

**Unofficial translation of minutes
from the annual general meeting
of Coor Service Management
Holding AB, reg. no. 556742-0806,
on Friday April 25, 2025, in
Stockholm, Sweden.**

§ 1 Opening of the meeting

Mats Granryd, chair of the board of directors, welcomed the shareholders and declared the annual general meeting opened.

§ 2 Election of a chair of the meeting

The meeting elected, in accordance with the nomination committee's proposal, Mats Granryd as chair of the annual general meeting.

It was noted that Sofia Polhem, legal counsel, had been appointed to keep the minutes of the annual general meeting.

It was further noted that the board of directors had resolved that shareholders would be able to exercise their voting rights at the annual general meeting also by postal voting in advance, in accordance with the provisions of the articles of association.

The meeting approved that employees of the company and other guests were welcome to attend the meeting but without the rights to address the meeting and participate in the meeting's resolutions.

§ 3 Preparation and approval of the voting list

The meeting approved the list in Appendix 1, prepared by Euroclear Sweden AB on behalf of the company, comprising shareholders who had notified their participation and were present at the annual general meeting, including those who had submitted postal votes, as the voting list for the annual general meeting.

§ 4 Approval of the agenda

It was noted that the agenda proposed by the board of directors, Appendix 2, had been included in the notice convening the annual general meeting.

The meeting resolved to approve the agenda.

It was noted that the complete proposals of the board of directors and the nomination committee, the annual report for the financial year 2024 including the audit report as well as the consolidated accounts and the audit report for the group, the board of directors' remuneration report, as well as other documents for the annual general meeting, had been made available in accordance with the Swedish Companies Act and the Swedish Corporate Governance Code. The documents were declared presented at the meeting.

§ 5 Election of one or two persons who shall approve the minutes

The meeting resolved to elect Kristian Åkesson, representing Carnegie Funds, and Marianne Stenberg, representing the Second AP Fund, to approve the minutes together with the chair.

§ 6 Determination as to whether the meeting has been duly convened

The chair noted that the notice convening the meeting had been given in accordance with the Swedish Companies Act and the provisions of the articles of association.

The meeting approved the notice procedure and declared the meeting duly convened.

§ 7 Presentation of the annual report and the audit report as well as the consolidated accounts and the audit report for the group

It was noted that the annual report and the audit report as well as the consolidated accounts and the audit report for the group for the financial year 2024 had been presented at the meeting.

The company's auditor-in-charge, Niklas Renström, from the accounting firm Öhrlings PricewaterhouseCoopers AB, presented the audit work and commented on the audit report.

§ 8 Presentation by the president and CEO Ola Klingenberg

The CEO's presentation took the form of a panel discussion with the CEO and the chair of the board of directors, led by Coor's communications director, Magdalena Öhrn.

Shareholders were then given the opportunity to ask questions.

§ 9 Presentation of the work of the board of directors during 2024 by the chair of the board of directors Mats Granryd

The chair of the board of directors presented its work during 2024.

§ 10 (a) Resolution regarding adoption of the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet

The meeting resolved to adopt the income statement for 2024 and the balance sheet as per 31 December 2024 for the parent company and the group.

(b) Resolution on allocation of the company's profits in accordance with the adopted balance sheet and determination of record dates for dividend

The meeting resolved, in accordance with the board of directors' proposal, that the profits at the disposal of the annual general meeting be distributed by way of a dividend of SEK 1.50 per share, to be paid in two instalments of SEK 1.00 per share with the record date Tuesday April 29, 2025, and SEK 0.50 per share with the record date Friday, October 3, 2025, respectively, and that the remaining earnings be carried forward.

It was noted that the estimated payment date for the first instalment is Monday, May 5, 2025, and for the second instalment Wednesday, October 8, 2025.

(c) Resolution regarding discharge from liability for the members of the board of directors and the CEOs

The meeting resolved to discharge the board members and the CEOs from liability for the management of the company's business during the financial year 2024.

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception for those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting. It was further noted that none of the board members nor the CEOs participated in decisions as regards themselves.

