



**THE NOMINATION COMMITTEE'S PROPOSALS
AND MOTIVATED STATEMENT
AND INFORMATION ABOUT PROPOSED
BOARD MEMBERS**

to the annual general meeting of Coor Service Management Holding AB (publ)
on April 24, 2026

The nomination committee's proposals to the annual general meeting of Coor Service Management Holding AB on April 24, 2026

The nomination committee proposes that the 2026 annual general meeting resolves as follows:

Chair of the annual general meeting:

Henrik Wållgren, member of the Swedish Bar Association, from Advokatfirman Cederquist.

Fees:

Fees to board members elected by the general meeting not being employed by the company as well as fees for committee work in accordance with the following:

- Chair of the board of directors: SEK 950,000 (2025: SEK 865,000)
- Board member: SEK 350,000 (2025: SEK 315,000)
- Chair of the audit committee: SEK 250,000 (2025: SEK 225,000)
- Member of the audit committee: SEK 125,000 (2025: SEK 110,000)
- Chair of the remuneration committee: SEK 85,000 (2025: SEK 75,000)
- Member of the remuneration committee: SEK 55,000 (2025: SEK 50,000)
- Chair of the project committee: SEK 110,000 (2025: SEK 100,000)
- Member of the project committee: SEK 80,000 (2025: SEK 75,000)

The nomination committee states that, as in the previous year, the board members are expected to make a financial commitment to the company by acquiring shares in the company within a three-year period, with a value equivalent to approximately one year's fee, calculated before taxes.

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

The number of board members and the number of auditors:

Seven board members elected by the general meeting and no deputies. One auditor and no deputies.

Board of directors and chair of the board of directors:

Re-election of the board members Annelise Arboe Sommer, Catarina Fritz, Jens Lööw, Magnus Meyer, Mikael Stöhr, Heidi Skaaret and Linda Wikström.

Re-election of Mikael Stöhr as chair of the board of directors.

Auditor:

In accordance with the recommendation by the audit committee, it is proposed that Öhrlings PricewaterhouseCoopers AB ("PwC") is re-elected as auditor for the period until the end of the next annual general meeting. PwC has informed that the

authorised public accountant Andreas Skogh will continue as auditor-in-charge if PwC is re-elected as auditor.

Instruction for the nomination committee:

The nomination committee shall, as a general rule, consist of representatives of the four largest shareholders in terms of voting rights, based on shareholder statistics provided by Euroclear Sweden AB as of the last banking day in August each year, and other reliable ownership information made available to the company at that time, as well as the chair of the board of directors, who shall also convene the first meeting of the nomination committee. If any of the four largest shareholders in terms of voting rights declines to exercise its right to appoint a member of the nomination committee, or is otherwise deemed to have waived such right, the next shareholder in order of voting rights shall be given the opportunity to appoint a member of the nomination committee, provided that no more than ten shareholders in total need to be asked, unless this is required in order for the nomination committee to consist of at least three members.

The composition of the nomination committee, including information on which shareholder has appointed each member, shall be made public no later than six months prior to the annual general meeting. The mandate period of the nomination committee shall extend until a new nomination committee has been appointed.

The member representing the largest shareholder in terms of voting rights shall be appointed chair of the nomination committee.

If the ownership structure changes after the last banking day in August, but before the date falling three months prior to the forthcoming annual general meeting, and a shareholder who, following such change, has become one of the four largest shareholders in terms of voting rights requests to participate in the nomination committee by notifying the chair of the nomination committee, such shareholder shall be entitled, as determined by the nomination committee, either to appoint an additional member of the nomination committee or to appoint a member who shall replace the member appointed by the shareholder who, following the change in ownership structure, is no longer one of the four largest shareholders in terms of voting rights. A shareholder that has appointed a member of the nomination committee shall have the right to remove such member and appoint a new member. The same shall apply if a member leaves the nomination committee. Any changes to the composition of the nomination committee shall be made public.

