

Proposal and statement from the Nomination Committee of Sleep Cycle AB (publ) for the Annual General Meeting 2025

Ahead of the Annual General Meeting 2025, Sleep Cycle's Nomination Committee consisted of:

- Martin Anthonsen, MCGA AB and H265 AB (Chairman)
- Erik Olsson, GLA Invest SA
- Erik Bertilsson, Lancelot Asset Management AB
- Anne Broeng, Chairman of the Board of Sleep Cycle

The composition of the Nomination Committee was announced on 7 October 2024.

The Nomination Committee proposes that the Board of Directors shall consist of four ordinary Board members, without deputy Board members. The following individuals are proposed for re-election as members of the Board of Directors:

1. Anne Broeng
2. Mathias Høyer
3. Maciej Drejak
4. Hans Skruvfors

It is also proposed that Anne Broeng be re-elected as Chairman of the Board of Directors.

Prior to the Annual General Meeting, the Nomination Committee has held three meetings, interviewed Anne Broeng, and reviewed an assessment of the Board's work. In addition, the Nomination Committee has had ongoing contacts. The Nomination Committee's view is that the Board of Directors has functioned well during the year, that the Chairman and the members carry out the work of the Board in a motivated and committed manner.

The Nomination Committee has had in-depth discussion regarding the different types of experience and competencies that may be required of board members of a company of Sleep Cycle's size and position in its technological development. The assessment is that the proposed board meets these requirements well. The Nomination Committee believes that the proposal for the Board also meets the requirements of the Swedish Code of Corporate Governance, Chapter 4. The Nomination Committee has applied Rule 4.1 of the Code as a diversity policy in preparing its proposal. This states that the Board of Directors shall have a composition that is suitable for the purpose of taking into account the company's activities, stage of development and other circumstances, characterized by diversity and breadth of competence, experience and background of its members. Furthermore, it is stated that gender balance should be a priority. One of the four proposed members is female (25%). The Nomination Committee intends to continue to work towards gender balance. The Nomination Committee has also assessed that the proposed Board members are able to give the required time for the Board assignment.

The Nomination Committee has determined that all members are independent in relation to the company, the company's management and, except for Maciej Drejak, the company's principal owner.