

The nomination committee's proposal for the Annual General Meeting 2026 of Vimian Group AB (publ)

The nomination committee of Vimian Group AB (publ), which consists of Magnus Welander (chairman of the Board of Directors), Håkan Håkansson (Fidelio Capital), Caroline Sjösten (Swedbank Robur Fonder) and Suzanne Sandler (Handelsbanken Fonder), proposes the following:

- that Linnéa Dolk, member of the Swedish Bar Association, from Advokatfirman Vinge, shall be appointed chairperson at the Annual General Meeting;
- that the number of members of the Board of Directors shall be five, without deputies;
- that the number of auditors shall be one without deputies;
- that the board members Theodor Bonnier, Gabriel Fitzgerald, Pia Marions, Petra Rumpf and Magnus Welander are re-elected;
- that Magnus Welander is re-elected chairman of the Board of Directors;
- that the fees to the Board of Directors for the period until the end of the next Annual General Meeting shall be EUR 76,500 (EUR 75,000 previous year) to the chairman of the Board of Directors and EUR 40,750 (EUR 40,000) to each of the other board members. For committee-work, the fee to the audit committee members shall be EUR 13,300 (EUR 13,000) to the chairman of the committee and EUR 7,650 (EUR 7,500) to each other member(s) of the committee. Furthermore, the fee to the members of the People & Sustainability committee and the M&A committee shall be EUR 7,650 (EUR 7,500) to each chairman of the respective committee, and EUR 5,100 (EUR 5,000) to each other member of the committees. The proposed fees represent an increase of approximately two per cent compared to last year. In addition to the above-proposed fee for ordinary board work, it is also proposed that additional remuneration of EUR 6,000 (EUR 6,000) shall be paid to a board member who resides in Switzerland, as compensation for time lost due to travel to and from board meetings.
- that Grant Thornton Sweden AB is re-elected, with the request that Camilla Nilsson acts as new auditor in charge, in accordance with the audit committee's recommendation; and
- that the fee for the audit shall be paid in accordance with approved invoice.

A presentation of the individuals proposed by the nomination committee for re-election is available at www.vimian.com.

Stockholm February 2026

Vimian Group AB (publ)

The nomination committee

The nomination committee's motivated statement regarding proposals for the Board of Directors of Vimian Group AB (publ)

The nomination committee for the Annual General Meeting 2026 consists of Magnus Welander (chairman of the Board of Directors), Håkan Håkansson (Fidelio Capital), Caroline Sjösten (Swedbank Robur Fonder), and Suzanne Sandler (Handelsbanken Fonder), Håkan Håkansson is the chairman of the nomination committee.

The work of the nomination committee

The nomination committee has since the Annual General Meeting 2025 had three meetings where minutes were kept and has in addition thereto had informal discussions on several occasions. The work has mainly focused on ensuring an optimal board composition, as well as a review and assessment of the remuneration to the Board of Directors.

The nomination committee has conducted a thorough evaluation of the Board of Directors and its work, through a survey directed to the members of the Board of Directors and the company's interim CEO Carl-Johan Zetterberg Boudrie, as well as through interviews with all board members, the company's interim CEO Carl-Johan Zetterberg Boudrie, the new CEO Alireza Tajbakhsh and the company's auditor Carl-Johan Regell. In the work of determining proposed remuneration levels, comparisons have been made with, and consideration has been given to, corresponding levels in other comparable companies.

The nomination committee's proposals

The nomination committee proposes the following for Vimian's Board of Directors:

- that the Board of Directors shall consist of five members, without deputies;
- that the board members Theodor Bonnier, Gabriel Fitzgerald, Pia Marions, Petra Rumpf and Magnus Welander are re-elected; and
- that Magnus Welander is re-elected chairman of the Board of Directors.

Motivated statement

The nomination committee has, in its work before the Annual General Meeting, had an objective to ensure that the Board of Directors, as a whole, has the necessary competence and experience to support Vimian in its ongoing growth and strategic development. In the assessment, special emphasis has also been put on creating a composition that is characterized by diversity and variation in terms of expertise, experience and background, which is considered critical for the company's success.

The nomination committee's assessment is that the current Board of Directors is a well-balanced group of individuals, with the necessary skills and experience, who together can handle the challenges and opportunities facing the company. All board members have informed the nomination committee that they are available for re-election. The nomination committee complies with the Swedish Code of Corporate Governance (the "Code") and further has the view that the proposed members complement each other well and that the composition of the Board of Directors meets the requirements, including the independence requirements, set by the Code.

In accordance with section 4.1 of the Code, the diversity policy has been applied when assessing the composition of the Board of Directors, with the goal of creating a group that reflects a broad variety of skills, experience and background.

A presentation of the individuals proposed by the nomination committee for re-election is available at www.vimian.com.

Stockholm February 2026

Vimian Group AB (publ)

The nomination committee