

The Nomination Committee's reasoned statement for the Annual General Meeting 2026 of Sleep Cycle AB (publ)

Ahead of the Annual General Meeting 2026, 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 13 October 2025.

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. Christian Kanstrup

Christian Kanstrup was elected as a member of the Board of Directors at an Extraordinary General Meeting held in the autumn of 2025. The Nomination Committee now proposes his re-election for the period until the end of the next Annual General Meeting.

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

Hans Skruvfors has informed the Nomination Committee that he is not available for re-election, as his current professional commitments require too much of his time.

The Nomination Committee considers that a Board consisting of four members has an appropriate composition for the company and therefore does not propose any replacement.

Prior to the Annual General Meeting, the Nomination Committee has held three minuted meetings and, in addition, has had ongoing contacts. The Nomination Committee has reviewed the Board's evaluation of its work and interviewed the Chairman of the Board. The overall assessment of the Nomination Committee is that the Board's work during the past year has been conducted efficiently and appropriately, with active and committed participation from all members.

In preparing its proposal, the Nomination Committee has made an overall assessment of which competencies and experiences are relevant considering the company's operations, strategy and stage of development. The proposed Board composition is considered to represent a well-balanced combination of industrial experience, technical understanding, financial expertise and international business experience, which is deemed to meet the company's current and future needs.

The Nomination Committee has applied the Swedish Code of Corporate Governance, in particular Chapter 4 and Rule 4.1, as its diversity policy. The Board of Directors shall have a composition that is appropriate in view of the company's operations, stage of development and other circumstances, and shall be characterized by diversity and breadth regarding competence, experience and background. Gender balance shall be sought. Of the proposed members, one is female (25 percent). The Nomination Committee intends to continue to consider the objective of achieving a more even gender distribution in future nomination processes.

The Nomination Committee has further assessed that the proposed members have sufficient availability and the possibility to devote the necessary time to the assignment. All proposed members are considered independent in relation to the company and the company's management and, except for Maciej Drejak, also in relation to the company's major shareholders.

Gothenburg in February 2026
Nomination Committee of Sleep Cycle AB (publ)