



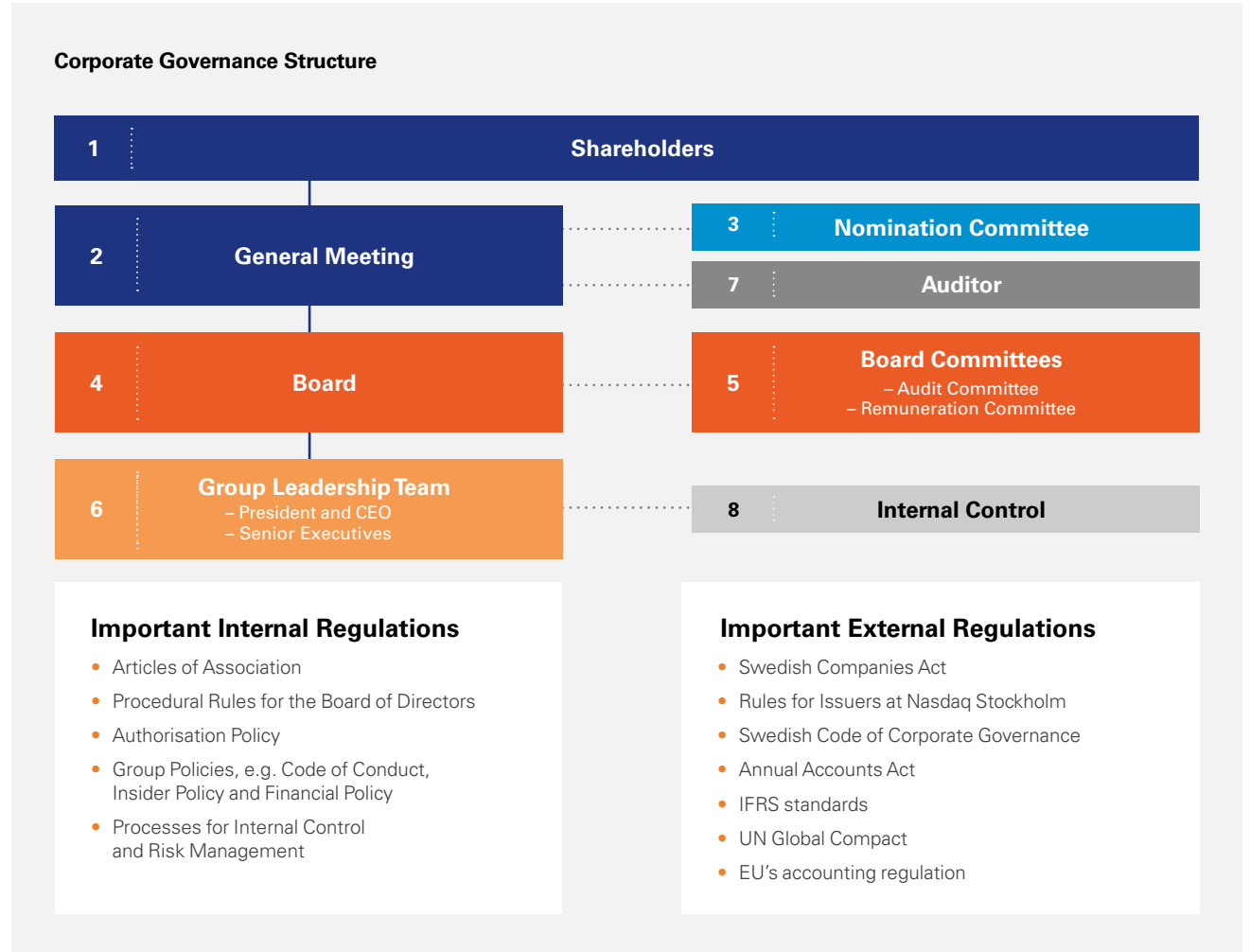
# Corporate Governance

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Alimak Group AB is incorporated under the laws of Sweden as a public limited liability company with shares listed on Nasdaq OMX Stockholm. The Company is the parent company of Alimak Group, with subsidiaries in 30 countries.

Alimak Group is managed and controlled on the basis of a system of corporate governance comprising a number of policies, guidelines, structures and processes, all described in this report. Corporate governance is intended to ensure a decision-making process that is effective and creates value, with a clear division of roles and responsibilities between the Company's shareholders, Board, management and other employees.

The Company's corporate governance is based on the Swedish Companies Act, Nasdaq OMX Stockholm's Rule Book for Issuers and the Swedish Code of Corporate Governance ("the Code"), as well as other relevant external and internal rules and regulations.





