



**DOCUMENTS TO THE ANNUAL GENERAL
MEETING OF COOR SERVICE MANAGEMENT
HOLDING AB ON APRIL 25, 2025**

Statement by the board of directors of Coor Service Management Holding AB pursuant to Chapter 18, Section 4 of the Swedish Companies Act

The board of directors has proposed that the annual general meeting on April 25, 2025, resolves on a dividend for the financial year 2024 of SEK 1.50 per share (of which SEK 1.00 per share in ordinary dividend and SEK 0.50 in extraordinary dividend), to be paid in two instalments of SEK 1.00 and SEK 0.50, respectively. The record date for the first payment is proposed to be Tuesday, April 29, 2025, and for the second payment, Friday, October 3, 2025. If the meeting resolves in accordance with the board of directors' proposal, the first payment is expected to be made on Monday, May 5, 2025, and the second payment on Wednesday, October 8, 2025. The total dividend thus amounts to approximately SEK 144 million. In light of the proposal, the board of directors hereby submits the following statement pursuant to Chapter 18, Section 4 of the Swedish Companies Act.

The board of directors has determined that the restricted equity of the company will not be impaired by the distribution of the proposed dividend. The company holds interest rate swaps which, in accordance with IFRS, have been valued at fair value in the group's financial statements. The market value amounted to SEK 9 million as of December 31, 2024, representing 0.6 percent of the group's equity as of December 31, 2024.

The board of directors considers that the proposed dividend is justifiable considering the factors stated in Chapter 17, Section 3 second and third paragraphs of the Swedish Companies Act (the nature, scope and risks of the business as well as consolidation needs, liquidity and position in general). The board of directors would therefore like to state the following.

The nature, scope and risks of the business

According to the board of directors, the shareholders' equity of the company and the group will, after distribution of the dividend, be sufficient in proportion to the nature, scope and risks of the business. The board of directors has in this connection taken into consideration factors such as the historic development of the company and the group, the development according to budget and the state of the market.

Consolidation needs

The board of directors has made a comprehensive judgement of the financial position of the company and the group as well as the ability of the company and the group to fulfill short and long-term obligations. The proposed dividend constitutes in total 3 percent of the shareholders' equity of the company and 10 percent of the shareholders' equity of the group.

After the accomplished dividend distribution, the company's and the group's equity/assets ratio will amount to 63 percent and 18 percent, respectively. Accordingly, the equity/assets ratio of the company and the group is satisfactory in view of the group's line of business. The board of directors is of the opinion that the company and the group will be able to assume future business risks and also cope with prospective losses. The dividend will not have a negative impact on the company's and the group's ability to make further investments justified from a business perspective according to the plans of the board of directors.

Liquidity

The liquidity of the company and the group will be able to be maintained on a secure level. The board of directors' opinion is that the proposed dividend will not affect the company's and the group's ability to fulfill their payment obligations neither on short or long term. The company and the group have sufficient access to short-term as well as long-term credit facilities. The credits may be utilized at short notice and, accordingly, the board of directors considers that the company and the group are well prepared to handle any changes in liquidity as well as unexpected events.

Position in general

In addition to what is stated above, the board of directors has considered other known circumstances that may be of importance to the economic position of the company and the group. The board of directors has not noted any circumstances that would suggest that the proposed dividend is not justifiable.

Stockholm in April 2025

Coor Service Management Holding AB (publ)
The Board of Directors

Statement by the board of directors of Coor Service Management Holding AB pursuant to Chapter 19, Section 22 of the Swedish Companies Act

The board of directors has proposed that the annual general meeting on April 25, 2025, authorises the board of directors to, at one or several occasions during the period until the next annual general meeting, resolve on acquisitions of own shares. In light of the proposal, the board of directors hereby submits the following statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act.

The board of directors is of the opinion, with reference to the statement included in the proposal for distribution of earnings in the annual report 2024, that this proposal is reasonable, considering the requirements that the scope and nature of the business and the risks involved impose on the company's and the group's equity and the company's and the group's consolidation level, liquidity and financial position in general.

