

The Nomination Committee's proposal

The Nomination Committee in Addtech AB (the "Company") proposes that the Annual General Meeting to be held August 27, 2025 resolves as follows:

Item 2 Election of Chairman to preside over the Meeting

The Chairman of the Board, Malin Nordesjö, is proposed as Chairman to preside over the Meeting.

Item 11 Determination of the number of Board members

The Nomination Committee proposes that the Board of Directors shall consist of six Board members.

Item 12 Determination of fees for the Board of Directors and the auditors

The fee for each Board member shall be as follows: SEK 1,700,000 to the Chairman of the Board of Directors, SEK 625,000 to each of the other Board members appointed by the Annual General Meeting who are not employed by the Company and additionally SEK 110,000 to each member of the Remuneration Committee. Total fees amount to SEK 4,420,000.

Subject to Swedish law and requiring an agreement with the Company, a Board member may invoice the Company for Board fees, including any social security charges and VAT, from a legal entity or private business owned by the member. Such a procedure must be cost neutral for the Company.

Audit fees will be paid according to approved invoices.

Item 13 Election of Board members and Chairman of the Board of Directors

Re-election of the Board members Henrik Hedelius, Ulf Mattsson, Malin Nordesjö, Annikki Schaeferdiek, Niklas Stenberg and Fredrik Börjesson.

Malin Nordesjö is proposed to be re-elected as Chair of the Board of Directors.

Item 14 Election of Auditor

The Nomination Committee proposes that the Annual General Meeting shall elect the auditing firm Deloitte AB. Deloitte AB has notified that the authorised auditor Kent Åkerlund will be appointed as Auditor in charge.

The Nomination Committee's work report and motivated opinion regarding proposals for Board members prior to the Annual General Meeting 2025

The Nomination Committee has held 3 meetings. The work of the Nomination Committee begins by going through a check list containing all tasks that it must perform under the Swedish Corporate Governance Code and additionally, a schedule is established for the work that needs to be done.

The Nomination Committee has based its considerations on the Board having an appropriate composition, considering the Company's current situation, future focus and other circumstances, characterized by versatility and width in terms of the skills, experience and background of the Board members. As a basis for its considerations, the Nomination Committee has received information from the Chairman of Addtech AB's Board of Directors on the Board's own evaluation and on the Company's operations, stage of development and other circumstances. The Nomination Committee has also interviewed some of the Board members and been given a presentation by the CEO. Also, the committee has been provided with assessments of the Board regarding the quality and efficiency of the auditor's work.

The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as its diversity policy when drafting its proposal. The Committee's proposal entails the Board having six members, of which two are women, corresponding to 33 percent, which does not meet the requirements of the Swedish Corporate Governance Code for an equal gender balance. The Nomination Committee supports the initiative of the Swedish Corporate Governance Board (Sw. *Kollegiet för svensk bolagsstyrning*) and its ambition of ensuring that the least represented gender reaches a level of around 40 percent on the Board of Directors of listed companies.

In its future work, the Nomination Committee will continue to emphasise the diversity and breadth of the Board.

The proposed Board members collectively possess sound financial and industrial expertise, along with knowledge of international conditions and markets, including relevant sustainability aspects. The question regarding the independence of members of the Board has been discussed. The Nomination Committee's assessment in these respects is set out in the presentation of each proposed member below. The proposal for the composition of the Board meets the relevant independence requirements.

Presentation of proposed Board members

Henrik Hedelius

Degree of Master of Science in Business and Economics. Born 1966.

Board Member since 2017.

Other Board assignments: Chairman in Newport Securities AB. Chairman in Bergman & Beving AB, as well as Service and Care AB.

Professional experience: Chairman in Skawen AB. Board Member in Mannerheim Invest, Vinovo, Team Sportia, Gigasense and Mind Industrial Group. Senior positions at Jarl Securities, Storebrand Kapitalförvaltning, Swedbank and ABN Amro.

Number of shares in the Company (incl. associated): 28,000 class B shares.

Independence in relation to the Company/management*: Yes

Independence in relation to the major shareholders of the Company*: No

Ulf Mattsson

Degree of Master of Science in Business and Economics. Born 1964.

Board Member since 2012.

Other Board assignments: Chairman in Attendo, VaccinDirect, Swemac, Prima Vård and Sleip AI.

Advisor to PJT Partners Inc. (publ). Board member in Oras Invest Oy and Priveq V, VI & VII.

Professional experience: CEO in Domco Tarkett, Mölnlycke Health Care, Capio, Gambro and Karo Pharma.

Number of shares in the Company (incl. associated): 32,000 class B shares.

Independence in relation to the Company/management*: Yes

Independence in relation to the major shareholders of the Company*: Yes

Malin Nordesjö

Degree of Master of Science in Business and Economics. Born 1976.

Board Member since 2015, chairman since 2024.

Other Board assignments: Board member in Lagercrantz Group, Bergman & Beving AB and in a number of companies within the Tisenhult Group.

Professional experience: Senior positions in Tisenhult Group and Trittech Technology.

Number of shares in the Company (incl. associated): 76,678 class B shares. Independence in relation to the Company/management*: Yes

Independence in relation to the major shareholders of the Company*: No

Annikki Schaeferdiek

Master of Science in Mechanical Engineering. Born 1969.

Board member since 2021.

Other Board assignments: Chairman in Formpipe Software AB and Board member in Proact IT AB and Progrits AB.

Professional experience: Founder and CEO of Syster P AB. CEO of Netwise and Business Area Manager in Ericsson Multimedia.

Number of shares in the Company (incl. associated): 2,000

Independence in relation to the Company/management*: Yes

Independence in relation to the major shareholders of the Company*: Yes

Niklas Stenberg

Degree of Master of Laws (L.L.M.). Born 1974.

CEO and Group CEO in Addtech AB.

Board member since 2020. Employed in the Group since 2010.

Other Board assignments: Board member in Bergman & Beving AB.

Professional experience: Senior positions within Addtech and Bergman & Beving, former lawyer.

Number of shares in the Company (incl. associated): 229,076 class B shares. Call options equivalent to 130,000 class B shares.

Independence in relation to the Company/management*: No

Independence in relation to the major shareholders of the Company*: Yes

Fredrik Börjesson

Degree of Master of Science in Business and Economics. Born 1978.

Board Member since 2024.

Other Board assignments: The Chairman in Lagercrantz Group AB, Board member in Bergman & Beving AB as well as in a number of companies within the Tisenhult Group.

Professional experience: Senior positions within the Tisenhult Group.

Number of shares in the Company (incl. associated): 20,000 B-aktier.

Independence in relation to the Company/management*: Yes

Independence in relation to the major shareholders of the Company*: No

* The information regarding independency is related to the proposed Board members' independence in accordance with the Swedish Corporate Governance Code in relation to a) the Company/management and b) major shareholders.

Stockholm, July 2025

Addtech AB (publ)

The Nomination Committee in Addtech AB