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## 1 SHAREHOLDERS

The Company's share capital on December 31, 2022 totalled approximately MSEK 1.1. The number of shares was 54,157,861. Each share carries the right to one vote at the Company's annual general meetings. According to the share register, the Company had 5,192 known shareholders on December 31, 2022. Investment AB Latour was the largest shareholder, with 29.57% of the share capital. Alantra EQMC Asset Management was the second largest with 12.14% of the share capital. At year-end, foreign shareholders accounted for approximately 48% of the total share capital. There are no restrictions as to how many votes each shareholder can cast at a general meeting. The Board is not aware of any shareholder agreements, or other agreements, between shareholders in the Company.

## 2 GENERAL MEETING

According to the Swedish Companies Act, the general meeting is the Company's highest decision-making body. In addition to the annual general meeting, extraordinary general meetings may be convened. The Company's annual general meetings are held in Stockholm, Sweden, before the end of June each calendar year. At the annual general meeting, shareholders exercise their right to vote on key issues such as the adoption of the income statements and balance sheets, appropriation of the Company's earnings, discharge from liability for the Directors of the Board and the President & CEO, election of Directors of the Board and auditors and remuneration to the Board and auditors, as well as other issues in accordance with the Swedish Companies Act, the Articles of Association and the Code. During 2022, two general meetings were held, the annual general meeting in May and an extraordinary general meeting in September.

## Annual General Meeting 2022

The annual general meeting 2022 was held on May 5, 2022.

Decisions at the annual general meeting 2022 included:

- Adoption of balance sheets and profit and loss accounts, as well as the consolidated profit and loss account and consolidated balance sheet for the financial year 2021.
- Adoption of the Board's proposal that a dividend of SEK 3.30 per share would be paid, the record date being Monday, May 9, 2022.
- Discharging the Directors and the CEO from liability for the management of the company during the financial year 2021.
- Re-election of Johan Hjertonsson (Chair), Helena Nordman-Knutson, Christina Hallin, Tomas Carlsson, Sven Törnkvist, Petra Einarsson and Ole Kristian Jødahl as Directors.
- Re-appointment of the registered audit firm Ernst & Young AB as auditor of the Company.
- Approval of the Board's report on remuneration.
- Adoption of guidelines and salary and other remuneration to directors, CEO and other senior executives.
- Adoption of a Call Option Program 2022.
- Resolution to authorise the Board to pass resolutions on the acquisition and/or transfer of own shares.

## Extraordinary General Meeting 2022

An extraordinary general meeting was held on September 2, 2022. The general meeting decided to amend the articles of association and to authorize the Board to resolve to issue new shares.

## Annual General Meeting 2023

The annual general meeting 2023 will be held on May 4, 2023. All shareholders who are registered in the share regis-

ter maintained by Euroclear Sweden AB ("Euroclear") five days prior to the annual general meeting are entitled to participate in the annual general meeting. Such shareholders must have informed the Company of their intention to attend no later than on the date stated in the notice convening the annual general meeting. Further information about the annual general meeting is available at [www.alimakgroup.com](http://www.alimakgroup.com).

## 3 NOMINATION COMMITTEE

According to the Code, the Company is required to have a Nomination Committee tasked with presenting a proposal for a Chair for the annual general meeting. The Nomination Committee also presents proposals regarding the number of Directors of the Board, fees to be paid to each of the Directors, election of Directors and Chair of the Board, remuneration to the auditor and election of the auditor and, if necessary, proposal for changes in the instruction for the Nomination Committee.

In 2016, the Company's annual general meeting adopted an instruction regarding the appointment of the Nomination Committee, applicable until the general meeting resolves otherwise. Pursuant to this instruction, the Nomination Committee shall, prior to the annual general meeting, be composed of persons appointed by the four largest shareholders listed in the shareholders' register maintained by Euroclear as of August 31 each year together with the Chair of the Board, who will also convene the first meeting of the Nomination Committee. The member appointed by the largest shareholder shall be Chair of the Nomination Committee. Shareholders who wish to present proposals to the Nomination Committee prior to the annual general meeting may submit them to the Chair of the Committee, in accordance with the information on procedure published on the Company's website prior to the annual general meeting. The proposals will be