Stockholm in April 2025

Coor Service Management Holding AB (publ)
The Board of Directors

Remuneration report 2024

Introduction

This remuneration report provides an outline of how the guidelines for the remuneration of senior executives of Coor Service Management Holding AB's (reg. no. 556742-0806) ("Coor") (the "remuneration guidelines"), adopted by the 2022 annual general meeting, have been implemented during 2024. The report also provides details on the remuneration of Coor's CEO. In addition, the report contains a summary of Coor's outstanding share- and share price-based incentive programmes. The report has been prepared in compliance with the Swedish Companies Act (2005:551) and Rules on Remuneration of the Board and Executive Management and on Incentive Programmes administered by the Stock Market Self-Regulation Committee.

Information required by Chapter 5, Sections 40–44 of the Swedish Annual Accounts Act (1995:1554) is available in Notes 5 and 6 on pages 99–104 in the company's annual report 2024 (the "2024 Annual Report").

Information on the work of the Remuneration Committee during 2024 is set out in the Corporate Governance Report, which is available on pages 57–73 of the 2024 Annual Report.

Remuneration of the board of directors is not covered by this report. Such remuneration is resolved annually by the annual general meeting and disclosed on page 61 in the Corporate Governance Report and in Note 6 on page 102 of the 2024 Annual Report.

CEO – termination of employment in 2024

AnnaCarin Grandin stepped down from her role as President and CEO of Coor on December 1, 2024. Peter Viinapuu then assumed the role of interim President and CEO. In February 2025, it was announced that Ola Klingenberg will take over as President and CEO of Coor as of March 1, 2025. Peter Viinapuu received remuneration for his assignment as interim President and CEO during the period December 1–31, 2024, in the form of a consultancy fee of SEK 0.8 million. Apart from this, Peter Viinapuu has not received any compensation related to his role as interim President and CEO. The remainder of this remuneration report presents thus only the salaries and other compensation paid to AnnaCarin Grandin.

Key developments 2024

Coor's interim CEO Peter Viinapuu summarises Coor's overall performance in 2024 in his statement on pages 14–16 of the 2024 Annual Report.

The company's remuneration guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of Coor's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. To this end, it is necessary that Coor offers competitive total remuneration, which the remuneration guidelines enable. The total remuneration shall be competitive, in line with market levels and reflect the individual's performance and responsibility, and with regard to any long-term variable remuneration, the value growth of the Coor share that accrues to the shareholders. Variable cash remuneration covered by the

remuneration guidelines shall aim to promote the company's business strategy and long-term interests, including its sustainability.

Under Coor's remuneration guidelines, the remuneration to senior executives shall consist of fixed salary, any variable remuneration, pension and other benefits. The remuneration guidelines are found on pages 102–103 of the 2024 Annual Report. During 2024, the company has complied with the applicable remuneration guidelines adopted by the general meeting. According to the remuneration guidelines, the board of directors may decide to temporarily deviate from the guidelines, either in whole or in part, if there are special reasons in a specific case and a deviation is necessary to meet the company's long-term interests, including its sustainability, or to ensure the company's financial viability. When Peter Viinapuu was appointed as interim President and CEO, the board of directors decided on such a deviation, where Peter Viinapuu's compensation was paid as a consultancy fee. This was justified by the board of directors' assessment that it was crucial for the company to appoint an interim President and CEO to ensure continuity in the company's leadership and operations. A deviation from the remuneration guidelines was considered necessary to facilitate Peter Viinapuu's appointment and was therefore deemed to be in line with the company's long-term interests. No derogations from the procedure for implementation of the remuneration guidelines have been made. The auditor's opinion on whether the company has complied with the guidelines is available on the company's website www.coor.com. No remuneration has been reclaimed.

In addition to remuneration covered by the remuneration guidelines, Coor's annual general meeting has resolved to implement long-term share-based incentive programmes for the CEO and other senior executives, implemented in the company during 2021, 2022, 2023 and 2024 (LTIP 2021, LTIP 2022, LTIP 2023 and LTIP 2024). The outcomes of these programmes do not qualify for pension benefits. The long-term share-based incentive programme proposed by the board of directors to the 2025 annual general meeting and any future share-based incentive programmes to be approved by the general meetings are not subject to the guidelines.

Table 1 – Total remuneration of the CEO (SEK)

Table 1 below sets out total remuneration paid to Coor's CEO during 2024.

