

The Nomination Committee's proposal for decisions at the annual general meeting 2025

The Nomination Committee of Nordic Iron Ore AB (publ) has decided to propose the following election of board members to the annual general meeting in 2025: Bengt Nilsson (chairman), Tomas Olofsson, Gösta Bergman, Tobias Hansson, Anders Bengtsson, Pierre Heeroma, and Leon Davies.

The Nomination Committee proposes, until the end of the next Annual General Meeting, the re-election of Bengt Nilsson (Chairman), Tomas Olofsson, Gösta Bergman, Tobias Hansson, Anders Bengtsson, Pierre Heeroma, and Leon Davies as board members. Information about existing board members proposed for re-election can be found on the company's website, www.nordiciron.se.

The Nomination Committee proposes that, until the end of the next Annual General Meeting, the board fee shall amount to 300,000 kronor for the chairman of the board and 100,000 kronor for each of the other board members who are not employed by the company. Additionally, 200,000 kronor will be allocated for committee work.

The company's board currently consists of seven regular members without deputies, which the Nomination Committee proposes to continue.

The Nomination Committee proposes that the meeting decides on the adoption of the principles for the appointment of the nomination committee as specified below.

The nomination committee shall be appointed annually by the chairman of the board contacting three of the four largest shareholders or known shareholder groups by voting power at the end of the third quarter of each year. They are requested to appoint one member each to form the nomination committee. If any of the contacted shareholders choose to waive their right to appoint a member to the nomination committee, the right passes to the next largest shareholder by voting power, and so on. However, no more than five additional shareholders need to be contacted, unless the chairman of the board finds there are special reasons for doing so. When shareholders are contacted with a request to appoint a member to the nomination committee, the chairman of the board shall establish the necessary procedural rules such as the latest response date, etc.

In the event that a member leaves the nomination committee before a new nomination committee has been appointed in accordance with these principles, such member shall be replaced by a member appointed by the shareholder who appointed the outgoing member or, if the outgoing member was not appointed by any shareholder or if the shareholder who appointed the outgoing member does not appoint a new member, a member appointed by the majority of the remaining members. If a shareholder who appointed a member to the nomination committee significantly reduces their ownership in the company, the next largest shareholder shall be offered, if the nomination committee so decides, to appoint a member to the nomination committee.

The nomination committee, whose mandate lasts until a new nomination committee is appointed, shall appoint a chairperson from among its members. The nomination committee shall submit proposals before the annual general meeting each year concerning:

- Election of the chairperson at the meeting
- Number of board members and deputy board members
- Election of board members and deputy board members
- Election of the chairperson of the board
- Compensation for board members, deputy board members, and the chairperson of the board
- Election of the auditor
- Compensation for the auditor

These principles for the appointment of the nomination committee shall apply until the general meeting decides otherwise.

The annual general meeting will take place on June 26, 2025.

For more information, please contact:

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About Nordic Iron

Nordic Iron is a mining company focused on the Ludvika region. The company plans to produce an ultra high-grade iron ore concentrate with a low carbon dioxide footprint, with a focus on fossil-free iron and steel production. Nordic Iron is actively pursuing critical raw materials like phosphorus and rare earth elements as possible by-products, contributing to society's green transition.

For more information, see www.nordiciron.se.

Nordic Iron Ore's shares and warrants are listed at Nasdaq First North Growth Market. Wildecos is the company's Certified Adviser

Attachments

[The Nomination Committee's proposal for decisions at the annual general meeting 2025](#)