### Board Members, Independence and Attendance 2022

Name	Born	Member since	Position	Independence in relation to Group	Independence in relation to major shareholders	Attendance at board meetings	Attendance at audit committee meetings	Attendance at remuneration committee meetings	Fees paid during the 2022 financial year (All figures in thousands of SEK)			
									Basic fee	Audit committee	Remuneration committee	Total
Johan Hjertonsson	1968	2020	Chair	Yes	No	9/9	–	2/2 (Chair)	820	–	75	895
Helena Nordman-Knutson	1964	2016	Board Member	Yes	Yes	9/9	5/5 (Chair)	–	330	105	–	435
Christina Hallin	1960	2018	Board Member	Yes	Yes	9/9	–	2/2	330	–	55	385
Tomas Carlsson	1965	2018	Board Member	Yes	Yes	9/9	5/5	–	330	80	–	410
Sven Törnkvist	1971	2019	Board Member	Yes	Yes	9/9	–	–	330	–	–	330
Petra Einarsson	1967	2020	Board Member	Yes	Yes	9/9	–	–	330	–	–	330
Ole Kristian Jødahl	1971	2020	Board Member	No	Yes	9/9	–	–	–	–	–	–
Örjan Fredriksson	1968	2016	Employee representative	–	Yes	8/9	–	–	–	–	–	–
Cristina Lindberg Ghimpu <sup>1)</sup>	1981	2021	Employee representative	–	Yes	7/9	–	–	–	–	–	–
Fredrik Marklund <sup>1)</sup>	1982	2022		–	Yes	–	–	–	–	–	–	–
<b>Total</b>									<b>2,470</b>	<b>185</b>	<b>130</b>	<b>2,785</b>

1) Cristina Ghimpu was replaced by Fredrik Marklund in December 2022.



assessed by the Nomination Committee according to its instruction and the Code. The Nomination Committee's proposal and reasoned statement will be reported prior to the annual general meeting. The Company's Articles of Association have no Company-specific provisions concerning the appointment and dismissal of Directors of the Board or concerning amendment of the Articles of Association.

#### Nomination Committee prior to the 2023 annual general meeting

The Nomination Committee ahead of the annual general meeting 2023, comprises the following members:

- Johan Menckel, Investment AB Latour, Chair of the Nomination Committee
- Francisco De Juan, Alantra EQMC Asset Management
- Jakob Rikwide, representing the shareholding of Peder Pråhl
- Mats Larsson, representing Första AP-fonden
- Johan Hjertonsson, Alimak Group's Chair of the Board

As a basis for its proposal, the Nomination Committee has conducted an evaluation of the work of the Board. Prior to the 2023 annual general meeting, the Nomination Committee has held a number of meetings, interviewed the Directors of the Board and had a number of contacts between the meetings. In addition, the Chair of the Board has presented to the Nomination Committee the results of the annual evaluation of the Board's work. The requirements regarding competence, experience and personal background have been discussed in detail. Matters of independence have been highlighted and an extra focus has been placed on the question of gender balance. The Nomination Committee has applied a diversity policy in accordance with section 4.1 of the Swedish Code of Corporate Governance.

#### 4 BOARD

The tasks of the Board are regulated first and foremost by the Swedish Companies Act and the Code. The work of the Board is also regulated by rules of procedure adopted annually by the Board. The rules of procedure for the Board determine the division of work and responsibilities among the Directors, the President & CEO and the committees. Furthermore, the division of work between the Board and President & CEO is governed by instructions to the President & CEO, which are adopted annually by the Board. The instructions to the President & CEO also include instructions on financial reporting. The duties of the Board include the establishment of strategies, business plans, budgets, interim reports, year-end accounts and annual reports, as well as the adoption of instructions, policies and guidelines. The Board shall also monitor financial performance and ensure quality in financial reporting and internal controls and shall assess operations in terms of the targets and guidelines established by the Board. Finally, the Board makes decisions on significant investments and changes to the Company's organisation and operations.

The Chair of the Board is responsible for the Board's work, and for ensuring that it is conducted efficiently and that the Board fulfils its obligations. The Chair shall monitor the Company's performance via regular contact with the President & CEO. The Chair presides over the Board meetings, but the agenda is agreed and the meetings prepared in consultation with the President & CEO. The Chair is also responsible for ensuring that each year the Board evaluates its work and that the Board members receive on an ongoing basis the information they need to perform their work. The Chair represents the Company vis-à-vis its shareholders.

#### Composition of the Board

The Company's Board is currently made up of seven members elected by the annual general meeting and two employee representatives. No deputies have been appointed for Directors of the Board. At the annual general meeting held on May 5, 2022, Johan Hjertonsson, Helena Nordman-Knutson, Christina Hallin, Tomas Carlsson, Sven Törnkvist, Petra Einarsson and Ole Kristian Jødahl were re-elected as Directors. Johan Hjertonsson was elected Chair of the Board. The employee representatives, Cristina Lindberg Ghimpu and Örjan Fredriksson, are appointed by the trade union organisations. Christina Lindberg Ghimpu was replaced by Fredrik Marklund in December 2022.

