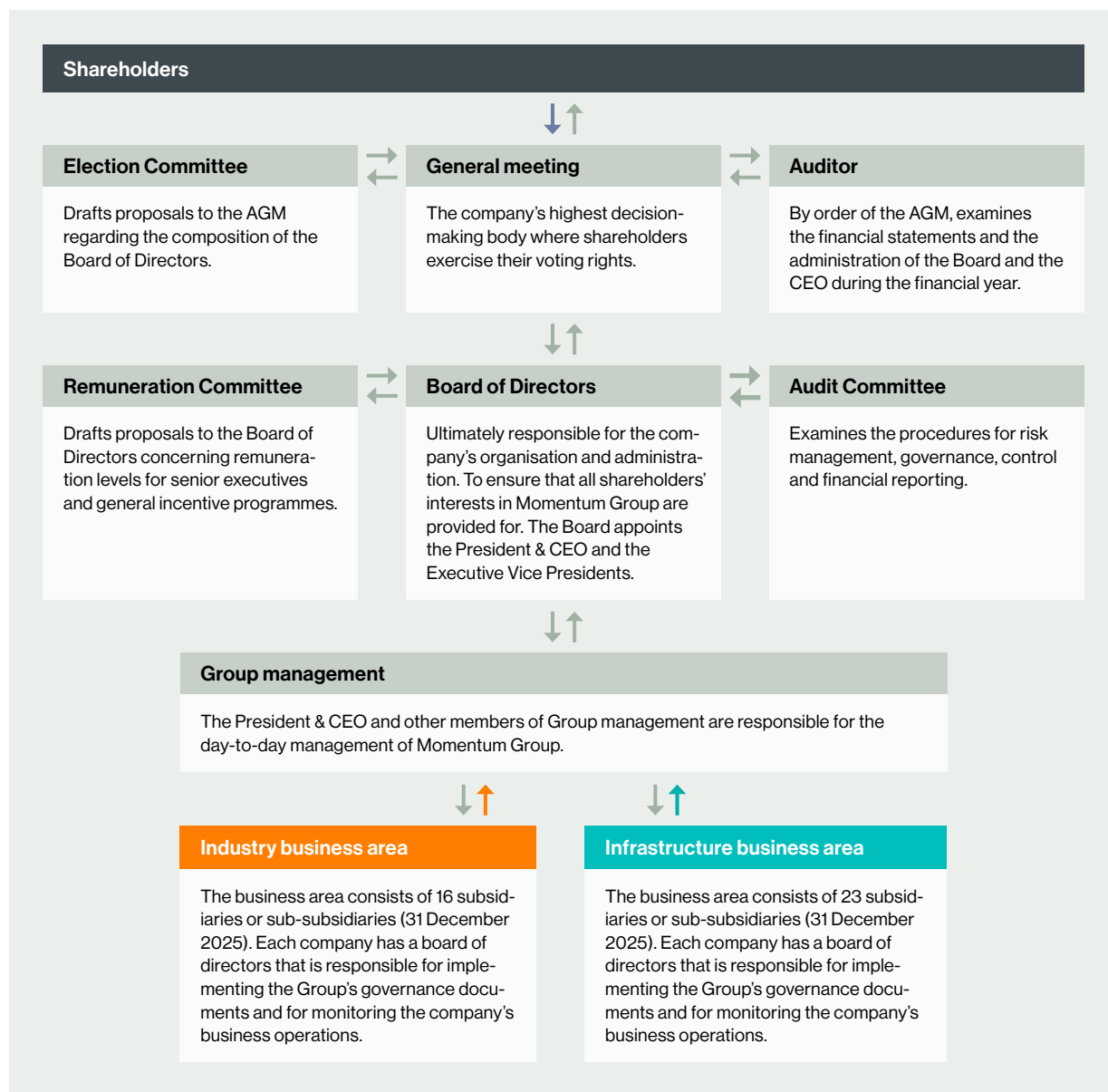


Corporate governance



Compliance with the Code

Momentum Group's shares are listed on Nasdaq Stockholm and the company therefore applies the Swedish Corporate Governance Code ("the Code"). Potential deviations from the Code and reasons for these deviations are to be reported continuously in the text. Momentum Group deviates in one respect concerning the section "Audit". The Corporate Governance Report has been examined by the company's auditors.

Principles for corporate governance

Momentum Group endeavours to apply stringent standards and effective corporate governance processes in order to ensure that the business generates long-term value for the shareholders. The purpose of the company's corporate governance structure is to establish a clear distribution of roles and responsibilities between the owners, Board of Directors, Board committees and executive management. The company's corporate governance is based on external and internal control instruments, with the external instruments primarily comprising the Swedish Companies Act, regulations pursuant to the listing on Nasdaq Stockholm and generally acceptable practices on the stock market.

