The Nomination Committee in Teqnion AB – Report to the Annual General Meeting on 23 April 2026

The Nomination Committee in Teqnion AB ("**Teqnion**" or the "**company**"), appointed in November 2025, consists of Per Berggren, representing Vixar AB (Chairman of the Nomination Committee), Moritz Sitte, representing Stravaigin AB, and Kent Söderström, representing Investment AB Spiltan.

The Nomination Committee presents the following proposals to the Annual General Meeting on 23 April 2026:

Election of Chairman of the Annual General Meeting

The Nomination Committee proposes that Johan Wigh, or the person appointed by the Board of Directors in the event of his impediment, be elected Chairman of the Annual General Meeting.

Determination of the number of members of the Board of Directors as well as auditors and deputy auditors

The Nomination Committee proposes that the number of members of the Board of Directors elected by the general meeting for the period until the end of the next Annual General Meeting shall be six (6) members, with no deputies. The Nomination Committee further proposes that one (1) registered accounting firm be elected as auditor, with no deputies.

Determination of fees to the members of the Board of Directors and the auditors

The Nomination Committee proposes that the fees to the members of the Board of Directors shall be as follows. Fee for 2025 is stated in parentheses. The Nomination Committee proposes that the fees shall be SEK 400,000 (300,000) to the Chair of the Board and SEK 250,000 (200,000) to each of the other Board members elected by the Annual General Meeting who are not employed by the company. The Nomination Committee further proposes that the fee for committee work shall be SEK 50,000 (50,000) per person and committee and SEK 75,000 to committee Chairs.

The Nomination Committee further proposes that the auditor's fees shall be paid as per approved invoice.

Election of members of the Board of Directors as well as auditors

The Nomination Committee proposes re-election of Lena Almefelt, Henrik Joelsson, Mikael Vaezi, Christopher Mayer and Helena Nathhorst, and new election of Moritz Sitte as Board members for the period until the end of the next Annual General Meeting. The Nomination Committee proposes re-election of Lena Almefelt as Chair of the Board.

Information on Moritz Sitte follows below.

Moritz Sitte
Born: 1985.
Current assignments: Investment manager at Daniel Ek's family office Stravaigin AB and Board member of N Industries Ltd., a private UK serial acquirer.
Previous experience: Moritz worked as an investment manager for Baillie Gifford, a UK asset manager, for twelve years before joining Daniel Ek's family office as an investor at Stravaigin AB in 2022.
Education: MSc in Finance and Investment from the University of Edinburgh, 2010.
Holdings of shares or other financial instruments in the company (including holdings of persons closely associated): 13 737 shares.
Moritz Sitte is independent in relation to the company and its executive management and dependent in relation to major shareholders of the company.

Information on all members proposed for re-election is available at the company's website, www.teqnion.se.

The Nomination Committee further proposes, in accordance with the Audit Committee's recommendation, re-election of the registered accounting firm BDO Mälardalen AB as the company's auditor for the period until the end of the next Annual General Meeting. BDO Mälardalen AB has informed that the Authorized Public Accountant Carl-Johan Kjellman will continue to be appointed auditor in charge, should BDO Mälardalen AB be elected as auditor.

Report on the work of the Nomination Committee and motivated statement regarding the composition of the Board of Directors for the Annual General Meeting 2026

The Nomination Committee held its inaugural meeting on 24 November 2025. Two meetings have been held since then. The work commenced with a review of the tasks to be carried out by the Nomination Committee and an establishment of a timetable for the task.

The basis for the Nomination Committee's proposals has been to take into account the company's current situation, future direction and circumstances and to strive for diversity and breadth in terms of the Board members' skills, experience and background. In addition, there has been a strive for an even gender balance on the Board. As a basis for its work, the Nomination Committee has, through the Chairman of the Board, received information from the Board evaluation and about the company's operations and stage of development. The Nomination Committee has also obtained the Audit Committee's assessment regarding the quality of the audit. The Nomination Committee has been in contact with all members of the Board of Directors and has been informed that all are available for re-election at the Annual General Meeting 2026. However, a number of comments have been about the Board consisting of too many members. In light of this, the Nomination Committee proposes a reduction in the total number of members.

The Nomination Committee concludes that the current Board functions well, but that there is a need to add more experience from the UK. The Nomination Committee therefore proposes re-election of the Board members Lena Almefelt, Henrik Joelsson, Mikael Vaezi, Christopher Mayer and Helena Nathhorst for the period until the end of the next Annual General Meeting. In addition, the Nomination Committee proposes new election of Moritz Sitte for the period until the end of the next Annual General Meeting.

The Nomination Committee proposes re-election of Lena Almefelt as Chair of the Board.

A presentation of the proposed members of the Board is available above and at the company's website, www.teqnion.se.

Although Teqnion is not required to comply with the Swedish Corporate Governance Code (the "**Code**"), the Nomination Committee's proposal entails that the requirements set out in the Code regarding the number of independent external members of the Board of Directors and the age distribution are met. According to the Code, an even gender distribution shall also be strived for, with at least 40 percent of the underrepresented gender. In the proposed Board of Directors, the gender balance is approximately 33 percent women.

The Nomination Committee is convinced that the proposed Board of Directors has an appropriate composition characterized by diversity and broad competence and experience of Teqnion's business operations. Together, the Board of Directors has good financial and industrial competence as well as knowledge of the capital market and the markets in which the subsidiaries operate, which should give Teqnion the opportunity for strong continued growth with good profitability.

Regarding the election of auditors, the Nomination Committee supports the Audit Committee's proposal to elect BDO Mälardalen AB as the accounting firm with Carl-Johan Kjellman as the auditor in charge.

Regarding the proposals for fees for the Chair and the members of the Board of Directors, the Nomination Committee has made comparisons with other listed companies and taken note of principles and references discussed in various forums.

Stockholm in March, 2026

Per Berggren *Moritz Sitte* *Kent Söderström*