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PROPOSALS OF THE NOMINATION COMMITTEE FOR THE 2026 ANNUAL GENERAL MEETING

The Nomination Committee for the Annual General Meeting 2026 comprises the following members: Ossian Ekdahl, Investment AB Latour (Chair of the Nomination Committee); Francisco De Juan, Alantra EQMC Asset Management; Jakob Rikwide, representing Bolero Holdings SARL; and Johan Hjertonsson, Chair of the Board of Alimak Group AB.

The Nomination Committee presents the following proposals for the Annual General Meeting on Wednesday, May 6, 2026:

Election of Chair of the meeting

The Nomination Committee proposes that Johan Hjertonsson, or if he is prevented from attending, the person the Nomination Committee proposes in his place, be elected to Chair the meeting.

Resolution on number of Directors and number of auditors

The Nomination Committee proposes that the Board should be composed of seven (7) Directors elected by the meeting, with no alternates, for the period until the end of the next Annual General Meeting. The Nomination Committee proposes that the company shall have one (1) auditor, with no alternate.

Resolution on Directors' fees and auditor's fees

The Nomination Committee proposes that the fee to the Directors for the period up to and including the Annual General Meeting 2027 will be paid as follows. The Chair of the Board will receive SEK 1,150,000 (previously SEK 1,035,000), and the other Directors elected by the meeting will receive SEK 455,000 (previously SEK 414,000) each. However, no fee shall be paid to Directors who are employed by the company. In addition, it is proposed that SEK 200,000 (previously SEK 180,000) is payable to the Chair of the Audit Committee and SEK 110,000 (previously SEK 100,000) to other members of the Audit Committee, SEK 110,000 (previously SEK 100,000) to the Chair of the Remuneration Committee, and SEK 65,000 (previously SEK 60,000) to other members of the Remuneration Committee.

Fees will be paid to the auditor in accordance with approved invoices.

Board members, who do not previously have corresponding holdings, are expected over a five-year period to successively acquire and maintain a holding of shares in Alimak at a market value corresponding to at least one (1) year's remuneration to the Board of Directors before tax, excluding fees for committee work.

Election of Directors, Chair of the Board and auditor

The Nomination Committee proposes re-election of Tomas Carlsson, Petra Einarsson, Heléne Mellquist, Dr. Annette Rinck, Sven Törnkvist and Ole Kristian Jødahl (CEO) as Directors, and proposes Olof Stålnacke as new Director. Johan Hjertonsson and Helena Nordman-Knutson have declined re-election. The Nomination Committee proposes that Heléne Mellquist be elected as Chair of the Board.

Olof Stålnacke has served as CFO of Sweco Group, CFO of Coor Service Management Group and VP Finance at The Absolut Company. Prior to that, Olof Stålnacke held various finance director roles and worked as a management consultant at McKinsey & Co. Olof Stålnacke holds no other Board assignments.

Information about the other proposed Directors is available on the company's website: www.alimakgroup.com.

The Nomination Committee proposes that the registered accounting firm Ernst & Young AB be re-appointed auditor. The proposal of the Nomination Committee corresponds with the recommendation of the Audit Committee. Neither the Nomination Committee's proposal nor the Audit Committee's recommendation has been subject to influence of a third party nor subject to any terms in contract limiting the choice of auditor.

Ernst & Young AB has given notice that if the Nomination Committee's proposal for auditor is adopted at the meeting, Andreas Mast, Authorised Public Accountant, will be the person appointed to have main responsibility for the audit.

Resolution regarding the Nomination Committee

The Nomination Committee proposes that the following instructions apply to the Nomination Committee until new instructions are decided:

The Nomination Committee shall consist of representatives of the three to four (3–4) largest shareholders by voting rights in accordance with the shareholder register¹ maintained by Euroclear Sweden AB as of 31 August each year, together with the Chair of the Board, who shall also convene the Nomination Committee to its first meeting. If one (1) or more of the four (4) largest shareholders by voting rights choose not to participate in the Nomination Committee, the right to nominate a representative shall pass to the shareholder with the next largest voting entitlement until the Nomination Committee consists of at least three (3) members. The member representing the shareholder holding the highest percentage of voting rights will have the right to appoint the chair of the Nomination Committee but can choose to transfer this right to another member of the Nomination Committee. If, more than three (3) months before the AGM, any shareholder that has appointed a member of the Nomination Committee is no longer one of the three (3) respectively four (4) shareholders holding the highest percentage of voting rights, the member appointed by that shareholder must stand down, and any shareholder that has then become one of the three (3) respectively four (4) shareholders holding the highest percentage of voting rights will be entitled to appoint one (1) member each. If a member leaves the Nomination Committee before its work is completed, and the Nomination Committee finds it desirable that a replacement be appointed, that replacement shall represent the same shareholder or, if the shareholder is no longer one of the three (3) respectively four (4) shareholders holding the highest percentage of voting rights, the shareholder holding the next highest percentage of voting rights. Changes in membership of the Nomination Committee must be made public immediately.

The identity of Nomination Committee members before each AGM must be made public no later than six (6) months before the AGM. No remuneration is payable to members of the Nomination Committee. The company will pay necessary overheads incurred by the Nomination Committee in its work. The Nomination Committee's term of office runs until the identity of the next Nomination Committee members has been made public.

¹ The statistics of owners to be used shall be sorted by voting power (owner grouped) and contain the largest shareholders registered as owners in Sweden, i.e. shareholders with an Euroclear Sweden AB account in their own name or shareholders who hold a deposit with a trustee who has provided the shareholder's identity to Euroclear Sweden AB.

The Nomination Committee will draw up proposals on the following matters to be decided at the AGM:

- a) Proposed chair of the AGM;
- b) Proposed number of directors;
- c) Proposed directors and Chair of the Board;
- d) Proposed fees for directors elected at the AGM who are not employed by the company, divided between the Chair and other directors, and remuneration for committee work, per member;
- e) Proposed auditor(s) and auditor's fee; and
- f) Where considered necessary, proposed amendments to these instructions for the Nomination Committee.

In performing other aspects of its work, the Nomination Committee must perform the duties incumbent on it under the Swedish Code of Corporate Governance (including accompanying instructions).

Reasoned statement by the Nomination Committee

As a basis for its proposals for Directors, the Nomination Committee has carried out an evaluation of the Board's work. The Nomination Committee has had four (4) meetings, has held separate interviews with all of the Directors and had contact on a number of occasions between the meetings. Furthermore, the Chair of the Board has presented the results of the evaluation of the Board's work carried out by the Board itself. The standards of competence, experience and personal background to be expected of the Board of the company have been discussed in depth. Questions of independence have been examined, and particular attention has been paid to equal gender distribution. The Nomination Committee has applied a diversity policy in accordance with Rule 4.1 of the Swedish Corporate Governance Code.

In its evaluation, the Nomination Committee has found the present Board work satisfying and well-functioning. The Nomination Committee has learned that Johan Hjertonsson and Helena Nordman-Knutson have declined re-election.

It is the opinion of the Nomination Committee that the proposed Board has a relevant composition, being characterised by diversity and breadth in terms of the Directors' competence, experience and personal background. The proposed Board as a group possesses a good level of industrial competence, industrial sector knowledge and international market experience as well as experience within relevant aspects of sustainability. The proposed Board is considered to have the competence and experience needed to meet the requirements imposed on the company as a listed company. The Nomination Committee also notes that Ole Kristian Jødahl is not independent in relation to the company and its executive management, and that Heléne Mellquist is not independent in relation to major shareholders but is independent in relation to the company and its executive management. All other Directors are independent in relation to the company, its executive management as well as to the major shareholders. The majority of the proposed Directors are thus independent in relation to the company, its executive management and the major shareholders.

The Nomination Committee considers the proposed Board to have suitable qualifications and a relevant composition considering the company's business operations, strategic development, governance and internal control.

Of the Directors proposed for the 2026 Annual General Meeting, excluding the CEO, three (3) are women and three (3) are men, corresponding respectively to 50 percent women and 50 percent men. Thus, the proposal is in accordance with the Swedish Corporate Governance Board's long-term target, that approximately 40 percent of the Directors shall consist of the gender that is under-represented on the boards of the collective listed companies. The Nomination Committee will continue the work to recruit suitable candidates from both genders in future recruitment processes.

Stockholm in March 2026
Nomination Committee of Alimak Group AB (publ)