#### Independence of the Board

According to the Code, more than half of the Directors appointed by the general meeting must be independent in relation to the Company and the Company's management. At least two of the Directors who are independent in relation to the Company and the Company's management shall also be independent in relation to the Company's major shareholders. To determine the independence of a Director, an overall assessment shall in each case be conducted regarding the Director's relationship to the Company. One of the Company's Directors elected by the general meeting is employed by the Company. Six out of seven Directors elected by the general meeting are deemed to be independent in relation to the Company and the Company's management. When determining whether a Director is independent in relation to a major shareholder, the extent of the Director's direct and indirect relationships with the major shareholder shall be taken into consideration.

A Director is deemed not to be independent in relation to the Company's major shareholders if he or she is or recently has been employed at, or a Director of, a company that is a



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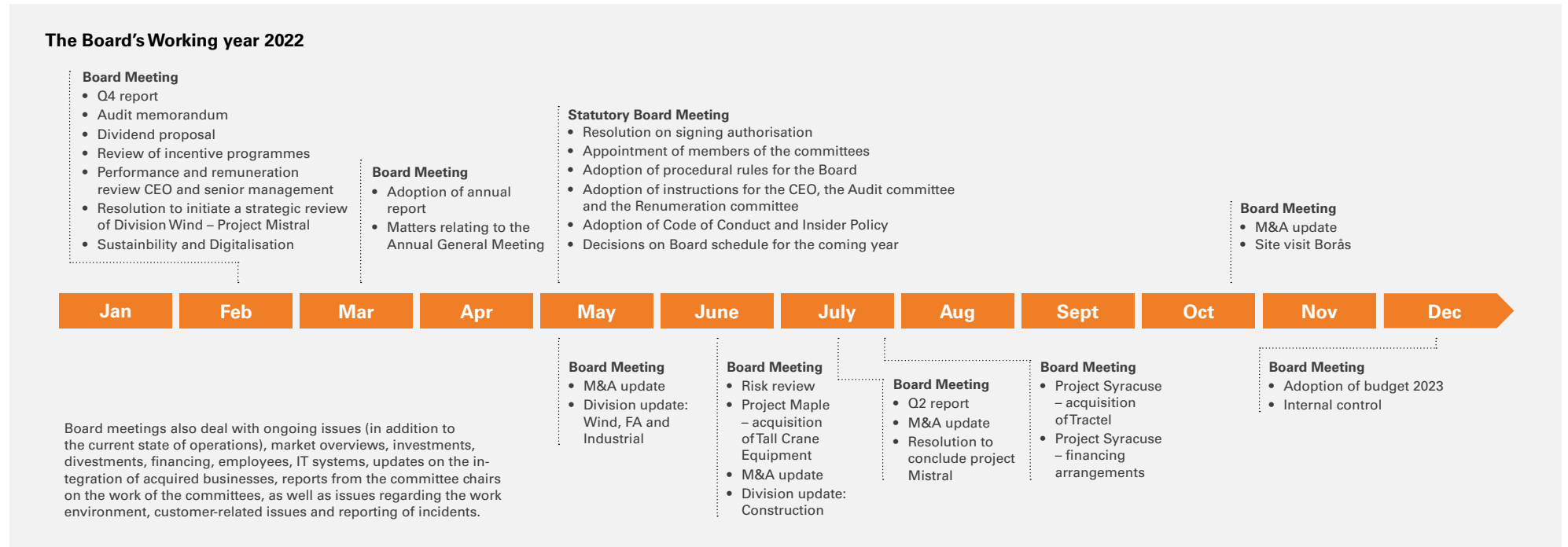
major shareholder. Six of seven Directors elected by the general meeting are independent in relation to the Company's major shareholders. The Company therefore satisfies the Code's requirements regarding the independence of the Board in relation to the Company, the Company's management and the Company's major shareholders. The table on page 89, provides information about the Directors' year of birth, the year they were first elected to the Board and whether they are deemed independent in relation to the Company, the Company's management and major shareholders as defined in the Code.

**Work of the Board during the year**

The Board met on nine occasions during 2022. In the course of the financial year, the Board not only produced financial reports but also addressed issues regarding strategic policy, budgets, business planning, auditing, investments, incentive programs, succession planning, sustainability agenda, insurance cover and internal control. During 2022, the various ongoing M&A projects were recurring items on the board meetings. The October meeting was held in Borås, Sweden, where the Board visited the Group's digital development hub.