§ 11 Presentation by the chair of the nomination committee

Richard Torgerson, member of the nomination committee, reported on the work of the nomination committee and presented the nomination committee's proposals.

The proposed new board members, Annelise Arboe Sommer and Mikael Stöhr, introduced themselves to the shareholders.

§ 12 Determination of fees to the board members and auditors

The meeting resolved, in accordance with the nomination committee's proposal, that fees to board members elected by the general meeting who are not employed by the company and fees for committee work shall be paid in accordance with the following: SEK 865,000 to the chair of the board of directors, SEK 315,000 to the other board members, SEK 225,000 to the chair and SEK 110,000 to the other members of the audit committee, SEK 75,000 to the chair and SEK 50,000 to the other members of the remuneration committee, and SEK 100,000 to the chair and SEK 75,000 to the other members of the project committee.

The meeting resolved, in accordance with the nomination committee's proposal, that fees to the auditor shall be paid in accordance with approved invoices.

§ 13 Determination of the number of board members and the number of auditors and deputy auditors

The meeting resolved, in accordance with the nomination committee's proposal, that the board of directors shall consist of seven (7) board members elected by the general meeting and no deputies, and the company shall have one (1) auditor and no deputies.

§ 14 Election of board members and chair of the board of directors as well as auditors and deputy auditors

The chair informed about the assignments the proposed board members hold in other companies.

The meeting resolved, in accordance with the nomination committee's proposal, to re-elect the board members Catarina Fritz, Jens Lööw, Magnus Meyer, Heidi Skaaret and Linda Wikström and to elect Annelise Arboe Sommer and Mikael Stöhr as new board members for the period until the end of the annual general meeting 2026.

The meeting resolved, in accordance with the nomination committee's proposal, to elect Mikael Stöhr as new chair of the board of directors.

It was noted that the board of directors includes the employee representatives Glenn Evans, Rikard Milde and Urban Rääf.

The meeting resolved, in accordance with the nomination committee's proposal, to re-elect the registered accounting firm Öhrlings PricewaterhouseCoopers AB as auditor for the period until the end of the annual general meeting 2026.

It was noted that the authorised public accountant Andreas Skogh will be appointed as the auditor-in-charge.

§ 15 Presentation of the board of directors' remuneration report for approval

The chair concluded that the board of directors' remuneration report for 2024 had been presented at the annual general meeting.

The meeting resolved to approve the board of directors' remuneration report, [Appendix 3](#).

§ 16 Resolution on long-term incentive program (LTIP 2025) in accordance with (A) and hedging arrangements relating thereto in accordance with (B) or (C)

The meeting resolved, in accordance with the board of directors' proposal under item 16A on the agenda, to implement a long-term incentive program (LTIP 2025), [Appendix 4](#).

The meeting resolved, in accordance with the board of directors' proposal under item 16B on the agenda, on authorisation for the board of directors to resolve on acquisition of own shares and resolve on transfers of own shares to LTIP 2025 participants, [Appendix 5](#).

It was noted that all shareholders participating in the resolution under item 16B voted in favour of the resolution with the exception for those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting.

§ 17 Resolution on amendments to the articles of association

The meeting resolved, in accordance with the board of directors' proposal, to amend the articles of association, [Appendix 6](#).

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception for those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting.

The articles of association in its amended version are set out in Appendix 7.

§ 18 Resolution on authorisation for the board of directors to resolve on acquisitions of own shares

The meeting resolved, in accordance with the board of directors' proposal, on authorisation for the board of directors to resolve on acquisitions of own shares, Appendix 8.

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception for those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting.

§ 19 Resolution on authorisation for the board of directors to resolve on new issues of shares

The meeting resolved, in accordance with the board of directors' proposal, on authorisation for the board of directors to resolve on new issues of shares, Appendix 9.

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception for those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting.

§ 20 Closing of the meeting

The chair declared the meeting closed.

