

The Nomination Committee's statement concerning proposals to the 2023 Annual General Meeting as regards the Board of Directors in Beijer Alma, including report on the work of the Nomination Committee

The Nomination Committee of Beijer Alma comprises of the four largest shareholders in terms of voting rights who have indicated their willingness to participate in the Nomination Committee, and the Chairman of the Board of Directors. At the Annual General Meeting of Beijer Alma AB held on 30 March 2022 the following Nomination Committee was appointed ahead of the 2023 Annual General Meeting;

- Anders G. Carlberg (Chairman of the Nomination Committee), appointed by the principal owner Anders Wall Foundations and Anders Wall family and companies
- Hjalmar Ek, appointed by Lannebo Fonder
- Hans Christian Bratterud, appointed by Odin Fonder
- Malin Björkmo, appointed by Handelsbanken Fonder
- Johan Wall, Chairman of the Board

At year-end 2022, the four members of the Nomination Committee representing shareholders jointly represented approximately 43 percent of the shares and approximately 63 percent of the votes in the company.

The Nomination Committee's proposal regarding the Board of Directors

The Nomination Committee unanimously proposes the following:

- that the Board of Directors shall comprise of six regular directors with no deputy directors.
- that Johnny Alvarsson, Oskar Hellström, Hans Landin, Caroline af Ugglas and Johan Wall are re-elected and that Sofie Löwenhielm is elected.
- that Johan Wall is re-elected as Chairman of the Board.

Carina Andersson has declined re-election after 12 years on Beijer Alma's Board.

Reasoned statement including report on the work of the Nomination Committee

The Nomination Committee was tasked with preparing proposals for the 2023 Annual General Meeting of Beijer Alma concerning:

- Meeting Chairman
- Board directors
- Chairman of the Board
- Auditors
- Fees to the Board of Directors, the Board's committees and auditors
- Where considered necessary, amendments to the current instructions to the Nomination Committee.

Ahead of the 2023 Annual General Meeting, the Nomination Committee held five meetings during which minutes were taken. At the first meeting of the Nomination Committee, the CEO presented an overview of the company's operations and his opinion on the work of the Board of Directors. The Chairman of the Board also presented his views on the work of the Board of Directors and the participation of the directors, and informed the Nomination Committee about the Board evaluation that had been carried out. Particular focus has been devoted to the company's operations, goals and strategies as well as the work of the committees.

The company's shareholders have had the opportunity to present proposals to the Nomination Committee. The Nomination Committee has not received any proposals from the shareholders.

As part of its work, the Nomination Committee assessed the directors' ability to devote sufficient time and commitment to their assignment as directors of the company. Overall, the Board of Directors was portrayed as active, involved and dedicated. The rate of attendance at Board and committee

meetings has been high.

The Nomination Committee also discussed various requirements that may be or already are imposed on the Board of Directors and its members in a rapidly changing world, both in terms of globalization, digitization and sustainability, and with respect to increased competition.

In light of the above, as well as that Carina Andersson has declined re-election, the Nomination Committee proposes that Sofie Löwenhielm is elected as new Board member of Beijer Alma and that the other Board members Johnny Alvarsson, Oskar Hellström, Hans Landin, Caroline af Ugglas and Johan Wall are re-elected.

Sofie Löwenhielm has served as Chief Marketing and Strategy Officer and a member of the management team at Exeger Sweden AB, a fast-growing solar power technology company, since 2021. Prior to that, Sofie spent some ten years in senior international roles at Google, including Head of Global Marketing Strategy and Operations based at the head office in the US, and worked as a Strategy Consultant at Boston Consulting Group in Sweden. Sofie was also a director of the former listed company Swedol AB. Sofie, born 1981, is a Swedish citizen and holds a master's degree from the Stockholm School of Economics and a Google Marketing MBA from Wharton Executive Education in Philadelphia, US. Sofie is independent in relation to Beijer Alma, management and Beijer Alma's major shareholders. Neither Sofie nor any related party currently hold shares or other financial instruments in Beijer Alma.

Additional information about the directors' experience and expertise is available from Beijer Alma's website www.beijeralma.se.

The Nomination Committee assesses that the proposed Board of Directors has an appropriate composition and size with diversity and width as regards the directors' expertise and experience within areas that are of strategic importance for Beijer Alma's future business development. The Nomination Committee continuously focuses on providing the company with expertise and experience concerning the development of the industry from a global perspective through its Board representation.

The Nomination Committee has applied Rule 4.1 of the Swedish Corporate Governance Code as its diversity policy in the preparation of its proposal concerning the Board of Directors. The proposed Board of Directors consists of two women and four men.

The proposed Board of Directors meets the requirements of the Swedish Corporate Governance Code with respect to independence in relation to the company, management and the company's major shareholders.

The Nomination Committee has discussed the level of fees to be paid to the Board of Directors with the starting point that the remuneration levels must be competitive to attract and keep director with the best expertise and experience. The Nomination Committee proposes that the fees to the Board of Directors are increased by approximately 5 percent to SEK 370,000 to the regular members of the Board of Directors, SEK 1,050,000 to the Chairman of the Board and SEK 150,000 to the Chairman of the Audit Committee, and that the other committee fees should remain unchanged. In total, the proposed fees to the Board of Directors amounts to SEK 3,100,000.

The Nomination Committee is in favour of the directors building up personal shareholdings in Beijer Alma over time.

The 2020 Annual General Meeting appointed the auditing firm KPMG as Beijer Alma's auditor, with KPMG appointing Helena Arvidsson Älgne as auditor in charge. The Audit Committee has proposed to the Nomination Committee that KPMG is re-elected at this year's Annual General Meeting. The Nomination Committee proposes to elect the auditor in accordance with the Audit Committee's proposal. It is proposed that auditors' fees are paid in accordance with approved invoices. The Nomination Committee's proposal corresponds with the Audit Committee's proposal.

During its work, the Nomination Committee has also reviewed the current instructions to the Nomination Committee, which were adopted at the 2022 Annual General Meeting, and decided not

to propose any changes.

February 2023

The Nomination Committee of Beijer Alma AB