

§ 1

Based on the proposal by the Nomination Committee, Eva Hägg was appointed Chairman of the Annual General Meeting.

It was noted that the General Counsel Mikael Schmidt served as secretary at the Annual General Meeting.

It was noted that the Annual General Meeting was carried out pursuant to Sections 20 and 22 of the Swedish Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations; entailing that the shareholders have exercised their voting rights at the Annual General Meeting only by voting in advance, so-called postal voting.

The notice to the Annual General Meeting, as well as the form used for advance voting, was attached to the minutes. (Appendix 1 and 2).

A compilation of the result of advance votes regarding each item on the agenda that falls under advance voting was attached to the minutes, which states the information specified in Section 26 of the abovementioned act 2020:198. (Appendix 3).

§ 2

Madeleine Wallmark, AB Industrivärden, and Anders Oscarsson, AMF and AMF Fonder, were appointed to check the minutes together with the Chairman.

§ 3

The attached list (Appendix 4), which has been prepared by Euroclear Sweden AB on behalf of the company, was approved as the voting list for the Annual General Meeting.

§ 4

It was noted that the Annual General Meeting had been duly convened since the notice convening the Annual General Meeting had been posted on the company's website on 18 February 2021 and published in *Post- och Inrikes Tidningar* on 24 February 2021. An announcement stating that the notice had been issued was published in *Dagens Nyheter* and *Svenska Dagbladet* on 24 February 2021.

§ 5

The proposed agenda was approved. (Appendix 5).

§ 6

It was noted that the Annual and Sustainability Report 2020 (containing the auditor's report), the Board of Directors' statements pursuant to Chapter 18, Section 4, and Chapter 19, Section 22 of the Swedish Companies Act (2005:551), the Board of Directors' report on remuneration pursuant to Chapter 8, Section 53 a of the Swedish Companies Act, and the auditor's statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act, has been presented by being available at the company and on the company's website www.essity.com. (Appendix 6–10)

A summary of questions received from shareholders and answers from the President and CEO and the Board of Directors has been made available on the company's website, www.essity.com.

§ 7

- a. The Annual General Meeting adopted the income statement and the consolidated income statement and the balance sheet and the consolidated balance sheet, contained in the Board of Directors' annual report for the company and the Essity group.
- b. The Annual General Meeting approved the Board of Directors' proposal for appropriations of the company's earnings, entailing that to the shareholders is distributed SEK 6.75 per share, with record date Monday, 29 March 2021, and the remaining available funds to be carried forward as retained earnings.
- c. The Annual General Meeting resolved to discharge all directors and the President and the CEO from personal liability for the administration of the company's affairs for 2020. It was noted that the directors and the President and the CEO did not participate in the resolution.

§ 8

The Annual General Meeting approved the Nomination Committee's proposal that the number of directors appointed by the Annual General Meeting, for the period until the end of the Annual General Meeting 2022, shall be nine (9) directors and no deputy directors.

§ 9

The Annual General Meeting approved the Nomination Committee's proposal that the number of auditors elected by the Annual General meeting shall be one (1) registered auditing company for the period until the end of the Annual General Meeting 2022.

§ 10

The Annual General Meeting approved the Nomination Committee's proposal on Board remuneration to be paid as follows. SEK 815,000 to each director elected by the Annual General Meeting and who is not employed by the company and SEK 2,445,000 to the Chairman of the Board of Directors. Members of the Remuneration Committee are each to receive an additional remuneration of SEK 120,000, while the Chairman of the Remuneration Committee is to receive an additional remuneration of SEK 150,000. Members of the Audit Committee are each to receive an additional remuneration of SEK 280,000, while the Chairman of the Audit Committee is to receive an additional remuneration of SEK 400,000.

Remuneration to the auditor is to be paid according to approved invoice.

§ 11

It was noted that a report of assignments of all nominated directors has been made available at the company and on the company's website, www.essity.com.

In accordance with the Nomination Committee's proposal, for the period until the end of the Annual General Meeting 2022, Ewa Björling, Pär Boman, Annemarie Gardshol, Magnus Groth, Bert Nordberg, Louise Svanberg, Lars Rebien Sørensen and Barbara Milian Thoralfsson were re-elected as directors and Torbjörn Lööf was elected as director.

It was noted that the employees, for the period until the end of the Annual General Meeting 2025, have appointed Susanna Lind, Örjan Svensson and Niclas Thulin as directors and Niklas Engdahl, Martin Ericsson and Andreas Larsson as deputies.

§ 12

For the period until the end of the Annual General Meeting 2022, the Annual General Meeting re-elected Pär Boman as Chairman of the Board of Directors.

§ 13

The Annual General Meeting resolved to elect the registered accounting firm Ernst & Young AB as auditor for the period until the end of the Annual General Meeting 2022. It was noted that Ernst & Young AB had informed that the auditor Hamish Mabon shall be auditor in charge.

§ 14

The Annual General Meeting approved the Board of Directors' proposal regarding guidelines for remuneration to senior executives.

§ 15

The Annual General Meeting approved the Board of Directors' proposal regarding the Board of Directors' report on remuneration to senior executives.

§ 16

- a. The Annual General Meeting approved the Board of Directors' proposal regarding authorisation for the Board of Directors to acquire own shares to be able to adapt the company's capital structure and to acquire own shares to be used as payment or financing on account of company acquisitions.

It was noted that the resolution was supported by shareholders representing at least two-thirds of the votes cast as well as the shares represented at the Annual General Meeting.

- b. The Annual General Meeting approved the Board of Directors' proposal regarding authorisation for the Board of Directors to transfer own shares on account of company acquisitions.

It was noted that the resolution was supported by shareholders representing at least two-thirds of the votes cast as well as the shares represented at the Annual General Meeting.

§ 17

The Annual General Meeting approved the Board of Directors' proposal on amendments to the Articles of Association. The new wording of the Articles of Association was attached to the minutes. ([Appendix 11](#)). It was noted that the resolution was approved by shareholders representing at least two-thirds of the votes cast as well as the shares represented at the Annual General Meeting.

The Annual General Meeting further resolved to authorise the President and CEO, or the person who the President and CEO designates, to make any adjustments of the resolution that may prove to be necessary in connection with registration of the resolution with the Swedish Companies Registration Office.

It was noted that the Chairman of the Board expressed a warm thank you to the resigning director Maija-Liisa Friman for her knowledgeable and committed contributions to the work of the Board of Directors.

Keeper of the minutes:

Mikael Schmidt

Approved:

Eva Hägg

Madeleine Wallmark

Anders Oscarsson