At the minutes:

Sofia Polhem

Approved:

Mats Granryd

Kristian Åkesson

Marianne Stenberg

Agenda at the annual general meeting of Coor Service Management Holding AB

1. Opening of the meeting.
2. Election of a chair of the meeting.
3. Preparation and approval of the voting list.
4. Approval of the agenda.
5. Election of one or two persons who shall approve the minutes.
6. Determination as to whether the meeting has been duly convened.
7. Presentation of the annual report and the audit report as well as the consolidated accounts and the audit report for the group.
8. Presentation by the president and CEO Ola Klingenberg.
9. Presentation of the work of the board of directors during 2024 by the chair of the board of directors Mats Granryd.
10. Resolutions regarding:
 - a. adoption of the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet,
 - b. allocation of the company's profits in accordance with the adopted balance sheet and determination of record dates for dividend, and
 - c. discharge from liability for the members of the board of directors and the CEOs.
 - i. Catarina Fritz (board member)
 - ii. Mats Granryd (board member)
 - iii. Karin Jarl Månsson (board member)
 - iv. Jens Lööv (board member)
 - v. Magnus Meyer (board member)
 - vi. Kristina Schauman (board member)
 - vii. Heidi Skaaret (board member)
 - viii. Linda Wikström (board member)
 - ix. Glenn Evans (employee representative)
 - x. Rikard Milde (employee representative)
 - xi. Urban Rääf (employee representative)
 - xii. AnnaCarin Grandin (CEO)
 - xiii. Peter Viinapuu (CEO)
11. Presentation by the chair of the nomination committee.
12. Determination of fees to the board members and auditors.
13. Determination of the number of board members and the number of auditors and deputy auditors.
14. Election of board members and chair of the board of directors as well as auditors and deputy auditors.

Board members

- i. Catarina Fritz (re-election)
- ii. Jens Lööw (re-election)
- iii. Magnus Meyer (re-election)
- iv. Heidi Skaaret (re-election)
- v. Linda Wikström (re-election)
- vi. Annelise Arboe Sommer (new election)
- vii. Mikael Stöhr (new election)

Chair of the board of directors

- viii. Mikael Stöhr (new election)

Auditor

- ix. Öhrlings PricewaterhouseCoopers AB (re-election)

- 15. Presentation of the board of directors' remuneration report for approval.
- 16. Resolution on long-term incentive program (LTIP 2025) in accordance with (A) and hedging arrangements relating thereto in accordance with (B) or (C).
- 17. Resolution on amendments to the articles of association.
- 18. Resolution on authorisation for the board of directors to resolve on acquisitions of own shares.
- 19. Resolution on authorisation for the board of directors to resolve on new issues of shares.
- 20. Closing of the meeting.

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.

Implementation of the program (item 16A)

The board of directors proposes that the meeting resolves on the implementation of a long-term incentive program ("LTIP 2025") in accordance with the below.

Objectives

LTIP 2025 is designed to provide long-term incentives for members of the Executive Management Team, including the CEO ("EMT") as well as Top Management Team and other key employees ("TMT") to improve Coor's performance and create long-term value. The main purposes of LTIP 2025 are to increase and strengthen the potential for recruiting and retaining key individuals and to create an individual long-term ownership of Coor shares among the participants and thereby align their interests with those of the shareholders.

Description of LTIP 2025

LTIP 2025 is proposed to include all current and future members of the EMT and TMT (the "Participants"), currently comprising 71 employees. It is proposed that the program, which entails an investment requirement, should consist of performance shares. As proposed, LTIP 2025 may comprise a maximum of 1,625,000 shares in Coor, representing approximately 1.71 per cent of all shares and votes in Coor.¹

Investment requirement

In order to participate in LTIP 2025, the Participants are required to make own investments in Coor shares and allocate a number of shares to LTIP 2025. The maximum number of Coor shares that may be allocated to LTIP 2025 corresponds to approximately 7.5-10 per cent of the Participant's gross fixed annual salary in connection with enrolment in the LTIP 2025 ("Investment Shares"), as further set out below. Coor shares already held by the Participants at the time of implementation that are not allocated to ongoing share related incentive programs², may be accounted for as Investment Shares in the LTIP 2025. Should the Participant be prohibited to acquire Coor shares under market abuse rules or similar at the time of giving notice to participate in LTIP 2025, Investment Shares must instead be acquired as soon as such restrictions do not longer apply.

