

The English text is a translation of the Swedish original version. In the event of a conflict between the English and the Swedish texts the Swedish text shall prevail.

REASONED STATEMENT OF THE NOMINATION COMMITTEE IN RESPECT OF THE ANNUAL GENERAL MEETING OF COOR SERVICE MANAGEMENT HOLDING AB ON APRIL 29, 2022

The nomination committee of Coor consists of Jan Särilvik (Nordea Funds), chairman of the nomination committee, Ulrika Danielson (the Second AP Fund), Henrik Didner (Didner & Gerge Funds), Sophie Larsén (the First AP Fund) and the chairman of the board Mats Granryd.

Shareholders have been able to contribute suggestions to the nomination committee via e-mail. No suggestions have been received.

Ahead of the AGM 2022, the nomination committee has held four meetings with continuous contacts between these meetings. The nomination committee has reviewed the evaluation of the board, which has been conducted by the chairman of the board Mats Granryd, interviewed one of the board members and it has received a presentation of Coor's operations from President and CEO AnnaCarin Grandin.

Ahead of the AGM, the nomination committee proposes that the number of board members shall consist of six board members and no deputies. Mats Granryd, Magnus Meyer, Kristina Schauman and Heidi Skaaret are proposed to be re-elected and as new board members the nomination committee proposes Karin Jarl Månsson and Linda Wikström. As chairman of the board the nomination committee proposes re-election of Mats Granryd.

During the year, Anders Ehrling left the board at his own request due to assignments in competing operations. Monica Lindstedt and Mats Jönsson have declined re-election.

The nomination committee has in its work ahead of this year's AGM, searched for two additional board members with experience from M&A, business development and innovation. Linda Wikström has extensive experience from business development and M&A from several years within JP Morgan, Triton and Cary Group. Karin Jarl Månsson has broad experience working with digitalization, innovation and business development from leading positions in Siemens and E.ON.

The nomination committee has had the goal that the board of directors overall should have the competence and experience required to continue to lead and develop the company's operations and to secure a continuing profitable growth. The nomination committee's proposal also takes into account versatility as well as breadth of experience and background and complies with the stipulations of the Swedish Corporate Governance Code regarding independence. Furthermore, the nomination committee has also taken into account the number of board assignments in other companies of each board member. In particular the strategy, objectives and the requirements that the future development of Coor will impose on the board have been observed.

As diversity policy, rule 4.1 of the Swedish Corporate Governance Code has been applied, meaning that the board should have a composition appropriate to the company's operations, development phase and other relevant circumstances, that the board members elected by the general meeting are characterized by diversity and breadth of qualifications, experience and background and that the company is to strive for gender balance on the board. Four of the proposed board members are women and two of the proposed board members are men, corresponding to 67 per cent and 33 per cent, respectively.

Finally, the nomination committee has concluded that the proposed board of directors meets applicable requirements regarding independence. The proposed board members have been considered independent in relation to both the company and the company's senior executives and to major shareholders of the company.