Name of senior executive, position (start/end)	Financial year	1		2		3	4	5	6
		Fixed remuneration		Variable remuneration					
		Base salary	Other benefits	One-year variable ^C	Multi-year variable ^D				
AnnaCarin Grandin (CEO)	2024	7,202,125 ^A	96,590 ^B	1,482,491	2,313,727	16,496,000	2,186,692 ^E	29,777,625	95% / 5%

Except for *Extraordinary items* and *Multi-year variable remuneration*, the table reports remuneration earned in 2024. Multi-year variable remuneration is reported if vested in 2024, as set out in column 8 of Table 2 below (as applicable). This applies irrespective of whether or not any payments have been disbursed in the same year.

A) Including paid holiday pay but excluding increase/decrease of holiday pay liability. Base salary for 2024 refers to only 11 months since the role of CEO ended on December 1, 2024.

B) Company car and health insurance.

C) One-year variable refers to variable remuneration related to the 2024 financial year, paid out the following year.

D) Vested share rights as set out in column 8 of Table 2 below.

E) Extraordinary items refer to severance pay received after the end of the employment period and the share of base salary including retirement benefit costs related to the period during which the CEO was exempted from work (six months). Severance pay corresponding to 18 months' salary was received.

F) Pension expenses in 2024 (column 4), which in its entirety relates to base salary and is premium-defined, has been reported entirely as fixed remuneration. Extraordinary items are included in fixed remuneration.

Share-based remuneration

Outstanding and completed share- and share price-based incentive programmes

Coor's annual general meeting has adopted six long-term incentive programmes (LTIPs), of which three are currently outstanding (LTIP 2022, LTIP 2023 and LTIP 2024). During the year, LTIP 2021 was completed and shares were awarded.

The incentive programmes cover a period of three years and require that participants acquire or already hold a certain number of Coor shares, known as investment shares. The participants are divided into three different categories (Category 1, 2 and 3)¹, for each of which a maximum number of shares has been defined beforehand. Performance shares are awarded free of charge after the vesting period. The number of shares awarded varies among the different categories of participants. The basic criteria for awarding performance shares are that the participant has remained an employee of the Coor Group during the vesting period and has continued to hold their Coor shares over that period. If employment is terminated by Coor, the employee will receive a proportional award based on the length of the participant's employment at Coor during the duration of the program. The vesting periods for the programmes outstanding will end in connection with the publication of Coor's interim reports for the first quarter of 2025 (LTIP 2022), 2026 (LTIP 2023) and 2027 (LTIP 2024), respectively.

Description of performance conditions for the long-term incentive programmes

In addition to the employment condition, the award of performance shares is based on a number of performance conditions. The award of share rights depends on the extent to which the defined goals and performance conditions have been met during the performance period concerned. The performance conditions for LTIP 2021, LTIP 2022 and LTIP 2023 are the same, although minimum and maximum levels vary concerning customer satisfaction index. For LTIP 2024, a performance condition was added related to emissions from purchased goods and services from suppliers participating in the Science Based Targets initiative (SBTi). In all other respects, the conditions for LTIP 2024 are the same as for LTIP 2023.

The performance conditions for LTIP 2021, LTIP 2022 and LTIP 2023 are divided into three series: Series A, Series B and Series C. LTIP 2024 is divided into four series: Series A, Series B, Series C and Series D. See below for a description of the conditions for each series.

Series A: Change in customer satisfaction index

If Coor's average customer satisfaction score during the performance period is equal to or below the minimum level of 68², no shares will be awarded. If Coor's average customer satisfaction score is equal to or exceeds the maximum level of 72³, 100 per cent of the shares will be awarded. The percentage of shares awarded will be adjusted on a proportional basis if the outcome is somewhere between the minimum and maximum levels.

¹ Category 1 consists of Coor's CEO. Category 2 consists of members of Coor's Executive Management Team. Category 3 consists of members of the Top Management Team and other key employees of Coor.

² 66 for LTIP 2021, 68 for LTIP 2022, 68 for LTIP 2023 and 68 for LTIP 2024.

³ 70 for LTIP 2021, 72 for LTIP 2022, 72 for LTIP 2023 and 72 for LTIP 2024.

