

§ 1

The Annual General Meeting was opened by the Chairman of the Board, Pär Boman. Attorney Eva Hägg was thereafter, based on a proposal by the nomination committee, appointed as Chairman of the Annual General Meeting.

It was noted that the secretary of the Board, General Counsel Mikael Schmidt, had been asked to keep the minutes of the Annual General Meeting.

It was noted that, in addition to the Chairman of the Board, Pär Boman, and the president, Magnus Groth, the shareholder-elected directors Ewa Björling, Maria Carell, Annemarie Gardshol, Jan Gurander, Torbjörn Lööf, Bert Nordberg, and Barbara M. Thoralfsson, as well as the employee representative Susanna Lind and Örjan Svensson and the deputies Martin Eriksson and Andreas Larsson were present at the meeting. It was further noted that the proposed board member Karl Åberg and authorised public accountant Erik Sandström, as representative of the auditor Ernst & Young AB, were present.

The Annual General Meeting resolved that photographing and video or sound recording, other than the company's own, were not permitted and that media representatives and other invited guests should be entitled to attend the meeting as audience. Further, the Chairman stated that the president's presentation was intended to be published on the company's website.

§ 2

It was noted that the shareholders have been able to exercise their voting rights by postal voting in advance of the meeting.

The list enclosed hereto as Appendix 1, including shareholders, proxies and assistants present at the meeting, where shareholders who had voted in advance by postal voting were registered as present, was approved as voting list.

§ 3

Madeleine Wallmark, AB Industrivärden, and Thomas Graf, AFA Försäkring, were appointed to approve the minutes together with the Chairman.

§ 4

The secretary informed that the notice convening the Annual General Meeting had been posted on the company's website on 20 February 2024 and published in Post- och Inrikes Tidningar on 22 February 2024. An announcement stating that the notice had been issued was published in Dagens Nyheter, Svenska Dagbladet and Göteborgs-Posten, all on 22 February 2024. A copy of the published notice is enclosed to the minutes as Appendix 2. The Annual General Meeting was determined duly convened.

§ 5

The proposed agenda was approved.

§ 6

It was noted that the Annual Report 2023 (containing the Board of Directors' report, the income statement and balance sheet, the consolidated income statement and the consolidated balance sheet, as well as 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, had been presented by being available at the company and on the company's website www.essity.com. (Appendices 3–7).

§7

The Chairman of the Board, Pär Boman, reported on, among other things, the Board's work during the past year.

The president, Magnus Groth, reported on, among other things, the consolidated results and the group's developments during 2023.

The company's auditor in charge, Erik Sandström, presented parts of the auditor's report for the parent company and the group for the financial year 2023, included in Appendix 3, and reported on the audit work.

Thereafter the Chairman of the Board and the president answered and commented on questions and notes from shareholders and representatives.

§ 8

- a. The Annual General Meeting adopted the income statement and the consolidated income statement as well as the balance sheet and the consolidated balance sheet, included 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 disposition of the company's earnings, entailing that SEK 7.75 per share will be distributed to the shareholders, with record date Monday, 25 March 2024, and that the remaining available funds will be carried forward as retained earnings.
- c. The Annual General Meeting discharged the directors and the President from personal liability for the administration of the company's affairs for 2023. It was noted that the directors and the President did not participate in the resolution.

§ 9

Helena Stjernholm, chairman of the nomination committee, presented the nomination committee's proposals together with the reasons for its proposals. It was noted that a report of the nomination committee's work is included in the reasoned statement published on the company's website.

The Annual General Meeting resolved, in accordance with the nomination committee's proposal, that nine directors and no deputy directors shall be appointed.

§ 10

The Annual General Meeting resolved, in accordance with the nomination committee's proposal, that one auditor and no deputy auditors shall be appointed.

§ 11

The Annual General Meeting resolved, in accordance with the nomination committee's proposal, that remuneration shall be paid as follows. SEK 910,000 shall be paid to each director elected by the general meeting who is not employed by the company; however, the remuneration to the Chairman of the Board shall be SEK 2,730,000. Each member of the remuneration committee shall receive an additional remuneration of SEK 135,000, while the Chairman of the remuneration committee shall receive an additional remuneration of SEK 160,000. Each member of the audit committee shall receive an additional remuneration of SEK 320,000, while the Chairman of the audit committee shall receive an additional remuneration of SEK 450,000. Members of the Portfolio Development Committee are each to receive an additional remuneration of SEK 310,000, while the Chairman of the Portfolio Development Committee is to receive an additional remuneration of SEK 435,000. Remuneration to the auditor is to be paid according to approved invoice.

§ 12

The Annual General Meeting voted on the election of each of the proposed directors under item 12 (a) – (i) individually and resolved, in accordance with the nomination committee's proposal, to elect as directors, for the period until the end of the next Annual General Meeting, Ewa Björling, , Maria Carell, Annemarie Gardshol, Magnus Groth, Jan Gurander, Torbjörn Lööf, Bert Nordberg, Barbara Milian Thoralfsson and Karl Åberg.

It was noted that information regarding the proposed board members' positions in other companies had been presented to the meeting.

It was noted that the employees have appointed Susanna Lind, Örjan Svensson and Sofia Lafqvist as directors, with deputies Niklas Engdahl, Martin Eriksson and Andreas Larsson, for a term until the end of the 2025 Annual General Meeting.

§ 13

The Annual General Meeting resolved, in accordance with the nomination committee's proposal, to elect Jan Gurander as Chairman of the Board for the period until the end of the next Annual General Meeting.

§ 14

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 2025. It was noted that Ernst & Young AB had informed that the Authorized Public Accountant Erik Sandström shall be auditor in charge.

§ 15

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

§ 16

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

§17

The Annual General Meeting approved the Board of Directors' proposal regarding a cash-based incentive program directed to senior management and certain other executives and key employees.

§ 18

- 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 by reason 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.

§ 19

The Annual General Meeting was declared closed.

Keeper of the minutes:

Mikael Schmidt

Approved:

Eva Hägg
Chairman

Madeleine Wallmark

Thomas Graf