

N.B. The English text is an unofficial translation.

The Nomination Committee's work and motivated statement for the 2026 Annual General Meeting

Composition and assignment

Guidelines for the appointment of the members of the Nomination Committee were adopted at the Annual General Meeting on May 15, 2025.

Prior to the 2026 Annual General Meeting, the Nomination Committee consisted of Joakim Winggren (appointed by Navigo Invest AB (publ)), Alexander Svedulf (appointed by Svedulf Förvaltning AB), Magnus Örtorp (appointed by N P Förvaltnings AB) and Mats O. Paulsson (Chairman of the Board of Nordisk Bergteknik AB (publ)). Joakim Winggren has been appointed Chairman of the Nomination Committee. Mats O. Paulsson has not participated in the Nomination Committee's preparation and decisions concerning himself.

The assignments of the Nomination Committee include the preparation of proposals in respect of:

- Chairman of the Annual General Meeting,
- number of Board members elected by the Annual General Meeting,
- Chairman and other members of the Board elected by the Annual General Meeting,
- fees and other remuneration for each of the Board members elected by the Annual General Meeting and for members of the Board's committees,
- number of auditors (if applicable),
- auditors (if applicable),
- fees to auditors (if applicable),
- election of the Nomination Committee, alternatively decisions on principles for the appointment of the Nomination Committee, as well as decisions on instructions for the Nomination Committee, and
- remuneration to the members of the Nomination Committee.

Work

The Nomination Committee has held four minuted meetings and has further had individual contacts to prepare the proposals for the Annual General Meeting 2026. The Nomination Committee has taken note of the conducted Board evaluation and has also discussed the composition of the Board in a longer perspective. In addition, the Nomination Committee has held interviews with the deputy Chairman and the management of the company.

The Nomination Committee has dealt with all issues that the Nomination Committee are to deal with in accordance with the Swedish Corporate Governance Code (*Sw. Svensk kod för bolagsstyrning*), including (a) the Board's competence and ability with regard to the company's operations and stage of development, (b) the Board's size, (c) the Board's composition in terms of the members' experience, gender and background, (d) the Board members' fees, (e) proposals for the election of auditors and audit fees, and (f) how the Nomination Committee for the Annual General Meeting of 2027 is to be appointed. The Nomination Committee has applied section 4.1 of the Swedish Corporate Governance Code as a diversity policy.

The Nomination Committee's motivated statement

The Nomination Committee's assessment is that it has a good overview of the Board of Directors' work. The conclusion is that the Board of Directors functions well and is composed of individuals with competences that well meet the strategic and operational requirements imposed on Nordisk Bergteknik. The Nomination Committee is of the opinion that the Board members complement each other well as regards competence and experience and that the work of the Board of Directors is conducted professionally and efficiently. The Nomination Committee's assessment is that the Board members have the time and availability required to perform their duties. Further, the Nomination Committee has continued to discuss the gender equality and diversity perspective based on the perception that they are essential in the composition of the Board of Directors. The long-term objective is for the Board of Directors to be composed of members of varying age, gender and geographical origin and with diversified educational and professional backgrounds.

The Nomination Committee has carefully evaluated the issue regarding the number of Board members and proposes a reduced Board by one person, compared to the Board elected at the last Annual

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General Meeting, to a total of six persons. The Nomination Committee considers this to be appropriate, taking into account, among other things, the company's size, operations, and growth objectives. The company's Articles of Association stipulate that the Board shall consist of at least 4 and at most 8 members without deputies.

The competencies and experiences deemed important for the company are well represented in the Board even after the proposed new election. The Nomination Committee assesses that the proposed Board has an appropriate composition and size to meet the company's needs. The Nomination Committee has also assessed that the proposed Board members have the ability to allocate the necessary time for the Board assignment in the company.

