



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

to the annual general meeting of Coor Service Management Holding AB on
April 25, 2025

The nomination committee's proposals to the annual general meeting of Coor Service Management Holding AB on April 25, 2025

The nomination committee proposes that the 2025 annual general meeting resolves as follows:

Chair of the annual general meeting:

Mats Granryd.

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 865,000
- Board member: SEK 315,000
- Chair of the audit committee: SEK 225,000
- Member of the audit committee: SEK 110,000
- Chair of the remuneration committee: SEK 75,000
- Member of the remuneration committee: SEK 50,000
- Chair of the project committee: SEK 100,000
- Member of the project committee: SEK 75,000

The proposed board fees are unchanged in comparison with the fees decided at the previous annual general meeting.

The nomination committee states that 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 and deputy 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 Catarina Fritz, Jens Lööw, Magnus Meyer, Heidi Skaaret and Linda Wikström. Election of Annelise Arboe Sommer and Mikael Stöhr as new board members.

Election of Mikael Stöhr as new 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 be appointed as auditor-in-charge if PwC is re-elected as auditor.

The nomination committee's motivated statement to the annual general meeting of Coor Service Management Holding AB on April 25, 2025

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 2025 annual general meeting. The nomination committee consists of Anna Magnusson (First AP Fund, chair), Richard Torgerson (Nordea Funds), Kristian Åkesson (Carnegie Funds), Marianne Stenberg (Second AP Fund) and the chair of the board of directors Mats Granryd.

Shareholders have had the opportunity to submit proposals to the nomination committee via e-mail. The nomination committee has received several proposals from shareholders, which have been considered as part of its work.

Ahead of the 2025 annual general meeting, the nomination committee has held seven 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. As 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 Mats Granryd, interviewed all board members and received a presentation of Coor's operations from the executive management.

As previously communicated, the chair of the board of directors Mats Granryd has informed the nomination committee of his decision not to stand for re-election to Coor's board of directors at 2025 annual general meeting. Furthermore, Karin Jarl Månsson has informed the nomination committee that she is not available for re-election at the 2025 annual general meeting.

Given this background, the nomination committee has sought to complement the board of directors with additional expertise of executive management and board work, as well as expertise in strategic and operational change, corporate strategy and specific industry expertise. As a result of this pursuit, the nomination committee proposes that Annelise Arboe Sommer and Mikael Stöhr are elected as new board members and that Catarina Fritz, Jens Lööw, Magnus Meyer, Heidi Skaaret and Linda Wikström are re-elected as board members. It is further proposed that Mikael Stöhr shall be elected as new chair of the board of directors.

Annelise Arboe Sommer is CEO of Umove A/S, which leads efforts to promote the green transition of public transportation in Denmark. She is also a board member of the Employers' Association for Public Transport in the Danish Industry. Her previous experience includes serving as Chief Commercial Officer at DEAS A/S and holding senior positions at ISS A/S, TryghedsGruppen and Novo Nordisk. Her extensive knowledge of the Danish market, industry expertise, and operational experience in transforming service-oriented companies will be a valuable addition to the board of directors.

Mikael Stöhr was president and CEO of Coor during the period March 2013 to July 2020 and was also a board member during the period May 2013 to July 2020. He is currently chair of the board of directors of Hjo Installation and board member of Werksta Group and was up to and including December 2024 president and CEO of Consolis Group. Mikael has previously also been a board member of Ambea and SJ, president and CEO of Green Cargo and AxIndustries as well as deputy CEO of Axel Johnson International. He has extensive experience in executive management and

board work and with his long industry experience and unique knowledge of Coor, he will contribute with continuity and also a forward-looking leadership in the next phase of the company's journey.

The nomination committee has aimed to ensure that the board of directors collectively possesses the competence and experience required to continue leading and developing Coor's business operations while ensuring sustained profitable growth. Particular emphasis has been placed on Coor's strategy and objectives, as well as the demands that its future direction is expected to place on the board of directors.

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 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, except for Mikael Stöhr, are considered independent in relation to the company and its management. Mikael Stöhr is deemed dependent in relation to the company and its management since he left his position as president and CEO of Coor less than five years ago. It is the nomination committee's assessment that Mikael Stöhr, after the aforementioned five-year period, will also be deemed independent in relation to the company and its management. All proposed board members are considered independent in relation to the company's major shareholders.

Stockholm in March 2025

Coor Service Management Holding AB (publ)
The nomination committee

Information about the proposed board members

Catarina Fritz

Board member since 2024.
Born in 1963.

Education and experience: Bachelor of Economics, Stockholm University. CFO and deputy CEO Akademiska Hus, CFO Keolis Sverige, Frösunda LSS, Addici Holding, Aditro Group, Stockholmsbörsen and CFO Investor.

Other current assignments: Board member of Green Cargo, Svevia, Bjerking and ByggVesta.

Shareholding: 5,000 shares.

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

Jens Lööw

Board member since 2024.
Born in 1965.

Education and experience: Bachelor of Economics, Umeå University School of Economics. EVP & CFO Iver and CFO Piab. Various leading positions within Telia and globally within Ericsson.

Other current assignments: CFO Eleda.

Shareholding: 6,000 shares.

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

Magnus Meyer

Board member since 2021.
Born in 1967.

Education and experience: M.Sc. in Engineering and Licentiate of Engineering, Royal Institute of Technology (KTH), Stockholm. President and CEO 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 HIQ International AB and Svevia AB, and board member of, among others, Fagerhult AB, Vasakronan AB, Slättö Förvaltning AB, and Kinnarps AB.

Shareholding: 6,866 shares.

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

Heidi Skaaret

Board member since 2016.
Born in 1961.

Education and experience: MBA, University of Washington, USA. CEO of Lindorff AS and EVP Lindorff Group AB, CEO of IKANO Bank Norge, Bank Executive DNB ASA.

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

Shareholding: 7,500 shares.

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

Linda Wikström

Board member since 2022.
Born in 1975.

Education and experience: M.Sc. in Engineering, University of Colorado, USA. COO and deputy CEO at Cary Group AB, COO at Desenio Group AB and AniCura Group AB. Investment Professional at Triton Partners and Investment Banker at JP Morgan.

Other current assignments: Board member of Circular Tire Services Group.

Shareholding: 9,000 shares.

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

Annelise Arboe Sommer

Proposed new board member.
Born in 1976.

Education and experience: Master's degree in international business from Copenhagen Business School. Chief Commercial Officer at DEAS A/S, senior positions at ISS A/S, TryghedsGruppen, and Novo Nordisk, as well as management consultant at McKinsey & Co. Board member of Career Search and Career Coach A/S, Health & Fitness Nordic AB, Previa AB, and Sahva A/S.

Other current assignments: CEO of Umove A/S. Board member of the Employer's Association for Public Transport in the Danish Industry and board member of Noble Nordics Advisory Board.

Shareholding: -

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

Mikael Stöhr

Proposed new chair of the board of directors.
Born in 1970.

Education and experience: Master of Laws, Lund University. President and CEO of Consolis Group, Coor, Green Cargo and AxIndustries and deputy CEO of Axel Johnson International. Trade Secretary at the Swedish Trade Council in Russia, management consultant at McKinsey & Co and Associate at Mannheimer Swartling Law Firm. 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: 5,000 shares.

Not independent in relation to the company and its management, but independent in relation to major shareholders.