

N.B. The English text is an in-house translation.

**Protokoll fört vid årsstämma i Sleep
Cycle AB (publ), org.nr 556614-7368,
torsdagen den 11 april 2024 i Göteborg**
*Minutes kept at the annual general meeting (the
"AGM") in Sleep Cycle AB (publ), reg. no. 556614-
7368, held on Thursday 11 April 2024 in
Gothenburg, Sweden*

1. § Stämmans öppnande / Opening of the meeting

Stämman öppnades av styrelsens ordförande Anne Broeng.
The chairperson of the board of directors, Anne Broeng, opened the meeting.

2. § Val av ordförande vid stämman / Election of chairperson of the meeting

Advokat Aleksander Ivarsson valdes till ordförande vid årsstämman. Noterades att bolagets CFO Per Andersson skulle föra protokollet.
The attorney Aleksander Ivarsson was appointed chairperson of the AGM. It was noted that the company's CFO Per Andersson should keep the minutes.

Noterades att aktieägarna har kunnat utöva sin rösträtt per post före stämman.
It was noted that the shareholders have been able to exercise their voting rights by postal voting prior to the AGM.

Kallelsen till bolagsstämman liksom det formulär som använts för poströstning bilades protokollet, Bilaga 1 och Bilaga 2.
The notice to attend the meeting and the form used for postal voting were attached to the minutes, Appendix 1 and Appendix 2.

Ordföranden upplyste om att det fanns personer i stämmolokalen som inte var aktieägare. Beslutades att dessa personer fick närvara vid stämman.
The chairperson informed that there were persons present at the meeting venue that were not shareholders. It was resolved that these persons could attend the AGM.

3. § Upprättande och godkännande av röstlängd / Preparation and approval of the voting register

En förteckning över vid stämman närvarande aktieägare, ombud och biträden upprättades av Euroclear Sweden AB på uppdrag av bolaget, baserad på bolagsstämmoaktieboken, anmälda aktieägare som närvarade i stämmolokalen samt mottagna poströster, Bilaga 3. Förteckningen godkändes som röstlängd vid stämman.
A list of the shareholders, representatives and assistants present at the meeting was drawn up by Euroclear Sweden AB on behalf of the company, based on the AGM's register of shareholders, shareholders having given notice of participation and being present at the meeting venue, and postal votes received, Appendix 3. The list was approved as the voting list for the meeting.

4. § Godkännande av dagordning / Approval of the agenda

Det i kallelsen intagna förslaget till dagordning godkändes av stämman.
The proposed agenda published in the notice was approved by the meeting.

5. § Val av justeringspersoner / *Election of persons to approve the minutes*

Anna Sundberg (representerande Handelsbanken Sverige Index Criteria) och Magnus Gilland (representerande eget innehav) utsågs att jämte ordföranden justera dagens protokoll.

Anna Sundberg (representing Handelsbanken Sverige Index Criteria) and Magnus Gilland (representing his own holdings) were appointed to approve the minutes together with the chairperson of the meeting.

6. § Prövning av om stämman blivit behörigen sammankallad / *Determination of whether the meeting has been duly convened*

Det upplystes att kallelse till stämman skett genom annonsering i Post- och Inrikes Tidningar den 14 mars 2024 samt att kallelsen offentliggjorts och hållits tillgänglig på bolagets webbplats sedan den 11 mars 2024. Att kallelse har skett har vidare annonserats i Svenska Dagbladet samt i Göteborgsposten den 14 mars 2024. Stämman konstaterades vara i behörig ordning sammankallad.

It was noted that notice to attend the AGM had been published in the Official Swedish Gazette (Sw. Post- och Inrikes Tidningar) on 14 March 2024 and that the notice had been made available at the company's website on 11 March 2024. Further, on 14 March 2024, the company announced in Svenska Dagbladet and Göteborgsposten that notice had been issued. It was determined that the meeting had been duly convened.

7. § Anförande av verkställande direktören / *Presentation by the CEO*

Verkställande direktören Erik Jivmark höll ett anförande. Härefter besvarades frågor från aktieägarna.

The CEO, Erik Jivmark, gave a speech. Hereafter, questions from the shareholders were answered.

8. § Framläggande av a) årsredovisning och revisionsberättelse samt koncernredovisning och koncernrevisionsberättelse och b) revisorsyttrande om huruvida befintliga riktlinjer för ersättning till ledningen har följts / *Presentation of a) the annual report and the audit report as well as the consolidated financial statements and auditor's report for the group, and b) the auditor's statement regarding the company's compliance with the guidelines for remuneration to members of the executive management*

Framlades årsredovisning jämte revisionsberättelsen samt koncernredovisningen jämte koncernrevisionsberättelsen för räkenskapsåret 2023. Vidare framlades revisorns yttrande om huruvida befintliga riktlinjer för ersättning till ledande befattningshavare har följts.

The annual report and the auditors' report as well as the consolidated annual report and the consolidated auditors' report for the financial year 2023, were presented. In addition, the auditor's statement regarding whether the guidelines for remuneration to the executive management have been complied with, was presented.

