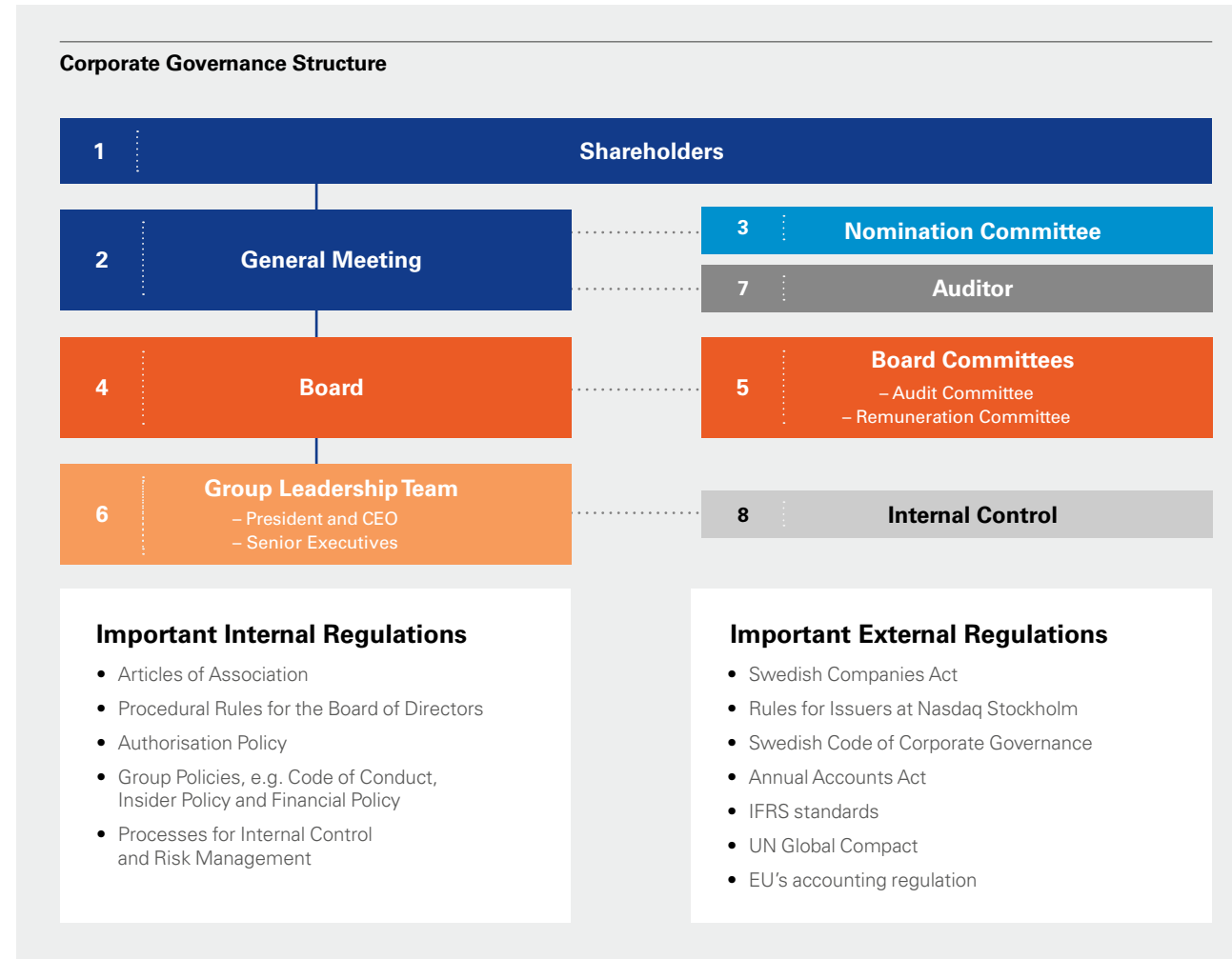


Corporate Governance

Alimak Group AB (the "Company") 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 28 countries.

Alimak Group is governed and controlled in accordance with a corporate governance system based on the Swedish Companies Act, the Company's articles of association, Nasdaq OMX Stockholm's Rulebook for Issuers, the Swedish Code of Corporate Governance ("the Code") and other relevant external and internal rules and regulations. 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, the Board, the management and other employees.



