

The Nomination Committee's proposals and more for the 2026 Annual General Meeting

Background

Holmen's Annual General Meeting has decided to establish a Nomination Committee tasked with submitting proposals regarding the election of Board members, Board fees, the election of auditors and auditors' fees, etc. According to the decision of the General Meeting, the Nomination Committee shall consist of the Chairman of the Board of Directors and one representative of each of the company's three largest shareholders in terms of voting rights as of 31 August each year.

Ahead of the 2026 Annual General Meeting, the Nomination Committee has had the following composition:

Fredrik Lundberg, Chairman of the Board
Bo Selling, L E Lundbergföretagen AB
Lars Ericson, the Kempe Foundations
Vegard Torsnes, Norges Bank

The Chairman of the Nomination Committee is Bo Selling.

The Nomination Committee's proposals to the Annual General Meeting

- The Nomination Committee proposes that the Chairman of the Board of Directors, Fredrik Lundberg, be elected Chairman of the Meeting or, if he is unable to attend, the person designated by the Nomination Committee instead.
- The Nomination Committee proposes that the number of Board members elected by the Annual General Meeting remains unchanged at nine.
- The Nomination Committee proposes that fees to the Board of Directors be paid in the amount of SEK 475,000 for Board members elected by the Annual General Meeting who are not employed by the company, and SEK 950,000 to the Chairman of the Board – corresponding to an increase of 4.4 percent. In addition, the Nomination Committee proposes an additional fee of SEK 75,000 for members of the Audit Committee and SEK 100,000 for the Chairman of the Audit Committee. Total proposed fees amount to SEK 4,525,000.

- The Nomination Committee proposes the re-election of Board members Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Lundberg, Fredrik Persson, Henrik Sjölund, Stefan Widing, Henriette Zeuchner and Carina Åkerström.
- The Nomination Committee further proposes that Fredrik Lundberg be re-elected Chairman of the Board.
- Information about the proposed Board members is available on the company's website.
- Furthermore, the Nomination Committee proposes, in accordance with the recommendation of the Audit Committee, the re-election of the audit firm Öhrlings PricewaterhouseCoopers AB for the period until the end of the 2027 Annual General Meeting. They have announced that, in the event of re-election, the authorised public accountant Magnus Svensson Henryson will remain the auditor in charge. The proposal also includes remuneration to the auditor in accordance with approved invoices.
- The Nomination Committee does not propose any changes to the forms for appointing the Nomination Committee.

Report on the work of the Nomination Committee and reasoned statement

Information about the composition of the Nomination Committee and how shareholders may submit proposals has been available on the company's website. No such proposals have been received from shareholders.

Ahead of the 2026 Annual General Meeting, the Nomination Committee has held two minuted meetings. All members have participated. The Chairman of the Board, Fredrik Lundberg, has presented an evaluation of the Board's work and of the company's operations during the past year. It is the opinion of the Nomination Committee that the work of the Board is functioning well.

Regarding the composition of the Board of Directors, the Nomination Committee has taken into account experience and expertise as well as diversity. The Committee has also considered each member's ability to devote the necessary time and commitment. Rule 4.1 of the Swedish Corporate Governance Code has been applied as a diversity policy. The Committee has also emphasised the need for continuity.

The proposal means that the Board continues to consist of nine members without deputies. Four of the nine proposed members are women. The Committee considers



the proposed Board appropriate in terms of competence, experience, and background.

Given the workload and responsibility, the Committee considers the proposed remuneration well justified. According to the Nomination Committee, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Lundberg, Fredrik Persson, Stefan Widing, Henriette Zeuchner and Carina Åkerström are independent in relation to the company and its management, and Ulf Lundahl, Fredrik Persson, Henrik Sjölund, Stefan Widing, Henriette Zeuchner and Carina Åkerström are independent in relation to major shareholders.

The proposal meets the independence requirements of the Swedish Corporate Governance Code.

Stockholm, January 2026

The Nomination Committee of Holmen AB