

The nomination committee's in Bravida Holding AB (publ) proposals to the Annual General Meeting 2022

The nomination committee of Bravida, which consists of Joachim Spetz (chairman of the nomination committee, appointed by Swedbank Robur Fonder), Charlotta Faxén (appointed by Lannebo Fonder), Lovisa Runge (appointed by Fjärde AP-fonden) and Fredrik Arp (chairman of the board), proposes:

- that Fredrik Arp, chairman of the board, is elected chairman of the Annual General Meeting (item 2),
- that the board of directors shall consist of six (6) board members, as appointed by the General Meeting, with no deputy members (item 12a),
- that the number of auditors shall be one (1) with no deputy auditors (item 12b),
- that the fees to the board of directors, including compensation for committee work, shall amount to maximum SEK 4,510,000 to be allocated as follows: SEK 1,290,000 (1,240,000) to the chairman and SEK 510,000 (490,000) to each of the other board members, SEK 200,000 (200,000) to the chairman of the audit committee and SEK 100,000 (100,000) to each of the other members of the audit committee and SEK 110,000 (110,000) to the chairman of the remuneration committee and SEK 80,000 (80,000) to each of the other members of the remuneration committee (item 13a),
- that fees to the auditor shall be paid against approved accounts (item 13b),
- that Fredrik Arp, Cecilia Daun Wennborg, Jan Johansson, Marie Nygren, Staffan Pålsson and Karin Ståhlhandske are re-elected, all for the period up until the end of the next Annual General Meeting (item 14),
- that Fredrik Arp is re-elected as chairman of the board (item 15), and
- that KPMG AB is re-elected as auditor, in accordance with the recommendation from the audit committee, for the period up until the end of the next Annual General Meeting (item 16), whereby it is noted that KPMG intends to appoint Mattias Lötbörn as responsible auditor.

A presentation of the persons proposed by the nomination committee to be re-elected board members is available at www.bravida.se/en.

Proposal regarding changes to the principles for appointment of the nomination committee (item 17)

The nomination committee proposes that the Annual General Meeting resolves on changes to the principles for appointment of the nomination committee, meaning that the chairman of the board of directors shall be an adjunct member of the nomination committee and shall convene the nomination committee's first meeting. The nomination committee's principles are otherwise proposed to remain unchanged. The complete principles are therefore proposed to state the following:

The nomination committee shall consist of one representative from each of the three largest shareholders by number of votes held based on shareholding statistics provided by Euroclear Sweden AB per the last banking day in July each year. The chairman of the board of directors shall be an adjunct member of the nomination committee and shall convene the nomination committee's first

meeting. If any of the three largest shareholders declines to appoint a member to the nomination committee, additional shareholders are, by order of size, to be offered appointment right until three members are appointed. The names of the members of the nomination committee and the names of the shareholders who have appointed them shall be made public not later than six months before the Annual General Meeting. Unless the members of the nomination committee agree otherwise, the member appointed by the largest shareholder, based on the number of votes held, shall be appointed chairman of the nomination committee. If a member leaves the nomination committee before its work is completed, the shareholder who appointed this leaving member shall be entitled to appoint a new member of the nomination committee. A shareholder who has appointed a member of the nomination committee has the right to remove such member and appoint a new member of the nomination committee. In the event a shareholder has appointed a member is no longer one of the three largest shareholders, based on the number of votes held, the appointed member shall resign and be replaced by a new member in accordance with the above procedure. Unless special circumstances apply, no changes should be made in the composition of the nomination committee as a result of minor changes in voting rights or changes in voting rights which occur later than three months before the Annual General Meeting. Changes in the composition of the nomination committee shall be made public as soon as possible. The above principles for the appointment of a nomination committee are proposed to be applied until further notice.

The nomination committee shall prepare and submit proposals to the General Meeting on: chairman of the Meeting, board members, chairman of the board, board fees to each of the board members and the chairman as well as remuneration for committee work, if any, fees to the company's auditor, and, when applicable, proposal regarding election of new auditor. The nomination committee shall be entitled to charge the company with costs for consultants and other expenses necessary for the nomination committee to carry out its duties. Remuneration shall not be paid to the members of the nomination committee. The company shall pay any necessary expenses that the nomination committee may incur within the framework of its work.

The term of office for the nomination committee ends when the composition of the following nomination committee has been announced.

Stockholm, March 2022
Bravida Holding AB (publ)
The nomination committee