Series B: Cumulative adjusted EBITA

If Coor's cumulative adjusted EBITA over the performance period is equal to or below the minimum level, defined as 10 per cent below the cumulative adjusted EBITA targeted in Coor's business plan for the three-year period commencing at the start of each programme, no shares will be awarded. If the percentage change in Coor's cumulative adjusted EBITA is equal to or exceeds the maximum level, defined as 10 per cent above the cumulative adjusted EBITA targeted in Coor's business plan, 100 per cent will be awarded. The percentage of shares awarded will be adjusted on a proportional basis if the outcome is somewhere between the minimum and maximum levels.

Series C: Relative total shareholder return (TSR) growth

The awarding of shares varies depending on Coor's TSR growth relative to the weighted average of a group of other companies (the "Benchmark Group"). If Coor's cumulative TSR growth over the performance period is equal to or below the weighted average index for the Benchmark Group (the minimum level), no shares will be awarded. If Coor's cumulative TSR growth is equal to or exceeds the weighted average index for the Benchmark Group by more than 6 percentage points (the maximum level), 100 per cent will be awarded. The percentage of shares awarded will be adjusted on a proportional basis if the outcome is somewhere between the minimum and maximum levels.

Series D: Emissions from purchased goods and services from suppliers participating in the SBTi

Coor's target is for 75 per cent of emissions from purchased goods and services to come from suppliers with SBTi-validated climate targets. There are two interim targets for each financial year linked to share awards under this performance condition: if the level amounts to 5 per cent at the end of 2024, one third of the total will be awarded; if the level amounts to 20 per cent at the end of 2025, two thirds will be awarded. If both interim targets are met, two thirds will be awarded. If the target for 2026 is also met, the full amount will be awarded. Otherwise, an amount corresponding to the higher of a linear proportional award and an award according to the interim outcomes will be made.

Remuneration of the CEO in shares

Table 2 – Remuneration of the CEO in shares

Name of senior executive, position	Main terms and conditions of share-based incentive programmes					Information regarding the reported financial year					
						Opening balance	During the year		Closing balance		
	1 Specification of programme	2 Performance period	3 Award date	4 Vesting date	5 End of lock-in period	6 Share rights held at the beginning of the year	7 Awarded ^{A)}	8 Vested ^{B)}	9 Subject to performance conditions ^{C)}	10 Awarded and unvested at year end ^{D)}	11 Subject to lock-in period
AnnaCarin Grandin, CEO	LTIP 2021	2021-2023	31 May 2021	24 April 2024	24 April 2024	47,848	0	50,059	0	0	0
								2,313,727 (SEK)			
	LTIP 2022	2022-2024	7 June 2022	April/May 2025	April/May 2025	61,265	0	0	0	7,255	0
	LTIP 2023	2023-2025	25 Sep 2023	April/May 2026	April/May 2026	74,289	0	0	49,641	0	0
	LTIP 2024	2024-2026	7 June 2024	April/May 2027	April/May 2027	0	103,950		33,730		
							3,565,485 (SEK)				
						TOTAL 183,402	TOTAL 103,950	TOTAL 50,059	TOTAL 83,371	TOTAL 7,255	TOTAL 0
							TOTAL 3,565,485 (SEK)	TOTAL 2,313,727 (SEK)			

A) Number and value of share rights awarded at award date. Stated value calculated as the market price per share at the time of award (SEK 49.5) multiplied by the number of share rights (103,950). The number of share rights awarded was then reduced when AnnaCarin Grandin stepped down as CEO; the reduction is proportional to the employment period in relation to the duration of the programme.

B) Number and value of share rights vested on the vesting date. The original number of share rights has been recalculated due to dividend compensation. Stated value calculated as the market price per share at vesting (SEK 46.2) multiplied by the number of share rights.

C) Total share rights outstanding at the balance sheet date still subject to performance conditions. The original number of share rights has been recalculated due to dividend compensation and the reduction as a result of AnnaCarin Grandin stepping down as CEO in 2024.

D) Total number of share rights awarded but unvested at the balance sheet date. The performance period ended on 31 December 2024. The original number of share rights (54,000) has been recalculated due to the outcome of the performance conditions in LTIP 2022, established on 31 December 2024, and due to dividend compensation.

