

The Nomination Committee's motivated proposal ahead of the Annual General Meeting 2026 in 4C Group AB (publ)

The Nomination Committee's work

The Nomination Committee for 4C Group AB (publ) (the "**Company**") has been appointed in accordance with the instructions for the Nomination Committee adopted by the Annual General Meeting 2025.

The Nomination Committee for the Annual General Meeting 2026 consists of:

- **Erik Syrén**, appointed by Hedskog Equity AB, (Chairman of the Nomination Committee)
- **Josef Weidman**, appointed by Grenspecialisten Förvaltning AB,
- **Klas Lindström**, and
- **Andreas Hedskog**, Chairman of the Board of Directors (adjunct member)

In accordance with the instructions for the Nomination Committee, its duties include preparing proposals for the Annual General Meeting regarding:

- the Chairman of the Annual General Meeting,
- the election of the Chairman of the Board and other members of the Board of Directors,
- remuneration to the Board of Directors divided between the Chairman and the other members,
- principles for remuneration for committee work,
- the election and remuneration of the Company's auditor, and
- principles for the appointment of the Nomination Committee.

The Nomination Committee has conducted its work in accordance with the Swedish Code of Corporate Governance (the "**Code**") and the applicable instructions for the Nomination Committee. In preparation for the Annual General Meeting 2026, the Nomination Committee has held eight meetings and maintained regular contact between meetings.

As part of its work, the Nomination Committee has reviewed the evaluation of the Board of Directors' work. The evaluation was carried out through a questionnaire completed by the members of the Board of Directors as well as the Company's CEO, CFO and Company Secretary. The results were compiled and presented by the Chairman of the Board and subsequently discussed within the Board of Directors.

In addition, the Nomination Committee has conducted interviews with members of the Board of Directors, the CEO, the CFO, the Chairmen of the Board committees and the Company's auditor. The Nomination Committee has also reviewed the Board evaluation and assessed the work of the Board of Directors during the past year. As part of its work, the Nomination Committee has also met with the Audit Committee to discuss the Committee's recommendation regarding the election of the Company's auditor.

The Nomination Committee has discussed the size, composition and competence of the Board of Directors, taking into account the Company's operations, development phase, strategic priorities and

other relevant circumstances. According to the Company's Articles of Association, the Board of Directors shall consist of not fewer than three and not more than nine members elected by the General Meeting. The Nomination Committee considers that a Board consisting of six members represents a well-balanced composition with regard to competence, experience and efficiency in the Board's work. The Nomination Committee therefore proposes that the Board of Directors shall continue to consist of six members.

During the Nomination Committee's work, the Board members Andreas Hedskog, Louise Bagewitz, Anders Fransson, Erik Ivarsson and Jörgen Ericsson have declared themselves available for re-election. Christine Rankin has informed the Nomination Committee that she is not available for re-election.

The Nomination Committee has evaluated the competence and experience of the proposed Board members, considering parameters such as the Company's strategic development, as well as considered diversity and gender balance in accordance with the Code. The Nomination Committee considers that the proposed Board of Directors has a broad and complementary competence profile, including experience in areas such as business operations, technology, capital markets and the industries in which the Company operates. In order to complement the Board following Christine Rankin's departure, the Nomination Committee has sought to strengthen the Board with additional financial expertise and CFO experience. Consequently, Magnus Hansson is proposed as a new member of the Board of Directors.

Shareholders have been given the opportunity to submit proposals to the Nomination Committee.

The Nomination Committee submits the following proposals to the Annual General Meeting 2026:

Chairman of the Annual General Meeting

The Nomination Committee proposes that Andreas Hedskog, Chairman of the Board of Directors, be appointed Chairman of the Annual General Meeting.

Election of Board of Directors and Chairman

The Nomination Committee proposes re-election of:

- Andreas Hedskog
- Louise Bagewitz
- Anders Fransson
- Erik Ivarsson
- Jörgen Ericsson

and new election of Magnus Hansson as member of the Board of Directors.

It is proposed that Andreas Hedskog be re-elected as Chairman of the Board of Directors. The Nomination Committee further proposes that the Board of Directors shall consist of six members.

The Nomination Committee has assessed that the proposed Board members have sufficient time available to devote to the assignment as Board members of the Company. Furthermore, the Nomination Committee has assessed the independence of the proposed Board members in relation to the Company, its management and major shareholders. It is the Nomination Committee's assessment

that the proposed composition of the Board of Directors fulfils the independence requirements set out in the Code.

Information about the proposed new board member Magnus Hansson

Background and education: Magnus Hansson has more than 25 years of experience in finance, accounting and corporate management. He began his career as an auditor and has since held several senior finance positions, including CFO of Lime Technologies AB (publ). He currently serves as Group CFO of Karnov Group AB. Magnus has also held several board assignments and has extensive experience in corporate governance and financial development in growth companies and listed environments. He holds a Master's degree in Accounting and Finance from Jönköping International Business School.

Current assignments: CFO Karnov Group AB. Board member of Karnov Group Denmark A/S, DIB Viden A/S, Karnov Group Holdco DK ApS, Norstedts Juridik AB, DIB Kunskap AB and Karnov AB.

Previous assignments: CFO of Lime Technologies AB (publ).

Year of birth: 1973

Nationality: Swedish

Shareholding in the Company: 0 shares.

Independence: According to the Nomination Committee's assessment, Magnus Hansson is independent in relation to the Company and the Company's management, and independent in relation to the Company's major shareholders.

Further information regarding the proposed Board members is available on the Company's website, www.4cstrategies.com.

Election of auditor

In accordance with the recommendation of the Audit Committee, the Nomination Committee proposes new election of the registered public accounting firm PricewaterhouseCoopers AB as the Company's auditor for the period until the end of the next Annual General Meeting. PricewaterhouseCoopers AB has informed the Nomination Committee that Victor Lindhall, authorised accountant, will be appointed auditor in charge.

Remuneration

The Nomination Committee proposes that remuneration to the Board of Directors remain unchanged. In its assessment, the Nomination Committee has compared Board remuneration levels with those of companies of similar size, complexity and market listing, and considers the proposed remuneration to be in line with market practice.

The Nomination Committee proposes that remuneration to the Board of Directors elected by the General Meeting be paid as follows:

- SEK 350,000 to the Chairman of the Board of Directors
- SEK 175,000 to each of the other Board members



For committee work, the following remuneration is proposed:

- SEK 25,000 to the Chairman of the Audit Committee and the Remuneration Committee
- SEK 15,000 to each of the other members of these committees

The auditor's fee is proposed to be paid in accordance with approved invoice.

Instructions to the Nomination Committee

The Nomination Committee proposes that the current instructions for the Nomination Committee remain unchanged. The instructions for the Nomination Committee are available on the Company's website, www.4cstrategies.com.

Stockholm, April 2026

The Nomination Committee of 4C Group AB (publ)