

The Nomination Committee's proposal for the Annual General Meeting 2026 as well as reasoned statement and presentation of the Nomination Committee's work

Composition

The Nomination Committee of Enity Holding AB (publ) ("**Enity**") consists of Vesa Koskinen, Chair of the Nomination Committee (EQT), Peter Lundkvist (Tredje AP-fonden (AP3)), Carl Rydin (Jofam) and Jayne Almond (Chair of the Board).

The Nomination Committee's proposal

Election of Chair of the Meeting (item 2)

The Nomination Committee proposes that attorney-at-law Emil Boström is elected Chair of the Annual General Meeting.

Resolution regarding the number of Board members and auditors (item 10)

The Nomination Committee proposes that 5 ordinary Board members without deputies should be appointed, and that one auditor without any deputy auditor should be appointed.

Determination of remuneration to the Board members and to the auditor (item 11)

The Nomination Committee proposes that the remuneration to each Board member elected by the General Meeting is distributed as follows:

- Chair of the Board SEK 1,800,000 (unchanged)
- Other Board members SEK 900,000 (unchanged)
- Chair of the Audit, Risk and Compliance Committee SEK 300,000 (unchanged)
- Other members of the Audit, Risk and Compliance Committee SEK 75,000 (unchanged)
- Chair of the Remuneration Committee SEK 125,000 (unchanged)
- Other members of the Remuneration Committee SEK 50,000 (0)

Fees to the auditor shall be paid in accordance with approved invoice.

Election of Board members and Chair of the Board (item 12)

The Nomination Committee proposes re-election of Jayne Almond, Christopher Rees, Julia Ehrhardt and Rolf Stub and new election of Mikael Walther. Vesa Koskinen has announced that he is not available for re-election.

The Nomination Committee proposes re-election of Jayne Almond as Chair of the Board.

Mikael Walther

Born 1981. Master of Science (MSc) in Engineering Physics, Royal Institute of Technology (KTH), Sweden and Master of Science (MSc) in Business and Economics, Stockholm School of Economics, Sweden.

Other appointments: CEO of Rosfelt Enterprises AB, Chair of the Board of Ture Investment Partners AB, Board member of Rebtel AB and of Hobohm Brothers Equity AB.

Previous appointments: Board member of Klarna Bank AB, CEO of Navos Capital, Investment Specialist at Cevian Capital and Analyst at Goldman Sachs.

Own and closely related persons' holding in the Company: 175 shares

Independent in relation to the Company and its executive management as well as the Company's major shareholders.

Election of auditor (item 13)

The Nomination Committee proposes re-election of Ernst & Young AB as the Company's auditor for the period until the close of the Annual General Meeting 2027, in accordance with the recommendation of the Audit, Risk and Compliance Committee.

Resolution on Instruction for the Nomination Committee (item 15)

The Nomination Committee proposes that the Annual General Meeting resolves to adopt the following revised instruction for the Nomination Committee. Compared with the currently applicable instruction, the proposal entails a clarification regarding changes in ownership after the time of the appointment of the Nomination Committee, as well as certain other minor editorial adjustments.

The Nomination Committee shall be composed of the chairperson of the Board of Directors and representatives of the three largest shareholders in terms of votes, listed in the shareholders' register maintained by Euroclear Sweden AB as of the last banking day in August each year, or other reliable data provided to the company at such time.¹

The chairperson of the Board of Directors shall as soon as practically possible following the last banking day in August each year convene the Nomination Committee to its first meeting and shall further, as part of the work of the Nomination Committee, inform the Nomination Committee about the work of the Board of Directors and the requirements for certain competence etc. that may be of importance for the work of the Nomination Committee.

The member representing the largest shareholder in terms of votes shall be appointed chairperson of the Nomination Committee, unless otherwise agreed by the Nomination Committee. The chairperson of the Nomination Committee shall have the casting vote in case of equal number of votes. The composition of the Nomination Committee for the

¹ In determining the three largest shareholders in terms of votes, a group of shareholders shall be considered one shareholder if they (i) have been organised as a group in the Euroclear system or (ii) have made public and notified the company that they have made a written agreement to take, through the coordinated exercise of voting rights, a common long-term view on the management of the company. Should the share register include nominee registered shareholdings, such shareholdings shall only be considered if the nominee has reported the identity of the underlying shareholder to Euroclear Sweden AB or if the company receives other reliable ownership information that evidences the identity of the underlying shareholder.

Annual General Meeting shall be publicly announced in a press release no later than six months prior to each Annual General Meeting.

Should any of the three largest shareholders in terms of votes decline to participate in the Nomination Committee, or otherwise be considered to have waived such a right, a representative from the largest shareholder (in terms of votes) next in line (based on the latest available shareholder statistics or other reliable data provided to the company, as per the first paragraph above) shall be appointed.

If a shareholder who has appointed a member of the Nomination Committee ceases to be among the three largest shareholders in terms of votes, the shareholder's representative shall, if the Nomination Committee so decides, withdraw from the Nomination Committee and the shareholder who has become one of the three largest shareholders in terms of votes shall be entitled to appoint its representative. Marginal changes in the number of votes held or changes in the ownership structure which occur less than three months prior to the Annual General Meeting will not lead to any change in the composition of the Nomination Committee unless there are special reasons and the Nomination Committee so decides.