Performance Share Rights

Under LTIP 2025, each Investment Share entitles the holder to a free of charge allocation of rights, which grant the Participant the right to receive a certain number of Coor shares free of charge ("Performance Share Rights") following expiration of a three-year vesting period. Each Performance Share Right entitles the holder to receive one (1) Coor share. Allotment of Coor shares pursuant to the Performance Share Rights will be subject to the achievement of performance conditions, as set out below, and will generally require that the Participant retains his or her employment and all of his or her Investment Shares over a period of approximately three years from the date of grant of the Performance Share Rights (the "Vesting Period").

¹ Including buffer for dividend compensations.

² For more information, see below under "Description of ongoing variable compensation programs".

Granting of Performance Share Rights will generally take place as soon as practicably possible following the 2025 annual general meeting.

In order to align the Participants' and shareholders' interests, Coor will compensate for dividends and other value transfers to the shareholders during the Vesting Period by increasing the number of shares that each Performance Share Right entitles the Participant to receive. The number of Coor shares which each Performance Share Right entitles the Participant to receive may be recalculated as a result of e.g. bonus issues, reverse splits or splits of shares, new share issues, reductions of the share capital, or similar actions. The transfer of shares may be accelerated as a result of any merger, demerger, larger acquisition or divestment or similar actions.

Allocation and performance conditions

The Performance Share Rights are divided into four series, Series A, Series B, Series C and Series D, and the vesting of Performance Share Rights will be subject to the satisfaction of performance conditions during the period 1 January 2025 – 31 December 2027 (the "Performance Period"), which will determine the portion (if any) of the Performance Share Rights of the respective series that will vest at the end of the Vesting Period.

The four performance conditions for the respective series of Performance Share Rights are the following:

Series A Average Customer Satisfaction Index ("ACSI"):

If Coor's ACSI during the Performance Period equals or falls short of the minimum level 68, no vesting will occur. If Coor's ACSI equals or exceeds the maximum level 72, 100 per cent vesting will occur. A linear proportioned performance vesting will occur if the outcome is between the minimum and maximum levels. Information about the outcome will be provided in the annual report for the financial year 2027.

Series B Accumulated adjusted EBITA development:

If Coor's accumulated adjusted EBITA development during the Performance Period equals or falls short of the minimum level defined as 10 per cent below of the accumulated adjusted EBITA according to Coor's Business Plan for 2025-2027 (as decided by the board of directors), no vesting will occur. If Coor's accumulated adjusted EBITA development percentage equals or exceeds the maximum level defined as 10 per cent above of the accumulated adjusted EBITA according to Coor's Business Plan, 100 per cent vesting will occur. A linear proportioned performance vesting will occur if the outcome is between the minimum and maximum levels. The board of directors have the right to adjust the target levels for any acquisitions or disposals made by Coor during the Performance Period. Information about the target levels and outcome of the performance conditions will be provided in the annual report for the financial year 2027.

Series C

Relative Total Shareholder Return ("TSR")³ development:

The vesting will vary depending on Coor's TSR performance versus the weighted average of a group of other companies (the "Peer Group")⁴. If Coor's accumulated TSR performance during the Performance Period equals or falls short of the weighted average index for the Peer Group (the minimum level), no vesting will occur. If Coor's accumulated TSR performance equals or exceeds the weighted average index for the Peer Group by more than 6 percentage points (the maximum level), 100 per cent vesting will occur. A linear proportioned performance vesting will occur if the outcome is between the minimum and maximum level. Information about the outcome will be provided in the annual report for the financial year 2027.