**Remuneration to the Board**

At the annual general meeting on May 5, 2022, it was decided that a fee of SEK 840,500 should be paid to the Chair of the Board and SEK 338,250 each to other Directors elected by the general meeting. In addition, SEK 107,6250 should be paid to the Chair of the Audit Committee and SEK 82,000 to other members of the Audit Committee, SEK 76,875 to the Chair of the Remuneration Committee, and SEK 56,375 to other members of the Remuneration Committee.





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**5 BOARD COMMITTEES**

The primary function of the committees is to prepare matters to be presented to the Board prior to decision. The duties and instructions for each committee are defined annually by the Board.

**Audit Committee**

According to the applicable rules of procedure for the Board, the Audit Committee consists of no less than two members. The Swedish Companies Act stipulates that the members of the Audit Committee must not be employees of the Company and that at least one member shall be competent in accounting and auditing matters. The Audit Committee has two members: Helena Nordman-Knutson (Chair) and Tomas Carlsson. The Audit Committee is a committee within the Board that deals with issues relating to risk assessment, internal controls, financial reporting and auditing. Its main role is to ensure that the principles for financial reporting and internal controls are observed and that the Company maintains appropriate relationships with its auditors. The Committee shall identify and oversee the management of important auditing issues and discuss them with the Company's auditors. The Committee shall examine the processes for monitoring the above-mentioned areas and shall form an opinion as to whether the Company is applying the financial reporting regulations consistently and fairly, and in accordance with the relevant rules and practices. The Audit Committee shall also form an opinion regarding the risk situation in the Company, assess whether the internal control and governance procedures applied are fit for purpose and effective, and determine whether the Company's risk and risk management reporting in the Annual Report are accurate and adequate. Furthermore, the Audit Committee shall ensure that the auditor is impartial

and independent, and, in consultation with the auditor, plan the annual audit process and ensure that the audit is conducted on that occasion. The Audit Committee shall also assist in the drawing up of proposals for the appointment of the auditor at the annual general meeting.

**Remuneration Committee**

According to the applicable rules of procedure for the Board, the Remuneration Committee consists of no less than two members. The Remuneration Committee has two members: Johan Hjertonsson (Chair) and Christina Hallin. The role of the Remuneration Committee is to prepare issues regarding remuneration and other employment conditions for the President & CEO and the Company's other senior executives. This work involves preparing proposals for guidelines on conditions of employment, including remuneration, the relationship between earnings and remuneration and the main principles of incentive programmes. It also includes preparing proposals for individual remuneration packages for the President & CEO and other senior executives. In addition, the Remuneration Committee establishes guidelines on remuneration and incentive programmes for certain senior executives who report directly to the President & CEO, and it decides upon the outcome of these programmes. The Remuneration Committee is also required to monitor and evaluate the Company's compliance with guidelines on remuneration to senior executives, as adopted by the annual general meeting. Furthermore, the Remuneration Committee is responsible for assisting the Board in its annual review of senior executives, including the President & CEO, and for evaluating the President & CEO's succession planning for senior executives.

**6 PRESIDENT & CEO & OTHER SENIOR EXECUTIVES**

Since January 1, 2021, the Group is organised into four divisions; Façade Access, Construction, Industrial and Wind. Following the completion of the acquisition of Tractel in November 2022, the Group added a fifth division, Height Safety and Productivity Solutions. The Division Managers, who are responsible for business operations within each area, report directly to the President & CEO. The respective divisions are organised into functions driving strategic and operational division initiatives across the global organisation. For further information about the Group's divisions and operations, visit the website at [www.alimakgroup.com](http://www.alimakgroup.com).

The Management Team consists of the President & CEO, CFO, CTO, CSO, CPCO and the EVPs of the divisions. In January 2023, the Chief Communications Manager joined the Management Team. The President & CEO reports to the Board and conducts day-to-day management of the Company in accordance with the Board's guidelines and instructions. The division of work between the Board and President & CEO is set out in the Board's instructions to the President & CEO. The President & CEO is also responsible for producing reports and compiling information ahead of Board meetings, as well as for presenting material at such meetings. The President & CEO is responsible for financial reporting in the Company and must ensure that the Board receives adequate information to enable it to evaluate the Company's financial position. The President & CEO shall continually monitor, and keep the Board informed about, developments in the Company's business, sales performance, results and financial position, liquidity, key business events and all other events, circumstances or conditions that may be considered to be of relevance.



