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## **Auditor's Statement on compliance with the AGM's guidelines for executive remuneration in 2025. Review conducted per Swedish Companies Act, Chapter 8, Section 54.**

To the Annual General Meeting of Holmen AB (publ), corporate ID no. 556001-3301

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We have reviewed whether the Board of Directors and the Chief Executive Officer of Holmen AB (publ) complied during 2025 with the guidelines for remuneration to senior executives adopted at the Annual General Meeting on 28 March 2023.

### **Board of Directors' and Chief Executive Officer's responsibility**

It is the responsibility of the Board of Directors and the Chief Executive Officer to ensure that the guidelines are followed and to maintain internal control that the Board and CEO deem necessary to ensure compliance.

### **Auditor's responsibility**

Our responsibility is to provide a statement, based on our review, to the Annual General Meeting as to whether the guidelines have been followed. We have conducted our review in accordance with FAR's Recommendation RevR 8 *Review of remuneration to senior executives in certain public companies*. This recommendation requires that we comply with professional ethical requirements and plan and perform the review to obtain reasonable assurance that the guidelines adopted by the Annual General Meeting have been followed in all material respects.

We are independent in relation to Holmen AB in accordance with generally accepted auditing standards in Sweden and have otherwise fulfilled our professional ethical responsibilities in accordance with these requirements.

The review has included the company's organization and documentation relating to remuneration matters for senior executives, new remuneration decisions taken, and a selection of payments made during the financial year to the senior executives. The auditor selects the procedures to perform, including assessing the risk that the guidelines have not, in all material respects, been followed. In this risk assessment, the auditor considers those parts of the internal control that are relevant to compliance with the guidelines to design review procedures that are appropriate considering the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

### **Statement**

We consider that the Board of Directors and the Chief Executive Officer of Holmen AB (publ) during 2025 have complied with the guidelines for remuneration to senior executives adopted at the Annual General Meeting on 28 March 2023.

Stockholm, 24 February 2026  
PricewaterhouseCoopers AB

Magnus Svensson Henryson  
Authorised Public Accountant