Auktoriserade revisorn Ulrika Ramsvik lämnade en redogörelse för revisionsarbetet under 2023 och föredrog därefter slutsatserna i revisionsberättelsen för räkenskapsåret 2023.

The authorized public accountant Ulrika Ramsvik presented the audit process during 2023 and the conclusions in the auditor's report for the financial year 2023.

9 a. § Beslut om fastställelse av resultaträkning och balansräkning samt koncernresultaträkning och koncernbalansräkning / *Resolution regarding adoption of the income statement and balance sheet as well as the consolidated income statement and consolidated balance sheet*

Årsstämman beslutade att fastställa resultaträkningen och balansräkningen samt koncernresultaträkning och koncernbalansräkning för räkenskapsåret 2023.

The AGM resolved to adopt the income statement and balance sheet and the consolidated income statement and consolidated balance sheet for the financial year 2023.

9 b. § Beslut om dispositioner beträffande bolagets vinst eller förlust enligt den fastställda balansräkningen / *Resolution regarding allocation of the company's profit or loss in accordance with the adopted balance sheet*

Föredrogs styrelsens förslag att lämna utdelning till aktieägarna om 2,30 kr per aktie, varav 1,30 kr per aktie som ordinarie utdelning för räkenskapsåret 2023 och 1,00 kr per aktie som extraordinär utdelning, samt att avstämningsdag för rätt till utdelning skulle fastställas till den 15 april 2024.

The board of directors' proposal on a cash dividend of SEK 2.30 per share to be paid to the shareholders, of which SEK 1.30 per share shall be ordinary dividend for 2023 and SEK 1.00 per share shall be extraordinary dividend, and that the record date for right to dividend shall be 15 April 2024, was presented.

Årsstämman beslutade i enlighet med styrelsens förslag.

The AGM resolved in accordance with the board of directors' proposal.

9 c. § Beslut om ansvarsfrihet för styrelseledamöterna och verkställande direktören / *Resolution regarding discharge from liability for the board members and the CEO*

Årsstämman beslutade att bevilja styrelseledamöterna och den verkställande direktören ansvarsfrihet för deras förvaltning av bolagets angelägenheter under räkenskapsåret 2023.

The AGM resolved to discharge the members of the board of directors and the CEO from liability in respect of their management of the company's business during the financial year 2023.

Antecknades att berörda personer, i den mån de var upptagna i röstlängden, inte deltog i beslutet såvitt avsåg dem själva.

It was noted that each person concerned, if registered in the voting list, did not participate in the resolution regarding themselves.

10. § Fastställande av a) antalet styrelseledamöter och b) antalet revisorer / *Determination of a) the number of board members and b) the number of auditors*

Valberedningens ordförande Anna Sundberg lämnade en redogörelse för valberedningens arbete samt presenterade valberedningens förslag.

The chairperson of the Nomination Committee, Anna Sundberg, gave a presentation of the work of the Nomination Committee and presented the Nomination Committee's proposals.

Årsstämman beslutade att antalet styrelseledamöter ska vara fyra utan suppleanter.

The AGM resolved that the number of members of the board of directors shall be four without deputies.

Årsstämman beslutade vidare att antalet revisorer ska vara en utan suppleanter.
Further, the AGM resolved that the number of auditors shall be one without deputies.

11. § Fastställande av a) styrelsearvoden och b) revisorsarvoden / Determination of a) fees to the board members and b) fees to the auditors

Årsstämman beslutade, för tiden intill slutet av nästa årsstämma, att styrelsearvode ska utgå med 735 000 kronor till styrelsens ordförande och 290 000 kronor till envar av övriga ledamöter, 125 000 kronor till ordföranden i revisionsutskottet och 65 000 till övriga ledamöter i revisionsutskottet samt 65 000 kronor till ordföranden i ersättningsutskottet och 40 000 kronor till övriga ledamöter i ersättningsutskottet.

The AGM resolved, for the time period until the end of the next AGM, that the board of directors' fees shall be paid with SEK 735,000 to the chairperson of the board of directors and SEK 290,000 to each of the other members, SEK 125,000 to the chairperson of the audit committee and SEK 65,000 to the other members of the audit committee as well as SEK 65,000 to the chairperson of the remuneration committee and SEK 40,000 to the other members of the remuneration committee.

Årsstämman beslutade vidare att arvode till bolagets revisor ska utgå enligt godkänd räkning.

The AGM further resolved that fees to the auditor shall be paid in accordance with approved invoice.

12. § Val av styrelseledamöter och styrelseordförande / Election of the board of directors and chairperson of the board

Noterades att uppgifter om föreslagna styrelseledamöters uppdrag i andra företag framlagts genom att ha funnits tillgängliga på bolagets huvudkontor och på bolagets hemsida.

It was noted that information on the proposed board members' assignments in other companies had been presented by being available at the company's head office and on the company's website.

Till styrelseledamöter omvaldes Anne Broeng, Maciej Drejak och Mathias Høyer samt nyvaldes Hans Skruvfors för tiden intill slutet av nästa årsstämma.