### Guidelines on remuneration to senior executives

Under the Swedish Companies Act, the Board is required to present proposals to the annual general meeting for guidelines on remuneration to the President & CEO and other senior executives. Issues regarding remuneration to the President & CEO shall be prepared by the Remuneration Committee and decided by the Board. Issues regarding remuneration to other senior executives shall, following recommendations by the President & CEO, be prepared and decided by the Remuneration Committee. For further information on remuneration to senior executives and remuneration paid in 2022, see the Director's Report and Note 7 to the Financial Statements.

### 7 EXTERNAL AUDITOR

At the annual general meeting on May 5, 2022, EY (Ernst & Young AB) was appointed as the Company's external auditor for the period up to and including the 2023 annual general meeting. EY appointed Henrik Jonzén as principal auditor. The auditor attends at least one Board meeting a year, at which the auditor reports on the audit for the year and discusses it with the Board, without the presence of the President & CEO and any member of the Company's management. During the past financial year, EY provided the Company with tax advisory services and other advice, in addition to its audit function. The auditor is paid for its work in accordance with the general meeting's decision. For information about fees paid to the Company's auditor in 2022, see Note 8.

### 8 INTERNAL CONTROL

#### Insider trading and information policy

The Company has produced policy documents and e-learning training courses, with the aim of informing employees and other relevant parties within the Group about the rules and regulations regarding the Company's provision of information and the specific requirements that apply to persons operating within a listed company, for example regarding price-sensitive information. In this context, the Company has also developed procedures for handling the distribution of information that has not been made public. These procedures are in line with the Market Abuse Regulation Act (MAR).

#### Internal controls on financial reporting

The Company operates a risk management programme that is an integral part of the Company's strategy process. Operations are based on a governance framework consisting of a Code of Conduct, policies and guidelines that regulate how the Company is managed. The Board and the President & CEO are ultimately responsible for ensuring that internal controls are developed, communicated to and understood by those employees who are responsible for the individual control procedures, and for ensuring that the control procedures are monitored, implemented, updated and maintained. Managers at each level are responsible for ensuring that internal controls are established within their own areas of activity, and that these controls fulfil their purpose.

Internal controls include checks of the Group and the organisation, procedures and follow-up measures. The aim is to guarantee reliable and accurate financial reporting to ensure that the Company's and Group's financial reporting is drawn

up in compliance with the law, relevant accounting standards and other requirements. The internal control system is also intended to monitor compliance with the Group's policies, principles and instructions. Furthermore, the system ensures protection of the Company's assets, and that the Company's resources are utilised in a cost-efficient and appropriate manner.

Internal control is also exercised by following up of the information and business systems implemented, as well as via risk analysis. In order to further develop and strengthen the internal control the Board has implemented a "SAFE methodology" for the Group.

The SAFE methodology can be described as a way to:

- Safeguard the reporting and the Company assets,
- Assist the subsidiaries to be firm, fair and friendly in their roles and help them to make their processes as efficient as possible.
- Fix issues or ensure that outstanding issues from last year's audit are rectified within the current calendar year, as well as rectifying reporting problems in the subsidiaries,
- Ensure that the Group's guidelines are regarded as internal rules and will be followed.

The SAFE methodology is used for internal control purposes for all the Group Companies. Compliance with Group Policies is verified by local management in the board meetings in the subsidiaries.

The Board has concluded that the Company currently has no need to add a separate internal audit function to the organisation, over and above current processes and functions



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for internal control. Follow-up is exercised by the Board and the Company's management, and the level of control is deemed to meet the Company's needs. An annual assessment is made to determine whether a separate internal control function is necessary to maintain good internal control.

### **Sustainable governance**

The Board is responsible for the Company's approach to sustainability and its implied risks and opportunities, which are described in the Risk chapter of this document. This responsibility of the Board includes monitoring compliance with the Group's Code of Conduct, which is based on the ten principles enshrined in the UN Global Compact regarding social responsibility, the environment and business ethics.

The Board adopts the Group's policies, including the Code of Conduct, and the Company's Leadership Team establishes sustainability targets and indicators. The Code of Conduct is communicated regularly via information to and training for the Group's employees.

The responsibility for implementing and monitoring compliance with the Code of Conduct lies with the President & CEO and other members of the Company's leadership. Responsibility for practical implementation of the Code of Conduct is delegated to the Group's purchasing, production and sales and service organisations, and is monitored by the Company's leadership and reported back to the Board. For more information about the Group's sustainability initiatives and priorities, see the Sustainability section of the annual report.

