Committee assesses that the current board has performed well during the period, and that the board members available for re-election, together with the board member proposed for election, possess the competence and qualifications necessary to lead the company's continued development.

The Nomination Committee 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**").

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 general meeting.

The Nomination Committee has also discussed the requirement for diversity as set forth in the Code. The Nomination Committee looks at diversity in terms of areas of competence, background, international experience and gender balance. The Nomination Committee can conclude that the proposed composition of the board of directors consists of 2 women and 3 men. The gender diversity is thus 40% / 60%. The Nomination Committee's ambition is that the gender balance shall increase further over time.

When assessing the independence of the proposed board members, the Nomination Committee has found that the proposed composition of the board of the Company meets the requirements regarding independence set forth in the Swedish Corporate Governance Code. The Nomination Committee assesses that all individuals proposed for re-election, as well as those proposed for election, are independent in relation to both the company and the executive management, as well as to the company's larger shareholders.

April 2025

The Nomination Committee in BONESUPPORT HOLDING AB (publ)