Anne Broeng, Maciej Drejak and Mathias Høyer were re-elected, and Hans Skruvfors was newly elected, as members of the board of directors for the period until the end of the next AGM.

Till styrelseordförande omvaldes Anne Broeng.

Anne Broeng was re-elected as the chairperson of the board of directors.

13. § Val av revisor / Election of auditor

Det registrerade revisionsbolaget Öhrlings PricewaterhouseCoopers AB ("PwC") valdes, i enlighet med valberedningens förslag, till revisor för tiden intill slutet av årsstämman 2025. Noterades att PwC meddelat att den auktoriserade revisorn Ulrika Ramsvik kommer att vara huvudansvarig revisor.

In accordance with the Nomination Committee's proposal, the registered audit firm Öhrlings PricewaterhouseCoopers AB ("PwC") was elected as auditor for the period until the close of the AGM 2025. It was noted that PwC had informed that the authorized public accountant Ulrika Ramsvik will be the auditor in charge.

14. § Beslut om principer för valberedningen / *Resolution on principles for the Nomination Committee*

Årsstämman beslutade i enlighet med valberedningens förslag att anta nya principer för utseende av valberedning att gälla tills vidare.

The AGM resolved in accordance with the Nomination Committee's proposal to adopt new principles for establishment of a Nomination Committee, to apply until further notice.

15. § Beslut om godkännande av ersättningsrapport / *Resolution on approval of remuneration report*

Noterades att styrelsens ersättningsrapport enligt 8 kap. 53 a § aktiebolagslagen framlagts genom att den funnits tillgänglig hos bolaget och på bolagets hemsida.

It was noted that the board of directors' remuneration report pursuant to Chapter 8, Section 53 a of the Swedish Companies Act had been presented by being available at the company and on the company's website.

Stämman beslutade att godkänna styrelsens ersättningsrapport för 2023.

The AGM resolved to adopt the remuneration report for 2023.

16. § Beslut om (i) riktad emission av teckningsoptioner, Serie 2024/2027 till anställda och (ii) erläggande av gratifikation / *Resolution on (i) directed issue of warrants, Series 2024/2027 to employees and (ii) payment of a gratuity*

Noterades att styrelsens fullständiga förslag till beslut om riktad emission av teckningsoptioner, Serie 2024/2027 till anställda och erläggande av gratifikation, Bilaga 4, framlagts genom att det funnits tillgängligt hos bolaget och på bolagets hemsida samt skickats till de aktieägare som begärt det.

It was noted that the board of directors' complete proposal for resolution on directed issue of warrants, Series 2024/2027 to employees and payment of a gratuity, Appendix 4, had been presented by being available at the company and on the company's website as well as sent to shareholders upon request.

Stämman beslutade att godkänna styrelsens förslag om inrättandet av ett incitamentsprogram för anställda i bolaget genom en riktad emission av teckningsoptioner, Serie 2024/2027 och erläggande av gratifikation. Det antecknades att beslutet var enhälligt och således bifallits med erforderlig majoritet om nio tiondelar av såväl de avgivna rösterna som de vid stämman företrädde aktierna.

The AGM resolved to adopt the board of directors' proposal on the implementation of an incentive program for the employees of the company by a directed issue of subscription warrants, Series 2024/2027 and payment of a gratuity. It was noted that the resolution was unanimous and, accordingly, had been approved with the required majority of nine-tenths of the votes cast and the shares represented at the meeting.

17. § Stämmans avslutande / *Closing of the meeting*

Årsstämman förklarades avslutad.

The AGM was declared closed.

Avtackades Olof Nilsson och Rasmus Järborg för sina värdefulla insatser som styrelseledamöter i bolaget.

Olof Nilsson and Rasmus Järborg were thanked for their valuable contributions as board members of the company.

Vid protokollet:

Minutes kept by:

Per Andersson

Justeras:

Approved:

Aleksander Ivarsson

Anna Sundberg

Magnus Gilland



Notice of Annual General Meeting in Sleep Cycle AB (publ)

The shareholders of Sleep Cycle AB (publ) ("Sleep Cycle"), reg. no. 556614-7368, are hereby invited to attend the Annual General Meeting (the "AGM") to be held on 11 April 2024 at 09:30 CEST at Jacy'z hotel, floor 24, Drakegatan 10, 412 50 Gothenburg, Sweden. Admission and registration for the AGM will begin at 09:00 CEST.

The Board of Directors has resolved, in accordance with the provisions of Sleep Cycle's Articles of Association, that shareholders may also exercise their voting rights in advance by so-called postal voting.

Right to participate and notification

A) Attending the meeting venue

A person who wishes to attend the meeting venue in person or by proxy must

- be listed as a shareholder in the presentation of the share register prepared by Euroclear Sweden AB concerning the circumstances on 3 April 2024; and
- give notice of its participation no later than 5 April 2024 by mail to Sleep Cycle AB (publ), c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, Sweden, by phone +46 (0)8-402 91 33, by email to generalmeetingservice@euroclear.com or through the company's website, <https://investors.sleepcycle.com/en/>. Upon the notification of participation, the shareholder must state name/business name, personal or corporate identity number, address, telephone number and number of any assistants (not more than two).