Compliance with the remuneration guidelines and application of performance criteria

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. To this end, it is necessary that the company offers competitive remuneration, which the remuneration guidelines enable. The total remuneration to the CEO during 2024 complied with the company's remuneration guidelines.

Application of performance criteria

The performance criteria for the CEO's variable remuneration have been selected to deliver on the company's strategy and to encourage behaviour which is in the long-term interest of the company. In the selection of performance criteria, the strategic objectives and short-term and long-term business priorities for 2024 were taken into account. The non-financial performance criteria further contribute to alignment with sustainability and the company's values.

Tables 3 (a) and (b) below describe how the criteria for payment of variable short- and long-term remuneration were applied during the financial year.

Table 3 (a) – Performance of the CEO in the reported financial year: variable cash remuneration

Name of executive	1 Description of the criteria related to the remuneration component	2 Relative weighting of the performance criteria	3 a) Measured performance and b) Actual award/remuneration outcome
AnnaCarin Grandin, CEO	<p>EBITA for the Coor Group, maximum outcome 24 per cent of base salary.</p> <p>EBITA budget for 2024 is SEK 665 million. Bonus is payable if adjusted EBITA exceeds the threshold of 85 per cent of the adjusted EBITA budget and maximum bonus is payable if adjusted EBITA is 115 per cent of the Adjusted EBITA budget. Between the threshold and the maximum, the bonus is calculated linearly.</p>	40%	<p>a) SEK 546 million b) SEK 0 thousand</p>
	<p>New business for the Coor Group, maximum outcome 4.5 per cent of base salary.</p> <p>Bonus is payable at SEK 820 per SEK million in annual sales for organic business. Bonus is payable if new business (including 1/3 of applicable M&A) exceeds the threshold of 0 per cent of the new business budget and maximum bonus is payable if new business is 115 per cent of the new business budget. Bonus is payable pro-rata between the threshold and maximum.</p>	7.5%	<p>a) SEK 633 million b) SEK 233 thousand</p>
	<p>Retention rate, maximum outcome 1.5 per cent of base salary.</p> <p>Retention rate budget is 90 per cent. Bonus is payable if the retention rate for the Group exceeds the threshold of 80 per cent and maximum bonus is payable if the retention rate is 100 per cent. Bonus is payable pro-rata between the threshold and maximum.</p>	2.5%	<p>a) 88% b) SEK 46 thousand</p>
	<p>The cash conversion external target is 90 per cent, maximum outcome 6 per cent of base salary.</p> <p>Bonus is payable if the Group's cash conversion exceeds the threshold of 80 per cent and maximum bonus is payable if cash conversion is 100 per cent. Bonus is payable pro-rata between the threshold and maximum</p>	10%	<p>a) 57% b) SEK 0 thousand</p>
	<p>The CSI external target is ≥ 70, maximum outcome 6 per cent of base salary.</p> <p>Bonus is payable if CSI exceeds the threshold of -5 points of the external target and maximum bonus is payable if CSI is +5 points of the CSI external target. Bonus is payable pro-rata between the threshold and maximum.</p>	10%	<p>a) 70 b) SEK 278 thousand</p>
	<p>The EMI external target is ≥ 70, maximum outcome 6 per cent of base salary.</p> <p>Bonus is payable if EMI exceeds the threshold of -5 points of the external target and maximum bonus is payable if EMI is +5 points of the EMI external target. Bonus is payable pro-rata between the threshold and maximum.</p>	10%	<p>a) 77 b) SEK 463 thousand</p>
	<p>The TRIF external target is ≤ 3.5, maximum outcome 6 per cent of base salary.</p> <p>Bonus is payable if TRIF is less than the threshold of +3.5 points of the external target and maximum bonus is payable if TRIF is -3.5 points of the TRIF external target. Bonus is payable pro-rata between the threshold and maximum.</p>	10%	<p>a) 7.2 b) SEK 0 thousand</p>
	<p>Scope 3 target, maximum outcome 6 per cent of base salary.</p> <p>The goal is to ensure that at least 18 per cent of the company's Scope 3 emissions come from purchases of goods and services, upstream transportation and distribution from suppliers with targets approved by the SBTi. Bonus is payable if the share of purchases from suppliers with SBTi-approved targets exceeds the threshold of 15 per cent and maximum bonus is payable if the share exceeds 21 per cent. Bonus is payable pro-rata between the threshold and maximum.</p>	10%	<p>a) 30% b) SEK 463 thousand</p>

Table 3 (b) – Performance of the CEO in the reported financial year: share-based remuneration

There are currently three programmes outstanding (LTIP 2022, LTIP 2023 and LTIP 2024) in which the Group CEO participates. The employment period of the Group CEO will end on 10 May 2025. She will receive share awards from these programmes based on the conditions and outcomes of the programmes, proportional to the length of time she participated in each program up until her employment ends on 10 May 2025.