Provided that the Annual General Meeting resolves in accordance with the Nomination Committee's proposal, two out of six Board members will be female. The Nomination Committee notes that the proposed Board does not meet the target of an equal gender Board representation as set out in the Swedish Corporate Governance Code. Through the Nomination Committee's proposal, the proportion of women increases to 33% from the previous 29%. However, the Nomination Committee intends to continue its long-term work to achieve the target set out in the Swedish Corporate Governance Code. The Nomination Committee makes the assessment that the proposed Board of Directors, which consists of six persons, has an appropriate composition considering Nordisk Bergteknik's operations, stage of development and other circumstances.

Considering the above, the Nomination Committee has proposed re-election of Göran Näsholm, Marie Osberg, Monika Gutén, Oscar Rolfsson, Tom Olander and Magnus Trollius. Mats O. Paulsson has declined re-election.

Göran Näsholm has been proposed as Chairman of the Board.

The members of the Board of Directors proposed to be re-elected for the period until the next Annual General Meeting have been presented on the company's website, www.nordiskbergteknik.se.

The Nomination Committee submits the following proposal: that Mats O. Paulsson be appointed as Chairman of the Annual General Meeting or, in his absence, the person appointed by the Board.

Independence of proposed members

In assessing the independence of the proposed Board members, the Nomination Committee has found that its proposal for the Board of Directors in the company meets the requirements for independence set out in the Swedish Corporate Governance Code. The composition of the Board is deemed to meet the requirement that at least two of the Board members who are independent in relation to the company and the company's management are also independent in relation to the company's major shareholders, as Marie Osberg, Magnus Trollius, and Monika Gutén are considered to be independent in relation to both the company and the company's management as well as the company's major shareholders. Oscar Rolfsson, Tom Olander, and Göran Näsholm are considered independent in relation to the company and its management, but not in relation to major shareholders.

Remuneration

The Nomination Committee has compared Board fees in Nordisk Bergteknik with comparable companies and proposes an increase of approximately 2.8% in the Board members' fees and an increase of approximately 3.1% in the fees for committee work.

The Nomination Committee proposes that a fixed fee of a total of SEK 1,989,000 shall be paid to the members of the Board, of which SEK 569,000 shall be paid to the Chairman of the Board and SEK 284,000 shall be paid to each Board member. The Nomination Committee proposes that fees of SEK 86,000 shall be paid to the Chairman of the Audit Committee and SEK 57,000 shall be paid to each member of the Audit Committee and SEK 57,000 shall be paid to the Chairman of the Remuneration Committee and SEK 34,500 to each member of the Remuneration Committee. The composition of the committees is determined by the Board of Directors after the general meeting.

Auditors

The accounting firm KPMG has been Nordisk Bergteknik's auditors since the Annual General Meeting 2020 with Daniel Haglund as auditor in charge.

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The Nomination Committee has, as did the Audit Committee, found no reason to propose any changes, and proposes re-election of the accounting firm KPMG as auditor and Daniel Haglund as auditor in charge. Fees shall continue to be paid according to approved invoice.

Instructions for the Nomination Committee

The Nomination Committee has, in preparation for the Annual General Meeting 2026, evaluated the principles for the appointment of the Nomination Committee and the instructions for the Nomination Committee adopted at the Annual General Meeting on 15 May 2025. In light of the evaluation carried out, the Nomination Committee proposes that the Annual General Meeting resolves to adopt updated instructions with the following principal amendments compared to the current instructions: that (i) the Nomination Committee shall consist of three (3) members, one representative for each of the three largest shareholders as of the last banking day in August who wish to appoint a member of the Nomination Committee, and (ii) the Nomination Committee shall consider proposals from shareholders received no later than twelve (12) weeks prior to the Annual General Meeting each calendar year. The proposal under (ii) is motivated by the fact that the current arrangement does not afford the Nomination Committee sufficient time to process proposals received from shareholders.

The Nomination Committee further proposes, in line with previous years, that Nordisk Bergteknik shall bear reasonable costs attributable to the Nomination Committee's assignment and that no remuneration shall be paid to the members of the Nomination Committee.

Proposals from shareholders

The shareholders have on the company's website been informed of the possibility to submit proposals to the Nomination Committee up until and including March 31, 2026. No such proposals have been submitted.

Gothenburg, March 2026

The Nomination Committee of Nordisk Bergteknik AB (publ)