For shareholders who wish to be represented by a proxy, a written and dated power of attorney signed by the shareholder must be issued for the representative. Form of proxy is available on Sleep Cycle's website, <https://investors.sleepcycle.com/en/>. If the shareholder is a legal entity, certificate of incorporation, or corresponding authorisation document for the legal entity, must be attached. In order to facilitate the registration at the meeting, the power of attorney together with any registration certificate and other authorisation documents should be sent to the company at the address set out above in connection with the notice of participation.

B) Participation by postal voting

A person who wishes to participate in the AGM by postal voting must

- be listed as a shareholder in the presentation of the share register prepared by Euroclear Sweden AB concerning the circumstances on 3 April 2024; and

- give notice of its participation no later than 5 April 2024 by submitting its postal vote in accordance with the instructions below, so that the postal vote is received by Euroclear Sweden AB no later than that day.

A shareholder who wishes to attend the meeting venue in person or by proxy, must give notice of this in accordance with the instructions stated under A) above. Hence, a notice of participation only through postal voting is not sufficient for a person who wishes to attend the meeting venue.

A special form shall be used for postal voting. The form is available on the company's website, <https://investors.sleepcycle.com/en/>. The completed and signed form may be sent by mail to Sleep Cycle AB (publ), AGM 2024, c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, Sweden, or by email to generalmeetingservice@euroclear.com (state "Sleep Cycle AB – postal voting" in the subject line). The completed and signed form must be received by Euroclear Sweden AB no later than on 5 April 2024. Shareholders may also submit their postal votes electronically by verification with BankID via <https://anmalan.vpc.se/euroclearproxy/>.

Shareholders may not provide special instructions or conditions in the voting form. If so, the vote (in its entirety) is invalid. Further instructions and conditions are included in the form for postal voting.

If a shareholder submits its postal vote by proxy, a written and dated power of attorney signed by the shareholder must be enclosed with the postal voting form. Form of proxy is available on the company's website, <https://investors.sleepcycle.com/en/>. If the shareholder is a legal entity, certificate of incorporation, or corresponding authorisation document for the legal entity, must be enclosed with the form.

Nominee-registered shares

In order to be entitled to participate in the AGM, a shareholder whose shares are registered in the name of a nominee must, in addition to giving notice of its participation in the AGM, register its shares in its own name so that the shareholder is listed in the presentation of the share register as of 3 April 2024. Such registration may be temporary (so-called voting rights registration), and request for such voting rights registration shall be made to the nominee, in accordance with the nominee's routines, at such a time decided by the nominee. Voting rights registrations that have been made by the nominee no later than 5 April 2024 will be taken into account in the presentation of the share register.

Agenda

1. Opening of the meeting
2. Election of Chairperson of the meeting
3. Preparation and approval of the voting register

4. Approval of the agenda
5. Election of persons to approve the minutes
6. Determination of whether the meeting has been duly convened
7. Presentation by the CEO
8. Presentation of
 - a) the annual report and the audit report as well as the consolidated financial statements and the auditor's report for the group
 - b) the auditor's statement regarding the company's compliance with the guidelines for remuneration to members of the executive management
9. Resolution regarding
 - a) adoption of the income statement and balance sheet as well as the consolidated income statement and consolidated balance sheet
 - b) allocation of the company's profit or loss in accordance with the adopted balance sheet
 - c) discharge from liability of the members of the Board of Directors and the CEO
10. Determination of
 - a) the number of Board members
 - b) the number of auditors and deputy auditors
11. Determination of
 - a) fees to the Board members
 - b) fees to the auditors
12. Election of the Board of Directors and the Chairperson of the Board
 - a) Anne Broeng (re-election)
 - b) Maciej Drejak (re-election)
 - c) Mathias Høyer (re-election)
 - d) Hans Skruvfors (new election)
 - e) Anne Broeng as Chairperson of the Board (re-election)
13. Election of auditor
14. Resolution on principles for the Nomination Committee
15. Resolution on approval of the remuneration report
16. Resolution on (i) directed issue of warrants, Series 2024/2027 to employees and (ii) payment of a gratuity
17. Closing of the meeting

Proposals

The Nomination Committee's proposals (items 2 and 10-14)

The Nomination Committee prior to the AGM 2024 has consisted of Martin Anthonsen (MCGA AB and H265 AB), Erik Olsson (GLA Invest SA), Anna Sundberg (Handelsbanken Fonder) and Anne Broeng (Chairperson of the Board of Directors). Anna Sundberg has been the Chairperson of the Nomination Committee.

The Nomination Committee proposes the following:

Chairperson of the meeting: The attorney Aleksander Ivarsson.

Board of Directors: The Nomination Committee proposes that the Board of Directors shall consist of four ordinary Board members, without deputy Board members. Anne Broeng, Maciej Drejak and Mathias Høyer, shall be re-elected as Board members and Hans Skruvfors shall be elected as new Board member. The Nomination Committee further proposes re-election of Anne Broeng as Chairperson of the Board of Directors.

It was noted that Olof Nilsson and Rasmus Järborg have informed the Nomination Committee that they will not stand for re-election.

