

The Nomination Committee's motivated statement regarding election of the Board of Directors at the Extraordinary General Meeting on 10 January 2025

Tobii AB (publ) ("Tobii" or the "Company") operates in the technology sector with a world-leading position within the area of eye tracking. This places high demand on its Board of Directors having a deep understanding for technology development, how the technology can be used in profitable product development in both existing and new application areas as well as a good understanding of how to develop organizations in different phases. It is the assessment of the Nomination Committee that the proposed Board of Directors possesses a broad and complementary knowledge and experience in dealing with the Company's key challenges.

As a result of changed ownership conditions in Tobii, and the current situation of the Company, the Nomination Committee proposes that an Extraordinary General Meeting, to be held on 10 January 2025, resolves to elect Henrik Eskilsson as a new board member of Tobii for the period until the end of the next Annual General Meeting to be held on 9 May 2025. Henrik Eskilsson is co-founder of Tobii and served as CEO of Tobii between the years 2001–2021. Thereafter, Henrik has been a board member of the Company and worked in the role as Head of Corporate Development, but resigned from both assignments in 2024. The Nomination Committee considers Henrik Eskilsson's long and solid knowledge of Tobii and its technologies to be important for the Board of Directors' work going forward.

Furthermore, the board members Sarah Eccleston and Jörgen Lantto have informed the Board of Directors of Tobii that they will resign from their positions in Tobii in connection with the Extraordinary General Meeting. The Nomination Committee extends its sincere thanks for their commitment and valuable contributions to the work of the Board of Directors. In light of these changes, the Nomination Committee proposes that the number of members of Tobii's Board of Directors be reduced from six to five members.

Information on the proposed new member

Henrik Eskilsson

Year of birth: 1974

Nationality: Swedish.

Board assignments: Board member of Dynavox Group AB since 2021.

Professional experience and previous assignments: Co-founder and CEO of Tobii between 2001–2021. Since then, Henrik has been board member of the Company and worked in the role as Head of Corporate Development but resigned from both assignments in 2024. Henrik has an extensive entrepreneurial background as well as a deep technical expertise in sensor technology.

Education: M.Sc. in Industrial Engineering and Management, with international focus, from Linköping University.

Shareholding in Tobii: 13,897,654

Independent in relation to the Company and its management: No

Independent in relation to the Company's major shareholders: Yes

It is the assessment of the Nomination Committee that the proposed Board of Directors possesses a broad and complementary knowledge and experience in dealing with the Company's key challenges.

The Nomination Committee has also discussed the requirements for diversity, among other things in relation to the Swedish Corporate Governance Code's requirement that a diversity policy shall be applied. In this regard, rule 4.1 of the Swedish Corporate Governance Code has been applied as the diversity policy. The rule states that the members of the Board of Directors are collectively to exhibit diversity and breadth of qualifications, experience and background. In addition, an even gender balance shall be strived for.

In the event that the Extraordinary General Meeting resolves in accordance with the proposal of the Nomination Committee, the Board of Directors will, for the period until the end of the Annual General meeting 2025, consist of Per Norman (chairman), John Elvesjö, Charlotta Falvin, Carl Mellander and Henrik Eskilsson. The proposed new Board of Directors of Tobii will then consist of four men and one woman, which entails that the less represented gender constitutes 20 percent, compared to 33 percent at the outset. This is lower than desirable, and it is the ambition of the Nomination Committee to pursue the efforts to achieve an even gender balance in the Board of Directors of Tobii.

Furthermore, the Nomination Committee proposes that the Board of Directors fees and committee fees approved by the Annual General Meeting shall continue to apply, and the fees, where applicable, shall be distributed pro rata in relation to the respective general meeting's election of board members.

Danderyd, December 2024
The Nomination Committee of Tobii AB (publ)