

The Nomination Committee's reasoned statement in respect of the Annual General Meeting 2021 in Enzymatica AB (publ)

In accordance with the principles for the Nomination Committee which were established at the Annual General Meeting 2019, the Nomination Committee for the next Annual General Meeting shall consist of representatives of the four largest shareholders registered in the register of shareholders held by Euroclear Sweden AB at the end of September each year, together with the Chairman of the Board. The Nomination Committee in respect of the Annual General Meeting 2019 has been comprised of Mats Andersson (Abanico Invest AB and several other companies as well as private holdings), Håkan Roos (Roosgruppen AB), Björn Algvist (Fibonacci Asset Management AB), Guðmundur Pálmason (Fortus hf.) and the Chairman of the Board, Bengt Baron. Håkan Roos served as Chairman of the Nomination Committee.

The task of the Nomination Committee is to submit proposals to the Annual General Meeting concerning the election of the Chairman of the General Meeting, the election of members of the Board and the Chairman of the Board, the election of auditor, as well as remuneration for the Board divided between the Chairman and the other members of the Board, including remuneration for committee work, as well as remuneration to the company's auditor. In respect of the Annual General Meeting 2021, the Nomination Committee submits the following proposals.

The Nomination Committee proposes that attorney Henric Stråth, Moll Wendén Law Firm, is elected as Chairman of the Annual General Meeting 2021.

The Nomination Committee proposes re-election of Bengt Baron, Guðmundur Pálmason, Mats Andersson, Louise Nicolin and Fredrik Lindberg as well as the election of Helene Willberg as ordinary members. Marianne Dicander Alexandersson has denied re-election. Furthermore, the Nomination Committee proposes the re-election of Bengt Baron as Chairman of the Board. The proposal by the Nomination Committee means that the number of Board members is six during the upcoming term and thus unchanged.

Information on members proposed for election is available on the company's website, www.enzymatica.se

The Nomination Committee proposes that remuneration for the board of directors, excluding remuneration for committee work, shall be paid with a total of SEK 1,625,000 (previously SEK 1,275,000) of which SEK 500,000 (previously SEK 400,000) is remuneration for the chairman of the board of directors and SEK 225,000 (previously SEK 175,000) to every other member of the board of directors who are not employed by the Company. In addition, the nomination committee proposes that remuneration for work in the audit committee shall be paid with SEK 175,000 (previously SEK 100,000) to the chairman of the audit committee and SEK 50,000 (previously SEK 50,000) to the other member. The Nomination Committee proposes that no remuneration shall be paid for work in the Remuneration Committee.

In accordance with the Audit Committee's recommendation, the Nomination Committee proposes that the registered auditing company Deloitte AB is re-elected as auditor for the period until the end of the Annual General Meeting 2022. Remuneration shall be paid in accordance with approved invoices.

Before the Annual General Meeting 2021, the Nomination Committee has held one recorded meeting. In addition, correspondence by email has occurred. The Nomination Committee has conducted a board evaluation and has come to the conclusion that the work in the Board has been conducted well and efficient during the year. In preparing its proposal for the Board of Directors, the Nomination Committee has paid particular attention to the requirements that the company's strategic development, international operations and governance and control imposed on the Board's competence and composition. The Nomination Committee has also taken into account the Board's need for diversity and breadth in terms

of competence, experience and background while maintaining the necessary continuity in the work of the Board.

Against this background, the Nomination Committee has made the assessment that the current Board has an appropriate composition with regards to the company's operations, phase of development and other relevant circumstances and that the Board exhibits diversity and breadth of the Board members qualifications, experience and background. Therefore, the Nomination Committee proposes re-election of all Board members except for Marianne Dicander Alexandersson, who has denied re-election.

When assessing the independence of the Board members, the Nomination Committee has found that its proposal for board composition in Enzymatica AB (publ) fulfils the requirements regarding independence set forth in the Swedish Code of Corporate Governance. In the assessment, the Nomination Committee has taken into consideration that Mats Andersson is to be regarded as dependent in relation to the company's major shareholders.

The Nomination Committee in March 2021