Information about all Board members proposed for re-election is available on the company's website, <https://investors.sleepcycle.com/en/>. Information about the Board member proposed for new election is set out below.

Hans Skruvfors

Hans Skruvfors is born 1980 and has experience as a leader in fast-growing and data-intensive companies. He currently works as CEO of Foodora AB and has previously held a number of leading roles in Nepa AB, a company that offers data and insights into customer behavior through a platform. Hans holds a Degree of Master of Science in Business and Economics and holds a MSc from Stockholm School of Economics. Hans does not hold any shares in Sleep Cycle and is considered to be independent in relation to the company, the executive management and the company's major shareholders.

Board and Committee fees: Board fees shall be paid with SEK 735,000 (SEK 700,000) to the Chairperson of the Board and shall be paid with SEK 290,000 (250,000) to each other member of the Board elected by the AGM. For work in the Audit Committee, a fee of SEK 125,000 (100,000) shall be paid to the Chairperson and a fee of SEK 65,000 (50,000) shall be paid to each other member. For work in the Remuneration Committee, a fee of SEK 65,000 (50,000) shall be paid to the Chairperson and a fee of SEK 40,000 (25,000) shall be paid to each other member.

Auditor and auditor's fee: The number of auditors shall be one without deputies. In accordance with the recommendation from the company's Audit Committee, the Nomination Committee proposes re-election of the registered audit firm Öhrlings PricewaterhouseCoopers AB ("**PwC**") for a period of one year until the close of the AGM 2025. It was noted that PwC has informed that the authorised public accountant Ulrika Ramsvik will be auditor in charge if PwC is to be elected as auditor by the AGM.

Auditor's fee is proposed to be paid as per approved invoice.

Resolution on principles for the Nomination Committee: The Nomination Committee proposes that the Annual General Meeting resolves to adopt the following principles for establishment of a Nomination Committee, to apply until further notice.

The company shall have a nomination committee consisting of a member appointed by each of the three shareholders or ownership groups with the largest number of votes together with the chairperson of the board, who will also convene the first meeting of the nomination committee. The nomination committee shall be constituted based on shareholder statistics from Euroclear Sweden AB as of 31 August each year and other reliable ownership information available to the company at such time.

The committee member representing the largest shareholder shall be appointed chairperson of the nomination committee, unless the nomination committee unanimously appoints another member of the nomination committee as chairperson. In the event that, before the date falling three months prior to the annual general meeting, one or more of the shareholders having appointed representatives of the nomination committee are no longer among the three largest shareholders, representatives appointed by these shareholders shall resign and the shareholders who then are among the three largest shareholders may appoint their representatives in accordance with these instructions. Should a member resign from the nomination committee before its work has been completed and the nomination committee considers it necessary to replace such member, 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. Shareholders who have appointed a representative to be a member of the nomination committee shall have the right to dismiss such member and appoint a new representative of the nomination committee. Changes to the composition of the nomination committee must be publicly announced immediately.

The nomination committee shall prepare the following proposals to be passed on for resolution at the annual general meeting:

- chairperson of the general meeting,
- number of board members, board members and chairperson of the board,
- board remuneration divided between the chairperson and other board members as well as remuneration for committee work,
- auditors and remuneration to the company's auditors, and
- to the extent deemed necessary, changes in the current instruction for the nomination committee.

In performing its duties, the nomination committee shall act in accordance with the requirements stipulated in the Swedish Companies Act and the Swedish Corporate Governance Code.

The composition of the nomination committee for the annual general meeting shall normally be announced no later than six months before the annual general meeting. Remuneration shall not be paid to the members of the nomination committee. The company is to pay any necessary expenses that the nomination committee may incur as part of conducting its work, for example, costs for external consultants deemed necessary by the nomination committee in order for the nomination committee to fulfil its duties. The term of office for the nomination committee ends when the composition of the following nomination committee has been announced.

Preparation and approval of the voting register (item 3)

The voting list proposed for approval is the voting list drawn up by the company, based on the AGM register of shareholders, shareholders having given notice of participation and being present at the meeting venue, and postal votes received.

The Board's proposal on allocation of the company's profit or loss in accordance with the adopted balance sheet (item 9b)

The Board of Directors proposes that a dividend of SEK 2.30 per share shall be paid to the shareholders, of which SEK 1.30 per share is ordinary dividend for 2023 and SEK 1.00 per share is extraordinary dividend.

The Board of Directors proposes that the record date for dividend shall be 15 April 2024. Should the meeting resolve in accordance with the proposal, the dividend is expected to be distributed by Euroclear Sweden AB starting 18 April 2024.

