

The Nomination Committee's reasoned statement regarding the proposal for the Board of Directors of Beijer Alma AB at the 2026 Annual General Meeting, including a report on the work of the Nomination Committee

Beijer Alma's Nomination Committee consists of the four largest shareholders in terms of voting rights who have indicated their willingness to participate as a member of the Nomination Committee, as well as the Chairman of the Board. At the Annual General Meeting of Beijer Alma AB on May 6, 2025, the following Nomination Committee was appointed for the 2026 Annual General Meeting:

- Anders G. Carlberg (Chairman of the Nomination Committee), appointed by foundations affiliated with Anders Wall, as well as by Anders Wall together with family and companies
- Malin Björkmo, appointed by Handelsbanken Fonder
- Mats Andersson, appointed by Nordea Fonder
- Carl Sundblad, appointed by Cliens Fonder¹
- Johan Wall, Chairman of the Board

¹On October 24, 2025, it was announced that Cliens Fonder had appointed Max Frydén as a new member of the Nomination Committee following Carl Sundblad's departure from the committee.

At year-end 2025/2026, the four shareholder representatives together represented approximately 38.07% of the shares and approximately 61.52% of the votes in the company.

The Nomination Committee's proposal for the Board of Directors

The Nomination Committee unanimously proposes:

- that the Board of Directors shall consist of six ordinary members without deputies.
- the re-election of Johnny Alvarsson, Oskar Hellström, Hans Landin, Sofie Löwenhielm, Caroline af Ugglas, and Johan Wall.
- the re-election of Johan Wall as Chairman of the Board.

Reasoned statement, including report on the work of the Nomination Committee

The Nomination Committee has been tasked with preparing proposals for Beijer Alma's 2026 Annual General Meeting regarding:

- Chair of the Annual General Meeting
- Board members
- Chairman of the Board
- Auditors
- Fees to the Board of Directors, Board committees, and auditors
- Where deemed necessary, proposed amendments to the instructions for the Nomination Committee

Ahead of the 2026 Annual General Meeting, the Nomination Committee has held five recorded meetings. At the first meeting, the company's CEO provided an overview of the company's operations and his views on the work of the Board of Directors. The Chairman of the Board has presented his assessment of the work of the Board of Directors and the participation of its members, and has informed the Nomination Committee of the completed Board evaluation. In addition, the Nomination Committee has interviewed all members of the Board of Directors.

The company's shareholders have been given the opportunity to submit proposals to the Nomination Committee. No such proposals have been received by the Nomination Committee.

During its work, the Nomination Committee has assessed the Board members' ability to devote sufficient time and commitment to their assignment as members of the Board of Directors. In summary, the assessment has shown an active, participatory, and committed Board of Directors. The Board members have maintained high attendance at Board and committee meetings.

Furthermore, the Nomination Committee has discussed the various demands that are and will be placed on a Board of Directors and its members in a rapidly changing world, in terms of globalization, digitalization, sustainability, and increased competition.

The Nomination Committee is of the opinion that the proposed Board of Directors has an appropriate composition and size, characterized by diversity and breadth in terms of the proposed members' competence and experience in areas of strategic importance for Beijer Alma's future business development. The Nomination Committee continuously strives to ensure that the company, through its board representation, has access to the expertise and experience required in light of the industry's global development.

In light of the above, the Nomination Committee proposes the re-election of all Board members – Johnny Alvarsson, Oskar Hellström, Hans Landin, Sofie Löwenhielm, Caroline af Ugglas, and Johan Wall – and that Johan Wall be re-elected as Chairman of the Board.

Further information regarding the experience and expertise of the Board members is available on Beijer Alma's website, www.beijeralma.se.

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

The proposed composition of the company's Board of Directors meets the requirements of the Swedish Corporate Governance Code regarding independent members in relation to the company, its management, and the company's major shareholders.

The Nomination Committee has discussed the level of Board fees on the basis that the remuneration levels should be competitive in order to attract and retain members with the best possible competence and experience. The Nomination Committee proposes that the fees to the Board of Directors be increased to kSEK 440 for ordinary Board members, and kSEK 1,330 for the Chairman of the Board, that the fees for members of the Audit Committee be increased to kSEK 85 and kSEK 180 for the Chairman of the Audit Committee, and that the fees for members of the Remuneration Committee remain unchanged. In total, remuneration of kSEK 3,995 is proposed to Beijer Alma's Board of Directors.

The Nomination Committee views positively the fact that members of the Board of Directors over time build up their own shareholdings in Beijer Alma.

The Audit Committee has considered the matter of the election of an auditor for 2026 and recommends that the Nomination Committee propose to the Annual General Meeting the re-election of the company's auditor, KPMG. The Nomination Committee proposes that the Annual General Meeting elect the auditor in accordance with the Audit Committee's proposal. The auditor's fee is proposed to be paid in accordance with approved invoice.

During its work, the Nomination Committee has also reviewed the current instruction for the Nomination Committee, which was adopted at the 2025 Annual General Meeting, and proposes no changes thereto.

March 2026

The Nomination Committee of Beijer Alma AB