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1 Shareholders

The Company's share capital on 31 December, 2023 totalled to approximately MSEK 2,2. The number of shares was 107,573,111. Each share carries the right to one vote at the Company's general meetings. According to the share register, the Company had 5,739 known shareholders on 31 December, 2023. Investment AB Latour was the largest shareholder, with 29.8 percent of the share capital. Alantra EQMC Asset Management SGIC was the second largest with approximately 10.6 percent of the share capital. NN Group N.V. was the Company's third largest shareholder with 10.5 percent of the share capital. At year-end, foreign shareholders accounted for approximately 49 percent 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 where all shareholders collectively possess the authority to decide on Alimak Group AB's affairs. Shareholders who are registered in the share register as of the record date and who have given timely notice of their participation have the right to attend the general meeting and exercise their right to vote for all their shares. Decisions at the general meeting are normally made by simple majority, which means that the alternative that receives the most votes win. However, in some cases there may be special requirements according to the Swedish Companies Act. For example, a qualified presence may be required for the meeting to be quorum or a special voting majority for certain decisions to be made. These requirements may vary depending on a company's articles of association and the circumstances surrounding the specific meeting. It is therefore important for shareholders to be well informed about the applicable rules and regulations before every general meeting they intend to attend.

At the annual general meeting of Alimak Group AB, important decisions are made regarding the Company's financial position and management. Among these decisions are the adoption of the Group's profit and loss accounts and the balance sheet. In addition, resolutions are made regarding any dividend to the

shareholders and the granting of discharge from liability for Board members and the CEO. Remuneration for the Board and the auditor is also discussed, and Board members, Board chairman and auditor are elected. The annual general meeting also decides on the composition of the nomination committee. Any other matters outlined by the Swedish Companies Act may also be handled.

At Alimak Group AB's annual general meeting, every shareholder is given the opportunity to ask questions about the Company's operations and performance during the past year. The Board, the management and the auditor are all present at the annual general meeting to address such questions. This enables an open and transparent dialogue between the management and the shareholders.

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. In 2023, one general meeting was held: the annual general meeting in May.

Annual General Meeting 2023

The annual general meeting 2023 was held on 4 May, 2023.

Decisions at the annual general meeting 2023 included:

- Adoption of balance sheet and profit and loss accounts, as well as the consolidated profit and loss account and consolidated balance sheet for the financial year 2022.
- Adoption of the Board's proposal that a dividend of SEK 1,82 per share would be paid, the record date being Monday, 8 May, 2023.
- Discharging the Directors and the CEO from liability for the management of the Company during the financial year 2022.
- Re-election of Johan Hjertonsson (Chair), Helena Nordman-Knutson, Tomas Carlsson, Sven Törnkvist, Petra Einarsson and Ole Kristian Jødahl as Directors.
- Election of Zeina Bain as new Director.
- Re-appointment of the registered audit firm Ernst & Young AB as auditor of the Company.
- Approval of the Board's remuneration report.
- Adoption of Call Option Program 2023.
- Resolution to authorise the Board to pass resolutions on the acquisition and/or transfer of own shares.

Annual General Meeting 2024

The annual general meeting 2024 will be held on 29 April, 2024. All shareholders who are registered in the share register maintained by Euroclear Sweden AB ("Euroclear") five days prior to the annual general meeting are entitled to attend 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.

3 Nomination Committee

According to the Code, the Company is required to have a Nomination Committee whose task is to prepare and present proposals regarding appointments, with the aim of creating a basis for the annual general meeting's decisions on these matters. In addition to proposing the composition of the Board, the Nomination Committee is responsible for submitting proposals regarding the chairman of the Board, Board members and Board remuneration. The Nomination Committee is also responsible for proposing the election of auditor and the remuneration to the auditor. Through its work, the Nomination Committee thus contributes to an efficient and competent management and control of the Company.

In 2016, the Company's annual general meeting adopted an instruction regarding the appointment of the Nomination Committee, which is 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 the 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 procedure published on the Company's website prior to the annual general meeting. The proposals will be assessed by the Nomination Committee according to its instruction and the Code. The Nomination Committee's proposal and reasoned statement will



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be presented 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 amendments of the articles of association.