The Board's proposal for resolution on (i) directed issue of warrants, Series 2024/2027 to employees and (ii) payment of a gratuity (item 16)

The Board of Directors proposes that the Annual General Meeting resolves on an incentive program for employees in the company by i) a directed issue of warrants with the right to subscribe for new shares in the company and ii) a gratuity in the form of a gross salary supplement. The purpose of the incentive program is to align the employee's interests closely with those of the shareholders and to create a long-term commitment to the company. The incentive program is also expected to contribute to the possibilities to retain motivated and committed employees who are crucial for the company's long-term success. As part of the incentive program, the participant will receive a gratuity in the form of a gross salary supplement. The Board of Directors' proposal to implement the incentive program in accordance with i) and ii) constitutes a combined proposal and shall be resolved as one resolution. A valid resolution requires approval of at least nine-tenths (9/10) of both the votes cast and the shares represented at the Annual General Meeting.

i) Directed issue of warrants, series 2024/2027 to employees

The issue shall be made with deviation from the shareholders' preferential rights on the following terms and conditions:

1. The company shall issue a maximum of 800,000 warrants entitling the holder to subscribe for 800,000 new shares. Oversubscription is not possible.
2. The right to subscribe for the warrants shall, with deviation from the shareholders' preferential rights, be granted to employees of the company, who shall be offered to subscribe for warrants on a separate subscription list.
3. The warrants shall be issued at a price corresponding to a calculated market value for the warrants (warrant premium) using the Black-Scholes model. The valuation of the warrants shall be carried out by an independent appraiser or auditing firm. A preliminary calculation based on a subscription price of SEK 52.00 per share, at the time of exercise of the warrants, gives a value of the warrant of SEK 2.60. The following values of the parameters included in the calculation model have been used:

Risk-free interest rate:	2.696%
Volatility:	35.9%
Dividend payout ratio of future profit:	4.0%
Market value of the share:	SEK 32.48

4. The warrants shall be subscribed for no later than 2 May 2024 on a separate subscription list. The Board of Directors shall have the right to extend the subscription period, however, not beyond 1 October 2024.
5. Payment of the warrant premium for the warrants shall be made within two weeks from the date of subscription. The Board of Directors shall have the right to extend the time for payment.
6. The increase of the company's share capital may, upon full exercise of the warrants, amount to a maximum of SEK 22,222.2222222661, subject to the increase that may be caused by recalculation due to issues, etc.
7. Payment for shares upon exercise of warrants shall be made in cash at a subscription price corresponding to 160 per cent of the average of the volume-weighted price paid for each trading day according to Nasdaq Stockholm's official price list for shares in the company during the period 10 trading days preceding the meeting.
8. Each warrant shall entitle the holder to subscribe for one new share during the period 15 May 2027 up to and including 15 June 2027 against cash payment. However, the warrants may be exercised at any earlier point in time as a result of a merger, compulsory redemption of shares, liquidation, etc.
9. Shares issued after exercise of warrants entitle to dividend for the first time on the record date for dividend that occurs after the new shares have been registered with

the Swedish Companies Registration Office and entered in the share register kept by Euroclear.

10. In connection with the subscription of warrants by the participant, the company shall reserve the right to repurchase warrants if the participant's employment is terminated or if the participant wishes to transfer the warrants.
11. The share premium upon subscription of shares through the exercise of warrants shall be added to the unrestricted share premium reserve.
12. The warrants may be subject to recalculation in accordance with customary recalculation principles due to, among other things, bonus issues, reverse share splits or splits of shares, rights issues or similar events.
13. The complete terms and conditions of the program are set out in *Villkor för teckningsoptioner av Serie 2024/2027* (available in Swedish only).

(ii) Payment of a gratuity

As part of the incentive program, the participant receives a gratuity in the form of a gross salary supplement where the net salary corresponds to the amount paid by the participant for the warrants. The gratuity is paid in connection with the regular salary payment the following month and the total salary cost excluding social security contributions shall not exceed SEK 60,000 and comprise a maximum of 10,000 warrants per participant. The Board of Directors may, if deemed necessary in individual cases, decide on alternative payment dates or that gratuities under certain circumstances shall not be paid in whole or in part or may be reclaimed, subject to the limitations that may follow by law.

Allocation of warrants

The offer to subscribe for warrants shall be made with a maximum of 100,000 warrants per participant and the total number of participants may not exceed 35. The offer is distributed between the employees and future employees based on a resolution by the Board of Directors of the company in accordance with the following structure:

- The CEO is offered a maximum of 100,000 warrants
- Other senior executives (maximum 4 participants) are offered a maximum of 100,000 warrants
- Other employees (maximum 30 participants) are offered a maximum of 10,000 warrants

Reasons for deviation from the shareholders' preferential rights

The reason for deviating from the shareholders' preferential rights is a wish to have a warrant program introduced suitable for allotment to employees of the company, whereby employees can be offered the opportunity to take part in an increase in the value of the company's share. This is expected to lead to a strengthening of interest in the company's development – as well as the company's share price development – and to a stimulus for continued company loyalty in the coming years.

Dilution

In the event that all warrants are exercised, the number of shares will increase by 800,000, which corresponds to a dilution of a maximum of approximately 3.8 per cent of the shares and votes based on the company's current number of shares. The above is subject to re-calculation of the warrants in accordance with the customary recalculation terms and conditions set out in the complete terms and conditions.

Other outstanding warrants

There are currently five outstanding warrant programs as set out below.