The vesting periods for the programmes outstanding will end in connection with the publication of Coor's interim reports for the first quarter of 2025 (LTIP 2022), 2026 (LTIP 2023) and 2027 (LTIP 2024), respectively. The measurement periods for these programmes end on 31 December 2024, 31 December 2025 and 31 December 2026, respectively.

Comparative information on the change of remuneration and company performance

Table 4 – Change of remuneration and company performance over the last three reported financial years (SEK thousand)

Annual change	2022 vs 2021	2023 vs 2022	2024 vs 2023	Remuneration for 2024
AnnaCarin Grandin, CEO*	+SEK 31 thousand (0%)	-SEK 769 thousand (-6%)	+SEK 785 thousand (+6%)	SEK 13,282 thousand
Group operating profit (Adjusted EBITA)	+SEK 3,469 thousand (+1%)	-SEK 28,473 thousand (-4%)	-SEK 59,625 thousand (-10%)	SEK 545,947 thousand
Average remuneration based on full-time equivalent employees** of the parent company, i.e., Coor Service Management Holding AB	N/A	N/A	N/A	N/A
Average remuneration based on full-time equivalent employees** of Coor Service Management Group AB	<u>+SEK 1 thousand</u> (+0.1%)	+SEK 16 thousand (+2.2%)	+SEK 27 thousand (3.6%)	SEK 776.2 thousand

* The figures presented include total remuneration for the CEO as reported in Table 1 excluding extraordinary items. AnnaCarin Grandin was the Group's CEO from 1 August 2020 until 1 December 2024. Due to the pandemic, no LTIP programme was offered in 2020 and thus no shares were awarded in 2023, which affects the total remuneration of the CEO in 2023. Remuneration for 2024 pertains to only 11 months since AnnaCarin Grandin stepped down as CEO on 1 December 2024.

** Excluding members of executive management. Comparison is based on employees in Coor Service Management Group AB, since only members of executive management are employed in Coor Service Management Holding AB. The remuneration is based on average salary for FTEs and includes base salary and holiday pay. Variable remuneration and pensions are excluded.



This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

Auditor's statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act (2005:551) regarding whether the guidelines for remuneration to senior executives adopted by the annual general meeting of shareholders have been complied with

To the annual general meeting of shareholders in Coor Service Management Holding AB (publ),
Corporate Identity Number 556742-0806

We have performed procedures to determine whether the Board of Directors and the Managing Director of Coor Service Management Holding AB (publ) have, for the year 2024 (financial year 2024), complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 29 April 2022.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for compliance with the guidelines and for such internal control as the Board of Directors and the Managing Director determine is necessary to ensure compliance with the guidelines.

Auditor's responsibility

Our responsibility is to express an opinion, based on our procedures, to the annual general meeting of shareholders regarding as to whether the guidelines for remuneration to senior executives have been complied with. We conducted our procedures in accordance with FAR's recommendation, RevR 8 *Examination of remuneration to senior executives of some listed companies*. This recommendation requires that we comply with ethical requirements and have planned and performed the procedures to obtain reasonable assurance that the guidelines adopted by the annual general meeting of shareholders have, in all material aspects, been complied with. The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are independent of the Coor Service Management Holding AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures have involved the company's organisation for and documentation of matters pertaining to remuneration to senior executives, recent resolutions regarding remuneration and a selection of payments made to senior executives during the financial year. The procedures selected depend on the auditor's judgment, including the assessment of the risk that the guidelines have not, in all material aspects, been complied with. In making this risk assessment, the auditor considers the aspects of internal control relevant to compliance with the guidelines, in order to design audit



procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control

We believe that the procedures performed provide a reasonable basis for our opinion below.