Series D

Scope 3

The vesting under Scope 3 depends on the level of indirect emissions from purchased goods and services as well as upstream transportation and distribution. The long term goal is that 75 per cent of the emissions from these categories by 2027 should come from suppliers with climate targets approved by the Science Based Targets initiative (SBTi) (the "2027 Target"). If the level of indirect emissions from purchased goods and services as well as upstream transportation and distribution by 2027 is between 20 and 75 per cent, a linear proportioned performance vesting will occur.

Any vesting of shares under Scope 3 will also depend on the fulfilment of two alternative interim targets for 2025 and 2026 (the "Interim Targets"), as set out below.

If the level of indirect emissions from purchased goods and services as well as upstream transportation and distribution from suppliers with climate targets approved by the SBTi amounts to 20 per cent by 2025 (the "Interim Target 2025"), 1/3 of full vesting will occur.

If the level of indirect emissions from purchased goods and services as well as upstream transportation and distribution from suppliers with climate targets approved by the SBTi amounts to

³ TSR is defined as total return on the share calculated including reinvested dividends. To provide a stable assessment of performance, the TSR development will be calculated based on the average closing price of the Coor share on Nasdaq Stockholm, and the corresponding closing share price of the relevant peer group companies, for a period of 20 trading days starting on the first trading day after the date of publication of the year-end report for the period January – December 2024, in comparison with the corresponding period after the year-end report for the period January – December 2027.

⁴ At implementation of LTIP 2025, the accumulated TSR performance shall be compared against an index consisting of the accumulated TSR development for the following companies (the company with the highest and lowest TSR development shall be excluded from the Peer Group), weighted as set out below:

- core peers (representing 60 per cent): Compass, ISS, Lassila & Tikanoja, Sodexo; and
- other peers (representing 40 per cent): AcadeMedia, Ambea, Attendo, Bravida, Loomis and Securitas.

75 per cent by 2026 (the "Interim Target 2026"), 1/3 of full vesting will occur.

If both the Interim Targets are met, 2/3 of full vesting will occur.

If the 2027 Target is met, 100 per cent vesting will occur. If the 2027 Target is not fully met, the final vesting will correspond to the highest of the linear proportioned vesting of the 2027 Target and the total vesting resulting from the outcome of the Interim Targets.

Information about the outcome will be provided in the annual report for the financial year 2027.

The maximum number of Investment Shares to be allocated to LTIP 2025 and the maximum allocation of the respective series of Performance Share Rights for each of the three participant categories are set out below.

Category 1 (CEO) The CEO can allocate up to 21,775 Investment Shares to LTIP 2025.

Each Investment Share entitles the CEO to receive:

1 Performance Share Right of Series A;
3.5 Performance Share Rights of Series B;
1 Performance Share Right of Series C; and
0.5 Performance Share Right of Series D.

In total 6 Performance Share Rights for each Investment Share.

Category 2 (EMT) 10 other employees in the EMT can allocate up to 6,675 Investment Shares each.

Each Investment Share entitles these employees to receive:

1 Performance Share Right of Series A;
2.5 Performance Share Rights of Series B;
1 Performance Share Right of Series C; and
0.5 Performance Share Right of Series D.

In total 5 Performance Share Rights for each Investment Share.

Category 3 (TMT) Approximately 60 employees in TMT can allocate up to 3,475 Investment Shares each.

Each Investment Share entitles these employees to receive:

1 Performance Share Right of Series A;
1.5 Performance Share Rights of Series B;
1 Performance Share Right of Series C; and
0.5 Performance Share Right of Series D.

In total 4 Performance Share Rights for each Investment Share.

Allotment of shares

Provided that the performance conditions above have been met during the Performance Period and that the Participant has retained his or her employment

(unless special circumstances are at hand) and the Investment Shares during the Vesting Period, allotment of Coor shares ("Performance Shares") shall take place as soon as practicably possible following the expiration of the Vesting Period.

When determining the final vesting level of Performance Share Rights, the board of directors shall examine whether the vesting level is reasonable considering Coor's financial results and position, conditions on the stock market and other circumstances, and if not, as determined by the board of directors, reduce the vesting level to the lower level deemed appropriate by the board of directors.