The Warrants Program 2021/2024:1 consists of 190,076 warrants where one warrant entitles the holder to subscribe for 1.18 shares for SEK 79.82 during the period from and including 8 June 2024 up to and including 7 August 2024.

The Warrants Program 2021/2024:2 consists of 18,595 warrants where one warrant entitles the holder to subscribe for 1.18 shares for SEK 79.82 during the period from and including 5 December 2024 up to and including 5 February 2025.

The Warrants Program 2021/2026 (CEO LTIP) consists of 340,909 warrants where one warrant entitles the holder to subscribe for 1.18 shares for SEK 203.72 during the period from and including 8 April 2026 up to and including 7 June 2026.

The Warrants Program 2022/2025 consists of 54,820 warrants where one warrant entitles the holder to subscribe for 1.02 share for SEK 69.58 during the period from and including 1 August 2025 up to and including 31 August 2025.

The Warrants Program 2023/2027 (CEO LTIP) consists of 100,000 warrants where one warrant entitles the holder to subscribe for one share for SEK 52.60 during the period from and including 1 December 2026 up to and including 2 January 2027.

In the event that all of the warrants above are exercised for subscription including the proposed program, the number of shares will increase by 1,604,419, which corresponds to a dilution of a maximum of 7.3 per cent of the shares and votes based on the company's current number of shares.

Costs

As the warrants are issued at market value, it is the company's assessment that no salary costs or social security contributions will arise for the company as a direct result of the warrant program in accordance with i). When paying a gratuity, salary costs and social security contributions are incurred. Assuming that all warrants are acquired at a price of SEK 2.60 per warrant and an assumed marginal tax rate of 50 per cent and social security contributions of 31.42 per cent, the total salary cost including social security contributions amounts to approximately SEK 2.4 million.

The total costs, including other costs in the form of fees to external advisors and costs for administration of the program, are estimated to amount to approximately SEK 2.6 million over the term of the program.

Preparation of the proposal

The proposal for an incentive program has been prepared by the Board of Directors' Remuneration Committee and the Board of Directors in cooperation with external expertise.

Special authorisation

The Board of Directors, or a person appointed by the Board of Directors, shall have the right to make such minor adjustments to the above-mentioned proposal that may be required in connection with the registration of the above resolution with the Swedish Companies Registration Office and, where applicable, Euroclear Sweden's affiliation of the warrants.

Majority requirement

The decision is covered by Chapter 16 of the Swedish Companies Act and requires the support of shareholders representing at least nine-tenths (9/10) of both the votes cast and the shares represented at the meeting.

Shares and votes

The total number of shares and votes in the company is 20,277,563. The company does not hold any own shares.

Questions and shareholders' right to receive information

The Board of Directors and the CEO shall, if any shareholder so requests and the Board of Directors believes that it can be done without material harm to the company, provide information at the AGM regarding circumstances that may affect the assessment of an item on the agenda, circumstances that can affect the assessment of the company's or its subsidiaries' financial situation and the company's relation to other companies within the Group. Shareholders are welcome to submit questions in advance by mail to Sleep Cycle AB (publ), "AGM 2024", Drakegatan 10, 412 50 Gothenburg, Sweden or by email to investor@sleepcycle.com.

Available documentation

The financial statements, the auditor's report, the auditor's statement regarding guidelines for executive remuneration and the Board of Directors' remuneration report for the financial year 2023 will be available at the company and on the company's website <https://investors.sleepcycle.com/en/> in connection with the publication of the notice. The Board of Directors' complete proposal for resolution under item 16, including the complete terms and conditions of the incentive program, will be available for the shareholders at the

company and on the company's website no later than three weeks before the AGM. In other respects, the complete proposals are set out under each respective item in the notice.

Information about all Board members proposed for election, the Nomination Committee's reasoned statement etc. and the Nomination Committee's proposal on principles for the Nomination Committee are available on the company's website <https://investors.sleepcycle.com/en/>.

The documents will be sent free of charge to shareholders who so request and state their address.

Processing of personal data

For information on how your personal data is processed, see <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

Gothenburg in March 2024

Sleep Cycle AB (publ)

The Board of Directors



NOTIFICATION OF PARTICIPATION AND FORM FOR POSTAL VOTING

in accordance with § 11 of Sleep Cycle's articles of association

To be received by Sleep Cycle AB (publ) c/o Euroclear Sweden AB no later than 5 April 2024.

The shareholder set out below hereby notifies the company of its participation and exercises its voting right for all of the shareholder's shares in Sleep Cycle AB (publ), Reg. No. 556614-7368, at the Annual General Meeting on 11 April 2024. The voting right is exercised in accordance with the voting options marked below.

