

Proposals and statement from the Nomination Committee of Lifco AB ahead of the 2025 Annual General Meeting (AGM)

1. Background

The 2023 AGM established principles for the establishment of a Nomination Committee, whereby the Nomination Committee shall consist of representatives of the four largest shareholders in terms of votes based on a list of owner-registered shareholders from Euroclear Sweden AB or other reliable shareholder information as per the last banking day in August the year before the AGM plus the Chairman of the Board. Prior to the 2025 AGM, the Nomination Committee was announced on 22 October 2024 and consists of Carl Bennet (*Carl Bennet AB*), Chairman, Jannis Kitsakis (*the Fourth National Swedish Pension Fund/Fjärde AP-fonden*), Javiera Ragnartz (*SEB Fonder & Liv*) and Jörgen Wärmlöv (*Spiltan Fonder*). Simon Blecher (*Carnegie Fonder*) was added as a member in November 2024 after Carnegie Fonder became the fourth largest owner. Following this time, no change has occurred in the Nomination Committee's composition. All shareholders have had an opportunity to contact the Nomination Committee and submit nomination proposals.

The members have established that there are no conflicts of interest that could impact their assignment. At the first meeting of the Nomination Committee, Carl Bennet was appointed Chairman of the Nomination Committee.

The Nomination Committee shall present proposals regarding the election of the Chairman of the AGM, election of the Chairman and other members of the Board, election of auditors and fees to be paid to the Board members and the auditors as well as instructions for the Nomination Committee.

2. Nomination Committee's proposals

The Nomination Committee submits the following proposals for resolution by the 2025 AGM:

Chairman of the AGM: The Chairman of the Board, Carl Bennet, shall be elected Chairman of the AGM.

Board of Directors: The number of Board members is to be nine, with no deputies. The following Board members are to be re-elected: Carl Bennet, Ulrika Dellby, Dan Frohm, Erik Gabrielson, Ulf Grunander, Anna Hallberg, Caroline af Ugglas, Axel Wachtmeister and Per Waldemarson. Carl Bennet is to be re-elected Chairman of the Board.

Information on all of the members proposed for re-election is available on the company's website lifco.se.

Fees for the Board of Directors and Board committees: Fees for the Board of Directors, excluding fees for Board Committees, shall be paid in a total amount of SEK 6,843,150 of which SEK 1,520,700 to the Chairman and SEK 760,350 to each of the other Board members elected by the General Meeting who are not employees of the Group. Fees for work in the Audit Committee shall be paid in an amount of SEK 307,400 for the Committee Chairman and SEK 153,700 for each of the other members. Fees for work in the Remuneration Committee shall be paid in an amount of SEK 162,000 for the Committee Chairman and SEK 100,200 for each of the other members.

Auditor: The company shall have one auditor, with no deputies. The AGM shall elect the registered public accounting firm Ernst & Young AB as new auditor for the period up until the end of the 2026 AGM. Authorised Public Accountant Johan Holmberg is intended to be Auditor-in-Charge.

Remuneration of the auditor will be paid in accordance with approved account. The proposal concerning auditor complies with the Audit Committee's recommendation.

3. Nomination Committee's statement on its work ahead of the 2025 AGM

The Nomination Committee held two minuted meetings prior to the 2025 AGM. Between these meetings, the Nomination Committee's members maintained regular contact and further dialogue by telephone.

The Nomination Committee addressed all of the issues that the Nomination Committee is required to address in accordance with the Swedish Corporate Governance Code, which are reported on in greater detail below. In order for the company to fulfil its information obligations in relation to the shareholders, the Nomination Committee has also informed the company of how the Nomination Committee's work has been performed and about the proposals that the Nomination Committee has decided to make.

As a basis for its work, the Nomination Committee has reviewed the accounts of the company's operations in 2024. Further, the Nomination Committee has reviewed the submitted nomination proposals and the performed evaluation of the Board and its work. The results of the evaluation, which have been reported in their entirety to the Nomination Committee, showed that the current Board members represent broad-based skills with solid industry knowledge and considerable financial expertise, as well as knowledge of international conditions and markets. The evaluation also showed that the rate of attendance at Board meetings was high and that all of the Board members showed considerable commitment.