In the event delivery of Performance Shares to Participants cannot take place under applicable law or at a reasonable cost and employing reasonable administrative measures, the board of directors can decide that Participants may, instead, be offered a cash settlement.

Costs, dilution and effects on important key ratios

The costs for LTIP 2025, which are charged in the profit and loss account, are calculated according to the accounting standard IFRS 2 and distributed over the Vesting Period. The calculation has been made based on the quoted closing price of the Coor share as of March 4, 2025, i.e. SEK 34.38 per share, and the following assumptions: (i) dividends according to consensus estimates, (ii) an estimated annual turnover of personnel of 10 per cent, (iii) an average fulfilment of the performance conditions of approximately 50 per cent, and (iv) a total maximum of 1,625,000 Performance Shares eligible for allotment. In addition to the above, the costs for LTIP 2025 have been based on that the program comprises a maximum of 71 Participants and that each Participant makes a maximum investment.

In total, the costs for LTIP 2025 according to IFRS 2 are estimated to approximately SEK 17.0 million excluding social security costs (SEK 29.6 million if the average fulfilment of the performance condition is 100 per cent). The costs for social security charges are estimated to approximately SEK 6.4 million, based on the above assumptions, and also assuming an annual share price increase of 10 per cent during LTIP 2025 and a social security tax rate of 23.5 per cent (SEK 12.7 million if the average fulfilment of the performance condition is 100 per cent).

The expected annual costs of SEK 7.9 million, including social security charges, correspond to approximately 0.2 per cent of the Group's total employee costs for the financial year 2024 (0.4 per cent if the average fulfilment of the performance condition is 100 per cent).

In addition to the above-mentioned costs, LTIP 2025 is expected to generate costs related to external advisory services and administration costs related to the transfer of shares. In total, these costs are not expected to exceed SEK 0.3 million.

As proposed, the LTIP 2025 may comprise a maximum of 1,625,000 shares in Coor, representing approximately 1.71 per cent of the outstanding shares and votes in Coor, including buffer for dividend compensations.

Since there is no proposal to issue new shares, LTIP 2025 will have no dilutive effect on the existing shareholders votes or share of the capital. The effect on important key figures is only marginal.

Hedging arrangements

The board of directors has considered different methods for securing the financial exposure and the transfer of shares under LTIP 2025, such as transfer of treasury

shares and an equity swap agreement with a third party. The board of directors considers acquisitions of own shares on Nasdaq Stockholm with subsequent transfer to Participants to be the most cost efficient and flexible method to secure the financial exposure and the transfer of shares under LTIP 2025.

Since the costs in connection with an equity swap agreement will be significantly higher than the costs in connection with transfer of treasury shares, the board of directors' main proposal is that the financial exposure is secured by transfer of treasury shares (item 16B). Should the majority requirement under item 16B below not be reached, the board of directors proposes that the meeting approves the entering into an equity swap agreement with a third party (item 16C).

Preparation of the proposal, etc.

The proposal regarding LTIP 2025 has been prepared by Coor's remuneration committee in consultation with external advisors and has been adopted by the board of directors.

The board of directors shall, within the framework of the above terms and conditions and the applicable guidelines for remuneration to senior executives, be responsible for the implementation and management of LTIP 2025 and all major decisions relating to LTIP 2025 will be taken by the remuneration committee, with approval by the full board of directors as required.

Description of ongoing variable compensation programs

Coor's ongoing share related incentive programmes – LTIP 2022, LTIP 2023 and LTIP 2024 – were approved by the annual general meeting 2022, 2023, and 2024 respectively, and are described in the note to the consolidated financial statements, note 5, in the annual reports from 2022, 2023 and 2024 respectively. The compensation for the EMT, including fixed and variable compensation, and other remunerations are also described in the annual report. The remuneration report prepared by the board of directors and presented at the annual general meeting for approval contains a summary description of each and every incentive programs which are ongoing or have been completed during the year.

