

## **The nomination committee's motivated opinion and proposals for the 2026 Annual General Meeting of Bravida Holding AB (publ)**

### *Background*

The nomination committee of Bravida consists of Sussi Kvarf (chairman of the nomination committee, appointed by Handelsbanken Fonder), Patrik Jönsson (appointed by SEB Funds AB) and Joachim Spetz (appointed by Swedbank Robur Fonder). Fredrik Arp (Chairman of the board) is an adjunct member of the nomination committee.

The nomination committee has held a large number of meetings and has further had several discussions via email and telephone. The nomination committee has discussed and evaluated the board of directors' work and evaluated the remuneration rates to the board.

### *The nomination committee's proposals*

The nomination committee makes the following proposals for Bravida's board of directors:

- that the board of directors shall consist of seven (7) board members with no deputy members,
- that the board members Fredrik Arp, Cecilia Daun Wennborg, Jan Johansson, and Tero Kiviniemi, Karin Stålhandske are re-elected and that Anette Frumerie and Åsa Landén Ericsson be elected as new board members, all for the period up until the end of the next Annual General Meeting; and
- that Fredrik Arp is re-elected as chairman of the board.

### *Presentation of Anette Frumerie*

Born: 1968

Master of Science in Civil Engineering, Roads and Water, from the Royal Institute of Technology in Stockholm. President and Chief Executive Officer of Rikshem AB (publ). Member of the Board of Directors of Lindab International AB and Bonava AB. Has previously held senior positions in the property development industry, including as Chief Executive Officer of the residential developer BESQAB and as Business Unit President, Residential Development Nordic, at Skanska, as well as Head of the International Property Development & Contracting business unit at JM AB (publ) and other positions within the JM Group. Anette Frumerie holds no shares in Bravida. She is considered independent in relation to the company and its executive management as well as to the company's major shareholders.

### *Presentation of Åsa Landén Ericsson*

Born: 1965

Master of Science in Industrial Engineering and Management from Chalmers University of Technology and an MBA from INSEAD. Has a solid background as President and Chief Executive Officer in the IT industry, including as President and Chief Executive Officer of CAG Group AB (2018–2026), interim Chief Executive Officer of Telia Cygate (2017) and Chief Executive Officer of Enfo BI & Analytics (2010–2016). Member of the Board of Directors of AQ Group AB since 2025, where she has been proposed as Chair of the Board from 2026, and of Formpipe Software AB (2017–2026), with previous board assignments in Rejlers AB (2003–2013), ENEA AB (2003–2015)

and Grant Thornton (2014–2019). Åsa Landén Ericsson holds 3,850 shares in Bravida. She is considered independent in relation to the company and its executive management as well as to the company's major shareholders.

### *Motivated opinion*

The nomination committee has as basis for its work been provided with an evaluation of the board of directors and its work. The nomination committee has also conducted interviews with all of the members of the board, individually, and the company's CEO and chairman of the board have given a report on how the board's work has been carried out. The size and composition of the board, as regards for example sector experience and competence, has been taken into account and evaluated.

Based on inter alia the above, the nomination committee has been given a positive impression of the board of directors' work during 2025. The nomination committee has assessed that the board should be strengthened with additional experience and competences, e.g. within digitalisation. With these additions, the nomination committee considers that the board members complement each other well. Further, the nomination committee has considered the board's competence within the sustainability area. In relation to the composition of the board of directors, the provisions of rule 4.1 of the Swedish Corporate Governance Code has been applied as diversity policy and objective. The nomination committee has discussed diversity perspectives on the premise that this is of importance to the composition of the board and have thereby noted that the gender distribution in the board is equally distributed, as the board members comprise four women and three men. The nomination committee will continue its process to, in a longer perspective, further highlight the gender equality and diversity perspective in the board.

An adjustment to the fees for the board members has been proposed considering the nomination committee's evaluation of the fee levels in similar companies. The proposed adjustment is a raise of the fees for the chairman of SEK 50,000 (a raise of 3.5%) and SEK 20,000 (a raise of 3.5%) to each of the other directors. Further, an adjustment of the fees for the chairman of the audit committee of SEK 10,000 (a raise of 4.0%) and SEK 5,000 (a raise of 4.0 %) for the other members of the audit committee has been proposed, as well as an adjustment of the fees for the chairman of the remuneration committee of SEK 5,000 (a raise of 4.0 %) and SEK 4,000 (a raise of 4.0 %) for the other members of the remuneration committee. It is further proposed that the fee for the chairman of the newly established tender committee shall be SEK 130,000 and SEK 99,000 for the other members of the tender committee, which corresponds to the fee levels applicable to the remuneration committee. The nomination committee proposes that the auditors' fees be paid in accordance with the approved invoice.

In accordance with the recommendation of the audit committee based on an assessment of KPMG AB's audit work over the past year, the nomination committee proposes that the audit firm KPMG AB be re-elected as auditor. KPMG AB has informed Bravida that the authorised accountant Henrik Lind will be auditor in charge, for the period until the next Annual General Meeting.

Based on the evaluation made, the nomination committee proposes the board shall comprise of seven board members with no deputies and that the Annual General Meeting 2026 re-elects Fredrik Arp, Cecilia Daun Wennborg, Jan Johansson, Tero Kiviniemi and Karin Stålhandske as board members. Further, the nomination committee proposes that the 2026 Annual General Meeting elect Anette Frumerie and Åsa Landén Ericsson as new board members. Marie Nygren is not available

for re-election. The nomination committee has assessed that the proposed seven-member board possesses the appropriate expertise and capability. The nomination committee also proposes that Fredrik Arp be re-elected as chairman of the board

A presentation of the persons proposed by the nomination committee to be re-elected board members is available at [www.bravida.se/en/](http://www.bravida.se/en/).

Stockholm, March 2026  
**Bravida Holding AB (publ)**  
The nomination committee