If a member resigns from the Nomination Committee before the work is completed and the Nomination Committee finds it suitable, a substitute shall be appointed. Such substitute shall be appointed by the same shareholder or, if that shareholder is no longer among the three largest shareholders in terms of votes, by the shareholder who has become one of the largest shareholders in terms of votes.

A shareholder who has appointed a member to the Nomination Committee shall have the right to dismiss such member and appoint a new member.

Any changes in the composition of the Nomination Committee shall immediately be made public.

The term of office for the Nomination Committee runs until the composition of the next Nomination Committee has been announced. Remuneration shall not be paid to the members of the Nomination Committee. Potential necessary expenses for the work of the Nomination Committee shall be paid by the company.

The Nomination Committee shall perform its duties in accordance with this instruction and applicable rules, and shall prepare proposals regarding the election of chairperson of the General Meeting, members of the Board of Directors, chairperson of the Board of Directors, auditor, fees for the members of the Board of Directors (including division between the chairperson and the other Board members, as well as fees for committee work), fees to the company's auditor and any changes of the instructions for the Nomination Committee.

All information that the members of the Nomination Committee receive in their assignment or otherwise receive from the company shall be treated strictly confidential and may not be disclosed to any third party. The Nomination Committee's proposals, statements and opinions shall be communicated to the company in a reasonable time to ensure compliance with the Swedish Code of Corporate Governance.

This instruction shall apply until the General Meeting resolves otherwise.

The Nomination Committee's reasoned statement and presentation of the Nomination Committee's work

The Nomination Committee of Enity Holding AB (publ) consists of Vesa Koskinen, Chair of the Nomination Committee (EQT), Peter Lundkvist (Tredje AP-fonden (AP3)), Carl Rydin (Jofam) and Jayne Almond (Chair of the Board).

Prior to the Annual General Meeting 2026, the Nomination Committee has held six recorded meetings. The Nomination Committee has also been in continuous contact in addition to the meetings. The Nomination Committee has thoroughly familiarized itself with the Board's work and the specific requirements of the Company's operations. In its nomination work, the Nomination Committee has conducted interviews with all Board members to obtain additional insights into the Board's work. The Nomination Committee has also been given the opportunity to meet with the Company's CEO and been informed of the Company and its operations. The Nomination Committee has also reviewed the result of the evaluation of the individual Board members' contribution to the Board's work, of the Chair's work and of how the Board functions together as a group. The Nomination Committee's overall assessment is that the Board and its work has been functioning properly.

The aim of the Nomination Committee has been to propose a Board where the individual Board members as well as the Board in its entirety meet great demands on relevant knowledge and experience in order to be able to carry out effective Board work in Enity characterized by high quality. The Nomination Committee has also strived to achieve equal gender balance on the Board. The Nomination Committee finds that Enity's Board members have a broad range of expertise and experience in areas important to Enity. In its proposal regarding the Board members, the Nomination Committee has paid specific attention to the proposed members' other assignments, to ensure that they are able to devote their assignment on the Enity Board the time and the commitment required.

In the light of the evaluation that has been carried out and since Vesa Koskinen is not available for re-election as Board member, the Nomination Committee has concluded that the Board should be reinforced. Hence, the Nomination Committee proposes the re-election of Board members Jayne Almond, Christopher Rees, Julia Ehrhardt and Rolf Stub as well as re-election of Jayne Almond as Chair of the Board, and the election of Mikael Walther as new Board member.

The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as diversity policy. The Nomination Committee considers that the proposed Board of Directors, in accordance with rule 4.1 of the Swedish Corporate Governance Code, will obtain an appropriate composition with regard to the Company's operations, phase of development and other relevant circumstances. The proposed Board of Directors is characterized by diversity and breadth as to the Board members' qualifications, experience and background as well as a strive to achieve an equal gender balance. Of the five proposed members of the Board, two are women and three are men, which corresponds to 40 percent and 60 percent, respectively. Furthermore, the proposed Board meets the independency requirements in the Swedish Corporate Governance Code.

The Nomination Committee has evaluated the level and structure of the remuneration in respect of Board and committee work and has concluded that an increase of the remuneration as proposed by the Nomination Committee is justified. The proposal

reflects the Nomination Committee's ambition that the level of remuneration should be in line with remuneration in similar companies.

The Nomination Committee has reviewed the Company's and the Audit, Risk and Compliance Committee's work regarding proposals for election of auditor as well as its recommendation in this regard. The Audit, Risk and Compliance Committee has recommended re-election of Ernst & Young AB ("**EY**") as the Company's auditor. The Nomination Committee proposes, in accordance with the recommendation of the Audit, Risk and Compliance Committee, re-election of EY for the period until the end of the Annual General Meeting 2027. If elected, EY has announced its appointment of Erik Benjaminsson as auditor-in-charge.

The Nomination Committee for Enity Holding AB (publ)
Stockholm, March 2026