Nomination Committee for the 2024 annual general meeting

The Nomination Committee ahead of the annual general meeting 2024, comprises the following members:

- Ossian Ekdahl, Investment AB Latour, Chair of the Nomination Committee
- Francisco De Juan, Alantra EQMC Asset Management
- Jakob Rikwide, representing the shareholding of Bolero Holdings Sarl
- Mats Larsson, Första AP-fonden (AP1)
- Johan Hjertonsson, Alimak Group AB's Chair of the Board

As a basis for its proposals, the Nomination Committee has conducted an evaluation of the work of the Board. Prior to the 2024 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 Nomination Committee has discussed requirements regarding competence, experience and personal background. 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 Board is responsible for determining the Company's overall targets, developing and follow-up on the overall strategy, decide on major acquisitions, divestments and investments and continuously follow up on the operations. The Board has an ongoing obligation to assess both the Company's and the Group's financial situation and ensure that the Company's organisation is designed in a way that enables a reassuring control of the accounting, fund management and other financial conditions. The Board's duties also include the determination of business plans, budgets, interim reports, annual accounts, and annual reports as well as the adoption of instructions, policies and guidelines. The Board must ensure that their own work is evaluated annually through a systematic and structured

process. This ensures that the Board is efficient and competent in its role as leader and supervisory body for the Company.

The Board's procedural rules, which regulate the division of work and responsibility between the Directors, the President & CEO and the committees, are updated and adopted annually. Furthermore, the division of work between the Board and the President & CEO is governed by the instructions to the President & CEO, which are adopted annually by the Board. The CEO Instruction also contains instructions relating to the financial reporting.

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 contacts 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 the Board each year 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 the Directors of the Board. At the annual general meeting held on 4 May, 2023, Johan Hjertonsson, Helena Nordman-Knutson, Tomas Carlsson, Sven Törnkvist, Petra Einarsson and Ole Kristian Jødahl were re-elected as Directors. Zeina Bain was elected as new Director. Johan Hjertonsson was elected Chair of the Board. Örjan Fredriksson and Fredrik Marklund were appointed employee representatives by the trade union organisations. Fredrik Marklund was replaced by Urban Granström in May 2023.

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 with 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 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 73, 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 by the Code.

Work of the Board during the year

During 2023, the Board met 13 times. Recurring matters at the Board's meetings were reports from the Audit committee, CEO and CFO, strategy matters, business planning, auditing, integration of acquisitions and internal control. In 2023, the new share issue and repurchase of shares were also recurring items at the Board's meetings. The October meeting was held in Paris, where the Board visited the factory in Saint-Hilaire sous Romilly which belongs to the Height Safety & Productivity Solutions division. They also carried out two customer visits. The attendance at Board meetings and committee meetings in 2023 is presented in the table on page 73.

Remuneration to the Board

At the annual general meeting on 4 May, 2023, it was decided that a fee of SEK 870,000 should be paid to the Chair of the Board and SEK 350,000 each to other Directors elected by the general meeting. In addition, SEK 118,000 should be paid to the Chair of the Audit Committee and SEK 86,000 to other members of the Audit Committee, SEK 80,000 to the Chair of the Remuneration Committee, and SEK 58,000 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 shall consist 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 matters relating to risk assessment, internal controls, auditing, financial and sustainability reporting. 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

