

INSTRUCTIONS FOR THE NOMINATION COMMITTEE IN HEMTEX AB (PUBL) 2010

Number of members

The Nomination Committee shall consist of the Chairman of the Board and three members, who shall represent the three largest shareholders in terms of votes, each of whom shall be represented by one member.

Appointment of members

During the third quarter of each fiscal year, the Chairman of the Board shall contact the shareholders that as of August 31 are the three largest in terms of voting rights and ask them to appoint a representative for the Nomination Committee. In assessing the shareholders that are the strongest in terms of voting rights, Euroclear Sweden AB's information on the ownership structure as of August 31 shall provide the foundation. If several shareholders have reached an agreement on long-term collaboration concerning share ownership issues (consortium), in part through coordinated exercise of voting rights at Hemtex's Annual General Meeting, and have notified the Hemtex Board of Directors of this prior to the beginning of the third quarter, the Chairman of the Board has the right to treat these shareholders as a single shareholder and give the consortium an opportunity to appoint one joint representative to the Nomination Committee, assuming that the shareholders included in the consortium jointly belong to the three largest shareholders in Hemtex in terms of votes. If several shareholder consortia notify the Board of Directors, however, the above shall only apply to one consortium, whereby the consortium representing the greatest number of votes in Hemtex will take precedence above other consortia.

If any of the three largest shareholders does not wish to appoint a representative to the Nomination Committee, the opportunity shall instead be given to the next shareholder in terms of size that has not yet been asked.

With the exception of the Chairman of the Board, the members of the Nomination Committee shall not be a Board member, President or other senior executive in Hemtex or its subsidiaries.

The names of the members of the Nomination Committee and the shareholders that they represent must be announced not later than six (6) months prior to the next Annual General Meeting. The Chairman of the Board shall convene the first meeting of the Nomination Committee at which the Chairman of the Nomination Committee shall be elected.

Term of office

The Nomination Committee's term of office extends until a new Nomination Committee has been appointed.

Chairman of the Nomination Committee

The Nomination Committee shall elect a chairman from among its members, who shall be someone other than the Chairman of the Board. If the members cannot agree otherwise, the member representing the largest shareholder shall be appointed Chairman of the Nomination Committee.

Changes in the composition of the Nomination Committee

If a shareholder who appointed a member of the Nomination Committee during the term of office no longer belongs to the three largest shareholders, his/her representative shall place his/her positions at the Committee's disposal and the shareholder that is then ranked among the three largest shareholders shall instead be given an opportunity to appoint a representative. However, if special reasons apply, if only marginal changes in the number of voting rights have occurred or if the change occurs less than two months prior to the Annual General Meeting, no change shall be made in the composition of the Nomination Committee.

Shareholders who have appointed a member of the Nomination Committee always have the right to discharge the member and appoint a new member. If any member of the Nomination Committee should resign from his or her position prematurely, the shareholder represented by the member shall be given an opportunity to appoint a replacement.

Changes in the composition of the Nomination Committee must be announced as soon as they take place.

Compensation

No fees shall be paid to the members of the Nomination Committee.

However, the members of the Nomination Committee shall be compensated by Hemtex for reasonable expenses, such as costs for external consultants that are deemed necessary for the Nomination Committee's work. In addition, Hemtex shall, at the request of the Nomination Committee, provide personnel resources, such as a secretarial function, to facilitate the Committee's work.

The Nomination Committee's assignments:

The Nomination Committee shall present proposals prior to the next Annual General Meeting concerning:

- (i) Chairman of the Annual General Meeting
- (ii) The number of Board members and deputies
- (iii) Members of the Board of Directors
- (iv) Chairman of the Board
- (v) Auditors (as appropriate)
- (vi) Fees to be paid to the Chairman of the Board and other Board members
- (vii) Fees to be paid to the members of the Remuneration and Audit Committees
- (viii) Fees to be paid to the auditors
- (ix) Instruction for the Nomination Committee

The Nomination Committee's proposal according to the above shall be appear in the official notification of the Annual General Meeting.

In addition, the Nomination Committee shall fulfill its obligations in accordance with the Swedish Code of Corporate Governance, including providing the Company with certain information to enable the Company to fulfill its disclosure obligations according to the Code.