No remuneration shall be paid to the members of the nomination committee. At the request of the nomination committee, the company shall provide personnel resources, such as secretarial assistance, in order to facilitate the work of the nomination committee. If necessary, the company shall also bear reasonable costs for external consultants and similar resources that the nomination committee deems necessary in order to fulfil its assignment.

The nomination committee shall submit proposals regarding: the chair of the general meeting, the board of directors, the chair of the board of directors, the auditor, fees apportioned between the chair and the other members and fees for committee work, fees to the company's auditor and, to the extent deemed necessary, proposals for amendments to this instruction.

This instruction shall apply until otherwise resolved by the general meeting.

The nomination committee's motivated statement to the annual general meeting of Coor Service Management Holding AB on April 24, 2026

In accordance with the instruction for the nomination committee adopted by the general meeting of Coor, a nomination committee has been convened to prepare proposals to the 2026 annual general meeting. The nomination committee consists of Richard Torgerson (Nordea Funds), Kristian Åkesson (Carnegie Funds), Anette Andersson (SEB Funds) and the chair of the board of directors Mikael Stöhr. Richard Torgerson is chair of the nomination committee.

Shareholders have had the opportunity to submit proposals to the nomination committee. No proposals have been submitted to the nomination committee.

Ahead of the 2026 annual general meeting, the nomination committee has held four meetings with continuous contacts between these meetings. In order to assess the extent to which the current board of directors fulfils the requirements placed on it, the nomination committee has made an assessment of each board member's ability to devote sufficient time and commitment to the board assignment. Particular emphasis has been placed on Coor's strategy and objectives, as well as on the requirements that the company's future direction is expected to place on the board of directors. As a basis for its work and decisions, the nomination committee has also reviewed the evaluation of the board of directors, which has been conducted by the chair of the board of directors Mikael Stöhr, interviewed all board members and received a presentation of Coor's operations from the CEO Ola Klingenberg.

To the annual general meeting 2026, the nomination committee proposes that the number of board members elected by the general meeting shall be seven and that all current board members be re-elected. It is further proposed that Mikael Stöhr be re-elected as chair of the board of directors.

The nomination committee considers that the proposed board of directors has an appropriate composition and size, and that the members collectively possess the competence and experience required to continue leading and developing the company's business operations while ensuring sustained profitable growth.

In its work, the nomination committee applies rule 4.1 of the Swedish Corporate Governance Code as a diversity policy, meaning that the board of directors should have a composition appropriate to the company's operations, development phase and other relevant circumstances, characterised by diversity and breadth in terms of competence, experience and background of the members elected by the general meeting, and that an even gender split shall be sought. Among the proposed board members, four are women and three are men, corresponding to 57 and 43 percent, respectively. The nomination committee considers that the proposed composition of the board of directors is appropriate in terms of diversity across relevant dimensions and will continue, in its work, to strive for a high level of diversity, including a balanced gender representation, in its efforts to ensure a highly competent board of directors.

The nomination committee has evaluated the independence of the proposed board members in relation to the company and its management as well as the major shareholders, taking into account the requirements of the Swedish Corporate Governance Code. All proposed board members are considered independent in relation to the company and its management as well as the company's major shareholders.

The nomination committee has evaluated the board remuneration in relation to listed companies of comparable size and within similar industries, with the aim of ensuring that the proposed remuneration levels are market-based and appropriate to enable Coor to attract and retain board members with relevant expertise. Against this background, the nomination committee proposes a general increase in the remuneration for work on the board of directors and its committees. The nomination committee considers that an increase in board remuneration in accordance with the proposal is well justified.

The nomination committee further considers it appropriate for board members elected by the general meeting to hold shares in Coor, with the aim of strengthening the alignment of interests between board members and shareholders. As in previous years, board members are expected to make a financial commitment to the company by acquiring shares in the company within a three-year period, with a value equivalent to approximately one year's fee, calculated before taxes. The nomination committee also encourages the board of directors to implement corresponding principles for the management team.