The Board, Stockholm, March 15, 2023

*More information on the Group's corporate governance work is available in the section on corporate governance at [alimakgroup.com](http://alimakgroup.com). The next four pages contain information about the Board members and the Leadership Team.*





## Board

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### JOHAN HJERTONSSON

Chair of the Board since 2020.

Independent of the Company, not independent of a major shareholder (Investment AB Latour).

**Born:** 1968.

President & CEO, Investment AB Latour.

**Education:** MSc in Business and Economics – Lund University.

**Current Board duties:** Chair of the Board of Nederman Holding AB, Swegon Group AB, Hultafors Group AB, Nord-Lock International AB, Caljan AS and Latour Industries AB and Board member of Sweco AB and Assa Abloy AB.

**Former positions, selection:** Former president and CEO of AB Fagerhult and of Lammhults Design Group AB and has held a number of different senior positions within the Electrolux Group.

**Committee work:** Chair of the Remuneration Committee.

**Shareholding, own and via closely related persons\*:** 45,000.

\* Shareholding per December 31, 2022.



### HELENA NORDMAN-KNUTSON

Board member since 2016.

Independent of the Company and major shareholders.

**Born:** 1964.

Senior advisor, Safir Communication.

**Education:** MSc in Political Science, Helsinki University. MSc in Economics, Hanken School of Economics, Helsinki and Certified ESG Analyst.

**Current Board duties:** Board member, Nivika Fastigheter AB (publ), Naava OY, Excel Composites, Nidoco AB and USWE Sports AB.

**Former positions, selection:** Financial Analyst, Enskilda Securities, Orkla Securities, Öhman Fondkommission and Executive Director, Hallvarsson & Halvarsson.

**Committee work:** Chair of the Audit Committee.

**Shareholding, own and via closely related persons\*:** 1,100.



### CHRISTINA HALLIN

Board member since 2018.

Independent of the Company and major shareholders.

**Born:** 1960.

CEO, Swedish Electromagnet Invest AB (publ).

**Education:** MSc in Engineering Chalmers University of Technology.

**Current Board duties:** Board member of Sensys Gatso Group AB, Bulten AB, Norbit ASA, Swedish Electromagnet Holding AB and Swedish Electromagnet Invest AB (publ).

**Former positions, selection:** Senior Vice President of Dong Feng Commercial Vehicles, various management positions within Volvo Group.

**Committee work:** Member of the Remuneration Committee.

**Shareholding, own and via closely related persons\*:** 2,180.



### TOMAS CARLSSON

Board member since 2018.

Independent of the Company and major shareholders.

**Born:** 1965.

President & CEO, NCC.

**Education:** MSc in Engineering Chalmers University of Technology, Executive MBA from London Business School and Columbia Business School.

**Current Board duties:** Board member of Addval AB.

**Former positions, selection:** Head of Business Area Construction Sweden, NCC, President & CEO at Sweco.

**Committee work:** Member of the Audit Committee.

**Shareholding, own and via closely related persons\*:** 6,700.



### SVEN TÖRNKVIST

Board member since 2019.

Independent of the Company and major shareholders.

**Born:** 1971.

Head of Digital Business Development at EQT AB Group.

**Education:** Master of Science in Business and Economics, Stockholm School of Economics.

**Current Board duties:** Board member of Swetron AB.

**Former positions, selection:** Vice President Head of Digital Ericsson, various leading positions Google Sweden.

**Shareholding, own and via closely related persons\*:** 4,000.



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**PETRA EINARSSON**

Board member since 2020.

Independent of the Company and major shareholders.

**Born:** 1967.

**Education:** MSc in Business and Economics – Uppsala University.

**Current Board duties:** Board member of SSAB AB, Scandinavian Biogas Fuels International AB, Svenska Aerogel Holding AB (publ) and Norsk Hydro ASA.

**Former positions, selection:** Previously President and CEO of the packaging company Billerud Korsnäs. Various senior positions within the engineering group Sandvik.

**Shareholding, own and via closely related persons\*:** 2,500.

**OLE KRISTIAN JØDAHL**

Board member since 2020.

Not independent of the Company, independent of major shareholders

**Born:** 1971.

President and CEO of Alimak Group AB.

**Education:** Economics at NHH Norwegian School of Economics.

**Current Board duties:** –

**Former positions, selection:** President and CEO of Hultafors Group AB. Previously several senior positions within AB SKF.

**Shareholding, own and via closely related persons\*:** 36,170 shares and 175,000 call options.

**ÖRJAN FREDRIKSSON**

Board member since 2016.

Employee representative.