Authorisation for the board of directors to resolve on acquisition of own shares and resolution on transfers of own shares to LTIP 2025 Participants (item 16B)

Authorisation for the board of directors to resolve on acquisitions of own shares

The board of directors proposes that the meeting authorises the board of directors to, at one or several occasions during the period until the next annual general meeting, resolve on acquisitions of the company's own shares in accordance with the following conditions:

- Acquisitions may only be effected on Nasdaq Stockholm.
- A maximum of 1,625,000 shares may be acquired to secure delivery of shares to LTIP 2025 Participants.
- Acquisition may only be made within the registered price range on each occasion between the highest bid price and the lowest selling price.

The board of directors has issued a statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act.

Resolution on transfers of own shares to LTIP 2025 Participants

The board of directors proposes that the meeting resolves that transfers of own shares may be made in accordance with the following conditions:

- A maximum of 1,625,000 shares may be transferred, free of charge, to LTIP 2025 Participants.
- Right to acquire shares free of charge shall, with deviation from the shareholders' preferential rights, be granted to LTIP 2025 Participants.
- Transfers of shares shall be made free of charge at the time and on the other terms and conditions that LTIP 2025 Participants have the right to acquire shares.
- The number of shares that may be transferred under LTIP 2025 may be recalculated as a result of e.g. bonus issues, reverse splits or splits of shares, new share issues, cash dividends, reductions of the share capital, or similar actions.

The transfer of own shares is a part of the proposed LTIP 2025, and the board of directors considers it to be of benefit for Coor and its shareholders that the Participants are offered the opportunity to become shareholders in Coor on the terms and conditions of LTIP 2025.

THE BOARD OF DIRECTORS' PROPOSAL REGARDING AMENDMENTS TO THE ARTICLES OF ASSOCIATION (ITEM 17)

The board of directors proposes that the meeting resolves to amend the articles of association in order to change the registered office of the board of directors to the municipality of Solna and that a new paragraph is introduced to allow for general meetings to be held in the municipality of Stockholm, in addition to where the company has its registered office.

Current wording

Proposed wording

§2 Registered office

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

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

§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.

As a new section 9 is proposed to be introduced, renumbering of the subsequent sections is proposed.

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).

THE BOARD OF DIRECTORS' PROPOSAL TO AUTHORISE THE BOARD OF DIRECTORS TO RESOLVE ON ACQUISITIONS OF OWN SHARES (ITEM 18)

The board of directors proposes that the meeting authorises the board of directors to, at one or several occasions during the period until the next annual general meeting, resolve on acquisitions of the company's own shares as follows.

Acquisition shall take place on Nasdaq Stockholm within the registered price range on each occasion between the highest bid price and the lowest selling price and payment for the shares shall be in cash. So many shares may, at the most, be repurchased so that the company's holding does not at any time exceed 10 per cent of the total number of shares in the company.

The purpose of the authorisation is to allow the board of directors the opportunity to adjust the capital structure and thus create increased value for Coor's shareholders.

The board of directors has issued a statement in accordance with Chapter 19, Section 22 of the Swedish Companies Act.

THE BOARD OF DIRECTORS' PROPOSAL TO AUTHORISE THE BOARD OF DIRECTORS TO RESOLVE ON NEW ISSUES OF SHARES (ITEM 19)

The board of directors proposes that the meeting authorises the board of directors to, at one or several occasions during the period until the next annual general meeting, resolve on new issues of shares. By resolutions based on the authorisation, not more than such number of shares corresponding to 10 per cent of the total number of shares in the company at the time of the meeting's resolution on the authorisation, may be issued.

The authorisation includes a right to resolve to issue new shares for cash consideration, by contribution in kind or payment by set-off. Share issues for cash consideration and by payment by set-off may be made with deviation from the shareholders' preferential rights, provided that the share issue is made on market terms.

The reason for the proposal and the potential deviation from the shareholders' preferential rights is to allow for flexibility in connection with potential acquisitions or to raise capital for acquisitions.