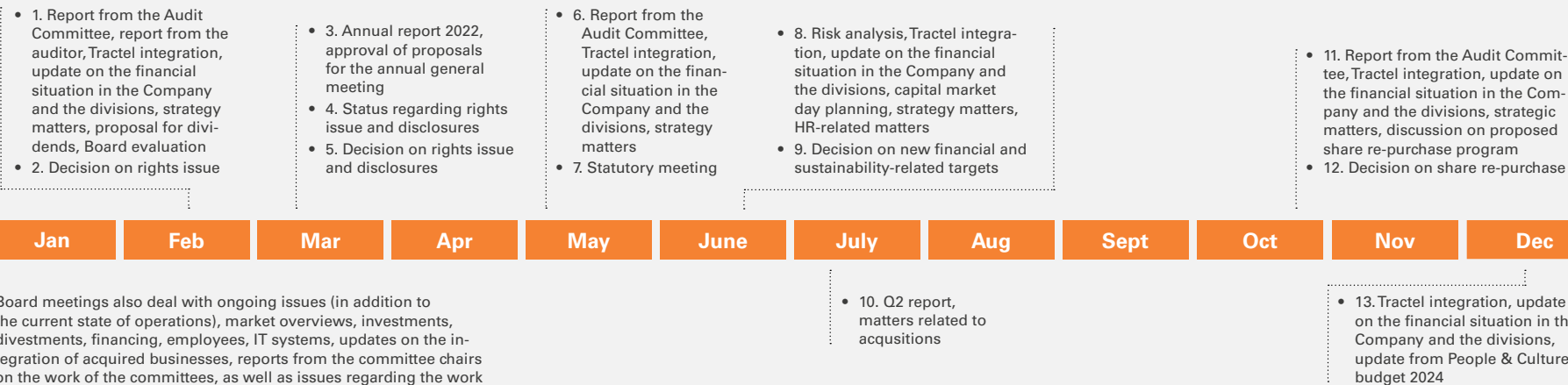
auditing issues and discuss them with the Company's auditors. The Committee shall examine the processes for monitoring the abovementioned areas and shall form an opinion as to whether the Company is applying the financial reporting regulations consistently and fairly, and in accordance with the relevant 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 Petra Einarsson. The role of the Remuneration Committee is to prepare matters 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.

The Board's Working year 2023



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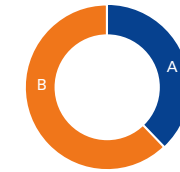
Other

Board Members, Independence and Attendance 2023

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
Johan Hjertonsson	1968	2020	Chair	Yes	No	13/13	–	3/3 (Chair)
Helena Nordman-Knutson	1964	2016	Board Member	Yes	Yes	13/13	4/4 (Chair)	–
Christina Hallin	1960	2018	Board Member	Yes	Yes	6/13	–	2/3
Tomas Carlsson	1965	2018	Board Member	Yes	Yes	13/13	4/4	–
Sven Törnkvist	1971	2019	Board Member	Yes	Yes	13/13	–	–
Petra Einarsson	1967	2020	Board Member	Yes	Yes	13/13	–	1/3
Zeina Bain	1977	2023	Board Member	Yes	Yes	7/13	–	–
Ole Kristian Jødahl	1971	2020	Board Member	No	Yes	13/13	–	–
Örjan Fredriksson	1968	2016	Employee representative	–	Yes	13/13	–	–
Fredrik Marklund ¹⁾	1982	2022	Employee representative	–	Yes	5/13	–	–
Urban Granström ¹⁾	1972	2023	Employee representative	–	Yes	3/13	–	–

Fees paid during the 2023 financial year
(All figures in thousands of SEK)

	Basic fee	Audit committee	Remuneration committee	Total
Johan Hjertonsson	840	–	77	917
Helena Nordman-Knutson	338	108	–	446
Christina Hallin	338	–	56	395
Tomas Carlsson	338	82	–	420
Sven Törnkvist	338	–	–	338
Petra Einarsson	338	–	–	338
Zeina Bain	–	–	–	–
Ole Kristian Jødahl	–	–	–	–
Örjan Fredriksson	–	–	–	–
Fredrik Marklund ¹⁾	–	–	–	–
Urban Granström ¹⁾	–	–	–	–
Total	2,530	190	133	2,854

Gender distribution of the Board 2023¹⁾

A) Women, 43 %
B) Men, 57 %

Time on the Board¹⁾

A) >5 years, 29.5 %
B) 2–5 years, 57 %
C) <2 years, 14 %

¹⁾ Board members elected by the general meeting in May 2023 excluding employee representatives.



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¹⁾ Fredrik Marklund was replaced by Urban Granström as employee representative in May 2023.

6 President & CEO & other senior executives

Alimak Group's Board has transferred the operational responsibility for both the Company's and the Group's management to the Company's President & CEO. It is the President and CEO's responsibility to lead the business within the framework that the Board has established and the Board has formulated clear instructions for the distribution of tasks between the Board and the President & CEO. These instructions are updated and adopted annually. The Group is organised into five divisions; Façade Access, Construction, Industrial, Wind and Height Safety & Productivity Solutions. The Division EVPs, who are responsible for the business operations within their respective division, 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.