Stockholm in March 2026

Coor Service Management Holding AB (publ)
The nomination committee

Information about the proposed board members

Mikael Stöhr

Chair of the board of directors since 2025.
Born in 1970.

Education: Master of Laws, Lund University.

Experience: President and CEO of Consolis Group, Coor, Green Cargo and AxIndustries, and Deputy CEO of Axel Johnson International. Commercial Counsellor at the Swedish Trade Council in Russia, management consultant at McKinsey & Co and associate lawyer at Mannheimer Swartling. Board member of Ambea and SJ.

Other current assignments: Chair of the board of directors of Hjo Installation and board member of Werksta Group.

Shareholding: 15,000 shares.

Independent in relation to the company, its management and major shareholders.

Annelise Arboe Sommer

Board member since 2025.
Born in 1976.

Education: Master's degree in international business, Copenhagen Business School.

Experience: Chief Executive Officer of Umove A/S, Chief Commercial Officer at DEAS A/S, senior positions at ISS A/S, TryghedsGruppen and Novo Nordisk, and management consultant at McKinsey & Co.

Other current assignments: Board member of Umove A/S and of the Employer Association for Public Transport within the Confederation of Danish Industry.

Shareholding: 5,000 shares.

Independent in relation to the company, its management and major shareholders.

Catarina Fritz

Board member since 2024.
Born in 1963.

Education: Bachelor of Economics, Stockholm University.

Experience: CFO and deputy CEO of Akademiska Hus, CFO of Keolis Sverige, Frösunda LSS, Addici Holding, Aditro Group, Stockholmsbörsen and CFO of Investor.

Other current assignments: Board member of Green Cargo, Svevia, Bjerking, Alecta Fastigheter and Artipelag AB.

Shareholding: 10,000 shares.

Independent in relation to the company, its management and major shareholders.

Jens Lööv

Board member since 2024.
Born in 1965.

Education: Bachelor of Economics, Umeå University School of Economics.

Experience: EVP & CFO of Iver and CFO of Piab. Various leading positions within Telia and globally within Ericsson.

Other current assignments: EVP & CFO at Eleda.

Aktieinnehav: 6,000 shares.

Independent in relation to the company, its management and major shareholders.

Magnus Meyer

Board member since 2021.
Born in 1967.

Education: M.Sc. in Engineering and Licentiate of Engineering, Royal Institute of Technology (KTH), Stockholm.

Experience: President and CEO of WSP Europe and Tengbomgruppen AB. Various senior positions within GE Real Estate and Ljungberggruppen AB.

Other current assignments: Chair of the board of directors of Svevia AB, board member of Fagerhult AB, Vasakronan AB, Slättö Förvaltning AB, and Infranord AB as well as other companies.

Aktieinnehav: 6,866 shares.

Independent in relation to the company, its management and major shareholders.

Heidi Skaaret

Board member since 2016.
Born in 1961.

Education: MBA, University of Washington, USA.

Experience: EVP of Storebrand ASA, EVP of Lindorff Group AB, CEO of IKANO Bank SE and Bank Executive at DNB ASA.

Other current assignments: Chair of the board of directors of Noria Group AS, board member of Feminvest AS.

Aktieinnehav: 7,500 shares.

Independent in relation to the company, its management and major shareholders.

Linda Wikström

Board member since 2022.
Born in 1975.

Education: M.Sc. in Engineering, University of Colorado, USA.

Experience: Deputy CEO of Cary Group AB, and Chief Operating Officer of Desenio Group AB and AniCura Group AB. Private equity investor at Triton Partners and investment banker at J.P. Morgan.

Other current assignments: Board member of Citira Group AB, Accurum Group AB and BST Group AB.

Shareholding: 9,000 shares.

Independent in relation to the company, its management and major shareholders.