Opinion

In our opinion, the Board of Directors and the Managing Director of Coor Service Management Holding AB (publ) have, for the year 2024 (financial year 2024) complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 29 April 2022.

Stockholm, 28 March 2025
Öhrlings Pricewaterhouse Coopers AB

Niklas Renström
Authorised Public Accountant

The articles of association in its proposed wording

ARTICLES OF ASSOCIATION

Coor Service Management Holding AB, reg. no. 556742-0806

Adopted by the annual general meeting on April 25, 2025.

§ 1 Business name

The company's business name is Coor Service Management Holding AB. The company is a public company (publ).

§ 2 Registered office

The registered office of the board of directors is in the municipality of Solna, Stockholm County.

§ 3 Objects of the company

The company shall directly or through wholly or partly owned entities, carry out operations relating to the real property and facility management services (administrative and technical), and, within the scope of such operations, acquire, own, manage and sell shares, ownership interests, securities, security related instruments, enterprises, or parts thereof, and on its own behalf manage and sell real properties, and conduct other business activities related thereto.

§ 4 Share capital

The share capital shall be no less than SEK 200,000,000 and no more than SEK 800,000,000.

§ 5 Shares

The number of shares shall be no less than 50,000,000 and no more than 200,000,000 shares.

§ 6 Board of directors and auditors

The board of directors shall consist of no less than three (3) and not more than ten (10) directors.

The company shall have one (1) or two (2) auditors with not more than two (2) deputy auditors. An authorized public accountant or a registered auditing company shall be elected as auditor.

§ 7 Convening of shareholders' meeting

Notice convening general meetings shall be issued through announcement in the Swedish Official Gazette (Sw. Post- och Inrikes Tidningar) as well as on the company's website. Announcement to the effect that a notice convening a general meeting has been issued shall be made in Svenska Dagbladet.

§ 8 Participation at shareholders' meeting

Shareholders wishing to participate at a general meeting shall notify the company no later than the day stated in the notice for the meeting. This day may not be a Sunday, other public holiday, Saturday, Midsummer's Eve, Christmas Eve or New Year's Eve and may not be a day falling earlier than the fifth weekday before the day of the shareholders' meeting.

A shareholder may be accompanied by one or two assistants at the general meeting, but only if the shareholder has notified the company on the number of assistants in the manner prescribed in the paragraph above.

The board of directors may resolve that persons not being shareholders of the company shall be entitled, on the conditions stipulated by the board of directors, to attend or in any other manner follow the discussions at a general meeting.

The board of directors may collect proxies pursuant to the procedure stated in Chapter 7, Section 4, second paragraph of the Swedish Companies Act. The board of directors may decide before a general meeting that the shareholders shall be able to exercise their voting rights by post before the general meeting.

§ 9 Location of general meetings

General meetings shall be held at the location where the board of directors has its registered office or in the municipality of Stockholm, Stockholm County.

§ 10 Annual general meeting

The annual general meeting shall be held annually within six months after the end of the financial year.

The following matters shall be addressed at annual general meetings:

- 1) Election of a chair of the meeting,
- 2) Drawing up and approval of the voting list,
- 3) Approval of the agenda,
- 4) Election of one or two persons who shall approve the minutes,
- 5) Determination of whether the meeting was duly convened,
- 6) Submission of the annual report and the auditors' report and the consolidated financial statements and the auditors' report for the group,
- 7) Resolutions regarding:

- a. the adoption of the income statement and the balance sheet and, when applicable, the consolidated income statement and the consolidated balance sheet,
 - b. allocation of the company's profits or losses in accordance with the adopted balance sheet,
 - c. discharge from liability for the members of the board of directors and the CEO,
- 8) Determination of fees for members of the board of directors and auditors,
 - 9) Determination of the number of members of the board of directors and the number of auditors and deputy auditors,
 - 10) Election of the members of the board of directors and auditors and deputy auditors,
 - 11) Other matters which are set out in the Swedish Companies Act or the company's articles of association.

§ 11 Financial year

The company's financial year shall be the calendar year.

§ 12 CSD clause

The company's shares shall be registered in a central securities depository register pursuant to the Swedish Central Securities Depositories and Financial Instruments Accounts Act (1998:1479).