The Nomination Committee has also reviewed the Audit Committee's evaluation of the cooperation with the currently elected auditing firm and the Audit Committee's adopted proposals concerning the election of auditor.

No remuneration has been paid to the members of the Nomination Committee.

4. The Nomination Committee's reasoned statement concerning the proposal for the election of Board members

In view of the result of the evaluation that the Nomination Committee has reviewed, and the requirements placed on the Board due to Lifco's current position and future orientation, the Nomination Committee has proposed that the number of AGM-elected Board members are to be nine, with no deputies.

All of the members have declared their availability for re-election to the Board of Directors except Annika Espander, who has declined re-election.

The Nomination Committee has proposed the re-election of the following current Board members: Carl Bennet, Ulrika Dellby, Dan Frohm, Erik Gabrielson, Ulf Grunander, Anna Hallberg, Caroline af Ugglas, Axel Wachtmeister and Per Waldemarson. Carl Bennet shall be re-elected as Chairman of the Board.

The Lifco Group currently has extensive operations within several industries, with subsidiaries that are at various development phases, from established international groups to smaller entrepreneurial companies. The Nomination Committee finds it warranted that the Board of Directors' expertise and experiences shall reflect the breadth of Lifco's business. The Nomination Committee's assessment is that the Board members, all in all, possess a combination of solid expertise and experience that is well adapted to the company.

In terms of its size, versatility and breadth of expertise, experience and background, the proposed Board is considered on the whole to have an appropriate composition with respect to the company's operations, stage of development, strategy and other circumstances.

The Nomination Committee applies Item 4.1 of the Swedish Corporate Governance Code (the "Code") as its diversity principle when preparing its proposal for the election of Board members and considers that its proposal entails that the Board's composition – in accordance with what is stated in Item 4.1 of the Code – continues to be appropriate in regard to the company's operations, stage of development and other conditions, and characterised by diversity and breadth in terms of the skills, experience and background of the AGM-elected Board members.

The Nomination Committee aims for an even gender distribution. Of the currently proposed Board members, three are women and seven are men (corresponding to 33.0 per cent and 67.0 per cent, respectively). According to statistics prepared by the Swedish Corporate Governance Board the proportion of women who are Board members in all Swedish listed companies was 36.1 per cent and 39.8 per cent in large cap companies on 24 June 2024. Statistics pertain to AGM-elected Board members in companies where the CEO is on the Board. According to the Swedish Corporate Governance Code an even gender distribution should be sought. An even gender distribution should therefore be assigned particular importance in connection with the election of new Board members. The Nomination Committee is also of the opinion that continuity in Board work is of considerable importance and proposes re-election of all AGM-elected Board members and re-election of the Chairman of the Board.

The Nomination Committee has also assessed the independence of the Board members. The Nomination Committee is of the opinion that its proposals concerning the composition of Lifco's Board of Directors fulfil the independence requirements of the Code. Accordingly, the Nomination Committee has considered the fact that Per Waldemarson, in his capacity as President and CEO, is to be regarded as dependent in relation to the company and company management, and that Carl Bennet, Dan Frohm and Erik Gabrielson, in their capacities as Board members of Lifco's principal shareholder Carl Bennet AB, are to be regarded as dependent in relation to major shareholders. The Nomination Committee is of the opinion that the other proposed Board members – Ulrika Dellby, Ulf Grunander, Anna Hallberg, Caroline af Ugglas and Axel Wachtmeister – are independent in relation to the company and the company management as well as major shareholders.

During its preparations, the Nomination Committee has also evaluated previously adopted remuneration levels for the Board members. Taking this review into account, the Nomination Committee has proposed a slight adjustment of the remuneration level.

In accordance with the Audit Committee's recommendation, the Nomination Committee has decided to recommend that the AGM elects the Ernst & Young AB auditing firm as new auditor for the forthcoming term and that audit fees are to be paid in the amount invoiced and approved.

In addition, The Nomination Committee has reviewed the current instructions for the Nomination Committee and no changes are proposed.

Stockholm, February 2025

The Nomination Committee of Lifco AB (publ)