The Group's Leadership Team consists of the President & CEO, CFO, CTO, CSO, CPCO, CCO and the EVPs of the divisions. On September 1st, 2023 Jens Holmberg took office as the new EVP for the Industrial division. 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 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. Matters regarding remuneration to the President & CEO shall be prepared by the Remuneration Committee and decided by the Board. Matters 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 2023, see the Director's Report and Note 7 to the Financial Statements.

7 External auditor

The auditor is appointed by the annual general meeting each year. The auditor's task is to review the Company's accounting and annual report on behalf of the shareholders, as well as the Board's and the President & CEO's administration of the Company. At the annual general meeting on 4 May, 2023, Ernst & Young ("EY") was appointed as the Company's external auditor for the period up to and including the 2024 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 some 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 2023, see Note 8.

8 Internal control

Insider trading and information policy

The Company has produced policies and an e-learning course, to ensure that employees and other relevant parties within the Group are informed 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 inside information. In this context, the Company has also developed procedures for the handling of inside information that has not yet 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 the 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



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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 followed up in connection with 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 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.

Governance sustainability

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.

The responsibility for establishing sustainability targets and indicators and for ensuring compliance with the Code of Conduct lies with the President & CEO and other members of the Group Leadership Team. The Code of Conduct is communicated regularly via information to and training of the Group's employees. Responsibility for the practical implementation of the Code of Conduct is delegated to different parts of the Group, e.g. the purchasing and manufacturing 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, 14 March, 2024

More information on the Group's corporate governance work is available in the section on corporate governance at alimakgroup.com. The following pages contain information about the Board members and the Leadership Team.



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Board



JOHAN HJERTONSSON

Chair of the Board since 2020, chair of the Remuneration Committee.

Independence: Independent in relation to the Company, not independent in relation to a major shareholder (Investment AB Latour).

Born: 1968.

Education: Bachelor of Economics, Lund University.

Other board assignments: Chair of the board of ASSA ABLOY AB and Tomra Systems ASA, board member of Sweco AB and Investment AB Latour.

Main work experience: President and CEO of Investment AB Latour. Former President and CEO of AB Fagerhult and Lamhults Design Group AB and has held different senior positions within the Electrolux Group.

Shareholding, own and via closely related persons*: 90,000.



HELENA NORDMAN-KNUTSON

Board member since 2016, chair of the Audit Committee.

Independence: Independent in relation to the Company and major shareholders.

Born: 1964.

Education: Masters of Sciences in Political Science, University of Helsinki, Masters of Sciences in Economics, Swedish School of Economics in Helsinki and Certified ESG Analyst.

Other board assignments: Board member of Nivika Fastigheter AB (publ), Excel Composites, Nidoco AB and USWE Sports AB.

Main work experience: Senior advisor, Safir Communication. Former financial analyst at Enskilda Securities, Orkla Securities, Öhman Fondkommission and Executive Director at Hallvarsson & Halvarsson.

Shareholding, own and via closely related persons*: 2,200.



TOMAS CARLSSON

Board member since 2018, member of the Audit Committee.

Independence: Independent in relation to the Company and major shareholders.

Born: 1965.

Education: Masters of Sciences in Engineering, Chalmers University of Technology and Executive MBA, London Business School and Columbia Business School.

Other board assignments: Board member of Addval AB.

Main work experience: President and CEO of NCC. Former Head of Business Area Construction Sweden within NCC, President and CEO of Sweco AB.

Shareholding, own and via closely related persons*: 13,400.



SVEN TÖRNKVIST

Board member since 2019.

Independence: Independent in relation to the Company and major shareholders.

Born: 1971.

Education: Masters of Sciences in Business and Economics, Stockholm School of Economics.

Other board assignments: Board member of Swetorn AB.

Main work experience: CDO & Head of EQT Digital at EQT AB. Former Vice President Head of Digital at Ericsson, various senior positions at Google Sweden.

Shareholding, own and via closely related persons*: 12,000.



PETRA EINARSSON

Board member since 2020, member of the Remuneration Committee.

Independence: Independent in relation to the Company and major shareholders.