**Born:** 1968.

**Appointed by:** The trade union IF Metall.

**Shareholding, own and via closely related persons\*:** 0.

**FREDRIK MARKLUND**

Board member since 2022.

Employee representative

**Born:** 1982

**Appointed by:** Unionen

**Education:** Bachelor of Science in Mechanical Engineering, Umeå University.

**Shareholding, own and via closely related persons\*:** 0.

**Changes during the year**

Cristina Lindberg Ghimpu, former employee representative, resigned from the board in December 2022.

\* Shareholding per December 31, 2022.



## Leadership Team

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### OLE KRISTIAN JØDAHL

President & CEO since 2020.

**Born:** 1971.

**Education:** Economics at NHH Norwegian School of Economics.

**Former positions, selection:** President and CEO of Hultafors Group AB. Previously several senior positions within AB SKF.

**Shareholding, own and via closely related persons\*:** 36,170 shares and 175,000 call options



### SYLVAIN GRANGE<sup>1)</sup>

Chief Financial Officer, since 2022.

**Born:** 1971.

**Education:** EDHEC business school and Chartered Accountant.

**Former positions, selection:** CFO of Tractel Group. Previously CFO of another industrial group with global operations (Penox).

**Shareholding, own and via closely related persons\*:** 10,427 shares and 25,000 call options.



### CHARLOTTE BROGREN

Chief Technology Officer since 2017.

**Born:** 1963.

**Education:** PhD in Chemical Engineering, University of Lund.

**Former positions, selection:** Director-General Vinnova, The Swedish Governmental Agency for Innovation Systems, Technology Manager, ABB's Robotics Division, various management positions within ABB's research & development department.

**Shareholding, own and via closely related persons\*:** 2,600 shares and 34,000 call options.



### MATILDA WERNHOFF

Chief Strategy Officer since 2020 and with the Group since 2016.

**Born:** 1990.

**Education:** Business and Economics at Stockholm School of Economics.

**Former positions, selection:** Head of Business Development & M&A Alimak Group; Consultant at McKinsey & Company.

**Shareholding, own and via closely related persons\*:** 903 shares and 23,000 call options.



### ANNIKA HAAKER

Chief People & Culture Officer since 2021.

**Born:** 1968.

**Education:** Bachelor of Science (BSc) in Human Resources Mgmt, Stockholm University.

**Former positions, selection:** Group HR Director of HL Display, Head of Leadership & Talent at Nobia, Head of Organisation & Performance Development at Nasdaq.

**Shareholding, own and via closely related persons\*:** 331 shares and 40,000 call options

1) Part of the Group Management since November 2022  
\* Shareholding per December 31, 2022.



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**DAVID BATSON**

EVP Construction Division since 2021.

**Born:** 1967.

**Education:** Bachelor of Business Royal Melbourne Institute of Technology (RMIT).

**Former positions, selection:** Managing Director Alimak Group Australia, General Manager Equipment Sales Group William Adams Pty Ltd, Rental Consultant Caterpillar Inc Asia Pacific, various Senior Sales and Marketing Positions with Wreckair Hire.

**Shareholding, own and via closely related persons\*:** 0 shares and 50,000 call options.

**SALOMEH TAFAZOLI**

EVP Industrial Division since 2021.

**Born:** 1979.

**Education:** International Business, Johnson & Wales University.

**Former positions, selection:** Vice President Sales and Marketing EMEA at Snap-on Equipment.

**Shareholding, own and via closely related persons\*:** 0 shares and 50,000 call options.

**PHILIPPE GASTINEAU<sup>1)</sup>**

Senior EVP Facade Access Division and Height Safety & Productivity Solutions, since 2022.

**Born:** 1966.

**Education:** MSc. Engineering (Ecole Centrale de Lyon) and MBA (London Business School).

**Former positions, selection:** CEO Tractel, senior positions in Nexans and Cegelec.

**Shareholding, own and via closely related persons\*:** 25,000 call options.

**JOSE MARIA NEVOT**

EVP Wind Division since 2021.

**Born:** 1969.

**Education:** MSc in Mechanical Engineering, University of Zaragoza and MBA, Chamber of Commerce Zaragoza.

**Former positions, selection:** Head of Business unit Wind at Alimak Group, CSO Avanti Wind Systems, General Manager AWS S.L., General Manager Oerlikon AB.

**Shareholding, own and via closely related persons\*:** 2,600 shares and 50,000 call options.

**Changes during the year**

Thomas Hendel, until November 2022.

Patrik Sundqvist, until March 2022.

1) Part of the Group Management since November 2022  
\* Shareholding per December 31, 2022.