Shareholder	Personal identity number/registration number

Assurance (if the undersigned is a legal representative of a shareholder who is a legal entity): I, the undersigned, am a board member, the CEO or a signatory of the shareholder and solemnly declare that I am authorised to submit this postal vote on behalf of the shareholder and that the contents of the postal vote correspond to the shareholder's decisions

Assurance (if the undersigned represents the shareholder by proxy): I, the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked

Place and date	
Signature	
Clarification of signature	
Telephone number	Email

Instructions:

- Complete the information above.
- Select the preferred voting options below.
- Print, sign and send the form to Sleep Cycle AB (publ), AGM 2024, c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, Sweden, or by email to GeneralMeetingService@euroclear.com (state "Sleep Cycle AB – Postal voting" in the subject line). Shareholders may also cast their votes electronically through verification with BankID via <https://anmalan.vpc.se/euroclearproxy/>.
- If the shareholder is a natural person who is personally voting by post, it is the shareholder who should sign under *Signature* above. If the postal vote is submitted by a proxy of the shareholder, it is the proxy who should sign. If the postal vote is submitted by a legal representative of a legal entity, it is the representative who should sign.
- A power of attorney shall be enclosed if the shareholder votes by post by proxy. If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form.

Please note that a shareholder whose shares are registered in the name of a bank or securities institute must register its shares in its own name in order to vote. Instructions regarding this are included in the notice convening the Annual General Meeting.

A shareholder cannot give any other instructions than selecting one of the options specified at each item in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. A vote (i.e. the postal voting in its entirety) is invalid if the shareholder has provided the form with specific instructions or conditions or if pre-printed text is amended or supplemented.

The form, together with any enclosed authorisation documentation, shall be received by Sleep Cycle c/o Euroclear Sweden AB no later than 5 April 2024. A postal vote can be withdrawn up to and including 5 April 2024 by contacting Euroclear Sweden AB by email to generalmeetingservice@euroclear.com. Shareholders who have submitted their postal votes electronically can also withdraw their postal votes electronically by verification with BankID via Euroclear Sweden AB's website, <https://anmalan.vpc.se/EuroclearProxy/>.

One form per shareholder will be considered. If more than one form is submitted, the form with the latest date will be considered. The form latest received by the company will be considered if two forms are dated at the same date. An incomplete or wrongfully completed form may be discarded without being considered. A shareholder who has voted by means of postal voting may also attend the meeting venue in person, provided that a notification has been given in accordance with the instructions in the notice convening the Annual General Meeting. If a shareholder has voted by means of postal voting and thereafter attends the meeting venue in person or by proxy, the postal vote is still valid, unless the shareholder participates in a vote during the Annual General Meeting or otherwise withdraws the submitted postal vote. If a shareholder chooses to participate in a vote during the course of the Annual General Meeting, the vote cast will replace the submitted postal vote for the relevant item(s).

Please note that the postal vote is not a notice to attend the meeting venue in person or by proxy. Instructions for shareholders who wish to attend the meeting venue in person or by proxy are included in the notice convening the Annual General Meeting.

For complete proposals regarding the items on the agenda, kindly refer to the notice convening the meeting and the company's website.

For information on how your personal data is processed, please see the integrity policy that is available at www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf.

Annual General Meeting in Sleep Cycle AB (publ) on 11 April 2024

The voting options below comprise the proposals which are included in the notice convening the Annual General Meeting and are available on the company's website.

2. Election of Chairperson of the meeting Yes <input type="checkbox"/> No <input type="checkbox"/>
3. Preparation and approval of the voting register Yes <input type="checkbox"/> No <input type="checkbox"/>
4. Approval of the agenda Yes <input type="checkbox"/> No <input type="checkbox"/>
6. Determination of whether the meeting has been duly convened Yes <input type="checkbox"/> No <input type="checkbox"/>
9a. Resolution regarding adoption of the income statement and balance sheet as well as the consolidated income statement and consolidated balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
9b. Resolution regarding allocation of the company's profit or loss in accordance with the adopted balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. Resolution regarding discharge from liability of the members of the Board of Directors and the CEO
9c. 1 Lars Berg (<i>Chairperson of the Board until the AGM 2023</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 2 Anne Broeng (<i>Chairperson of the Board</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 3 Ödgård Andersson (<i>Board member until the AGM 2023</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 4 Maciej Drejak (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 5 Mathias Høyer (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 6 Rasmus Järborg (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 7 Olof Nilsson (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 8 Carl Johan Hederöth (<i>CEO until and including 30 September 2023</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 9 Per Andersson (<i>interim CEO from and including 1 October 2023 until and including 31 October 2023</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9c. 10 Erik Jivmark (<i>CEO</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
10a. Determination of the number of Board members Yes <input type="checkbox"/> No <input type="checkbox"/>

10b. Determination of the number of auditors and deputy auditors	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
11a. Determination of fees to the Board members	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
11b. Determination of fees to the auditors	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
12. Election of the Board of Directors and the Chairperson of the Board	
12a. Anne Broeng (<i>re-election</i>)	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
12b. Maciej Drejak (<i>re-election</i>)	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
12c. Mathias Høyer (<i>re-election</i>)	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
12d. Hans Skruvfors (<i>new election</i>)	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
12e. Anne Broeng as Chairperson of the Board (<i>re-election</i>)	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
13. Election of auditor	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
14. Resolution on principles for the Nomination Committee	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
15. Resolution on approval of the remuneration report	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
16. Resolution on (i) directed issue of warrants, Series 2024/2027 to employees and (ii) payment of a gratuity	
Yes <input type="checkbox"/>	No <input type="checkbox"/>