Born: 1967.

Education: Bachelor of Economics, Uppsala University.

Other board assignments: Board member of SSAB AB, Biokraft International AB and Norsk Hydro ASA.

Main work experience: Previously President and CEO of the packaging company Billerud Korsnäs. Several senior positions within the engineering group Sandvik.

Shareholding, own and via closely related persons*: 5,000.



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* Shareholding per 31 December, 2023.



OLE KRISTIAN JØDAHL

Board member since 2020.

Independence: Not independent in relation to the Company, independent in relation to major shareholders.

Born: 1971.

Education: Economics, NHH Norwegian School of Economics.

Other board assignments: Board member of Nilfisk Holding A/S.

Main work experience: President and CEO of Alimak Group AB. Former President and CEO of Hultafors Group AB. Previously, several senior positions within AB SKF.

Shareholding, own and via closely related persons*:

91,265 shares and 347,750 call options.



ZEINA BAIN

Board member since 2023.

Independence: Independent in relation to the Company and major shareholders.

Born: 1977.

Education: Oxford University, BA Honours Degree in Philosophy, Politics and Economics.

Other board assignments: Tracerco group companies, Oxford University Endowment Fund, St Paul's Girls School (charity).

Main work experience: Managing Partner of Sullivan Street Partners. Former Managing Director at ICG's European Subordinated debt and equity fund. Prior to that, a long career at the Carlyle Group.

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



ÖRJAN FREDRIKSSON

Board member since 2016.

Employee representative.

Born: 1968.

Appointed by: IF Metall.

Employed since: 1989, Production coordinator.

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



URBAN GRANSTRÖM

Board member since 2023.

Employee representative

Born: 1972.

Appointed by: The Union

Employed since: 2021, Quality Engineer.

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

Changes during the year:

Christina Hallin, former board member, resigned from the board and was replaced by Zeina Bain in connection with the annual general meeting.

Fredrik Marklund, former employee representative, resigned from the board and was replaced by Urban Granström in May 2023.



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OLE KRISTIAN JØDAHL

President and CEO since 2020.

Born: 1971.

Education: Economics, 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*: 91,265 shares and 347,750 call options.



SYLVAIN GRANGE

CFO 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*: 29,742 shares and 117,000 call options.



CHARLOTTE BROGREN

Chief Technology Officer since 2017.

Born: 1963.

Education: PhD of Technology in chemical engineering, Lund University.

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*: 5,200 shares and 60,000 call options.



MATILDA WERNHOFF

Chief Strategy Officer since 2020.

Born: 1990.

Education: Economics at the Stockholm School of Economics.

Former positions, selection: Head of business development and M&A within Alimak Group, consultant at McKinsey & Company.

Shareholding, own and via closely related persons*: 1,806 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*: 600 shares and 55,000 call options.



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PHILIPPE GASTINEAU

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

Born: 1966.

Education: MSc. Engineer, Ecole Centrale de Lyon and MBA, London Business School.

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

Shareholding, own and via closely related persons*: 0 shares and 117,000 call options.



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 96,000 call options.



JENS HOLMBERG

EVP Industrial Division since 2023.

Born: 1980.

Education: Master of Science in Mechanical Engineering, Chalmers University of Technology.

Former positions, selection: President Sandvik Rock Tools, VP Sales Development Rock Tools, Management Consultant at McKinsey & Company

Shareholding, own and via closely related persons*: 5,631 shares and 46,000 call options.



JOSE MARIA NEVOT

EVP Wind Division since 2021.

Born: 1969.

Education: Master of Technology, University of Zaragoza, Bachelor of Economics, Chamber of Commerce Zaragoza.

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

Shareholding, own and via closely related persons*: 5,200 shares and 72,000 call options.



JOHNNY NYLUND

Chief Communications Officer since 2023.

Born: 1977.

Education: Bachelor of Arts in communications, law and language studies, Stockholm University.

Former positions, selection: Head of Press and Public Affairs at Sweco, has previously held similar roles at Business Sweden, AkzoNobel and Sveriges Radio.

Shareholding, own and via closely related persons*: 1,024 shares and 46,000 call options.

Changes during the year:

Salomeh Tafazoli, until March 2023.

Jens Holmberg, from September 2023.



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