Shareholders

Momentum Group's shareholders' register is maintained by Euroclear AB. As of 31 December 2025, Momentum Group AB had 4,854 shareholders (5,352).

[Read more](#) in The share

Election Committee

Members of the Election Committee are nominated by the major shareholders in the company, whereby the four largest shareholders in the company on the final banking day in February are entitled to nominate one member each. The shareholder controlling most votes in the company is entitled to nominate the Chairman of the Election Committee. The Chairman of the Board is co-opted to the Election

Committee (without voting rights) and coordinates the nomination procedure. The nominated members (including the Chairman of the Election Committee) are elected as members of the Election Committee by the company's AGM for the period up until the end of the next AGM.

[See full instructions](#) for the Election Committee

The AGM on 7 May 2025 resolved to appoint the following members to the Election Committee ahead of the 2026 AGM: Peter Hofvenstam (nominated by Nordstjernan), Stefan Hedelius (nominated by Tom Hedelius), Emerson Moore (nominated by Ampfield Management) and Claes Murander (nominated by Lannebo Fonder). Peter Hofvenstam was appointed Chairman of the Election Committee. See the table below.

The Election Committee ahead of the 2026 AGM

Name	Representing	% of votes as of 28 February 2025 ¹⁾
Peter Hofvenstam Chairman of the Election Committee	Nordstjernan	36.3
Stefan Hedelius	Tom Hedelius	9.4
Emerson Moore	Ampfield Management	9.0
Claes Murander	Lannebo Kapitalförvaltning	3.5
Total		58.2

¹⁾ Excluding shares repurchased by the company.

The role of the Election Committee is to draft proposals concerning election of the Chairman of the AGM, election of Chairman of the Board and other directors, resolutions concerning director fees, election of auditors and fees to be paid to auditors and, insofar as is deemed necessary, resolutions concerning amendments to the Election Committee's instructions. Shareholders are entitled to submit nomination proposals to the Election Committee.

Diversity policy

In drafting its proposal, the Election Committee has applied rule 4.1 of the Code as its diversity policy. This entails that the Election Committee based its proposal on the requirement that the composition of the Board is to be suitable taking Momentum Group's operations, stage of development and other circumstances into account. The Election Committee also took into account that the composition of the directors elected by the AGM was to be characterised by diversity and a breadth of qualifications, experience and background.

➤ [See the Election Committee's proposals for the 2026 AGM](#)

General meeting of shareholders

The general meeting is the company's highest decision-making body, where the shareholders exercise their voting rights on key issues, such as the adoption of income statements and balance sheets, appropriation of profit, discharge of the directors and President & CEO from liability, election of directors and auditors, and remuneration of the Board and auditors. The AGM is to be held within six months from the close of the financial year. In addition to the AGM, Extraordinary General Meetings may be convened.

According to the Articles of Association, notice to attend a general shareholder meeting shall be issued by publishing a notice in Post- och Inrikes Tidningar and shall be made available on the company's website. An announcement that notice to attend has been issued shall simultaneously be published in Svenska Dagbladet.

2025 AGM

Momentum Group's AGM was held on 7 May 2025 in Stockholm. At the Meeting, 75 shareholders were represented, in person, by proxy or by postal vote. These represented 63.4 per cent of the votes and 60.3 per cent of the capital. Johan Sjö was elected Chairman of the AGM.

All members of the Board of Directors and Group management were present at the Meeting. Auditor in Charge Clas Tegidius was also present at the Meeting.

Resolutions passed at the AGM included:

- Re-election of Johan Sjö, Anders Claeson, Stefan Hedelius and Gunilla Spongh, and the new election of Jimmy Renström, as regular directors for the period up to the close of the next AGM,
- That director fees are to be paid in a total amount of SEK 2,280,000 (2,000,000).
- The election of Ernst & Young AB as the company's auditor for the period until end of the next AGM.
- That auditor fees are to be paid according to approved invoices.
- Authorisation of the Board of Directors, prior to the next Annual General Meeting, to acquire a maximum number of Class B shares so that the Company's holding of treasury shares at no time exceeds 10 per cent of the total number of shares in the Company.
- Authorisation of the Board of Directors to resolve to issue up to 10 per cent of the number of shares as payment of acquisitions.
- Establishment of a long-term incentive programme for senior executives (read more about the programme below).
- Members of the Election Committee ahead of the 2026 AGM as outlined above.

➤ [See all documentation from the AGM](#)

2026 AGM

Momentum Group's AGM will be held at 4:00 p.m. on 7 May 2026 in Stockholm. The Board of Directors' complete proposal to the AGM will be published in accordance with the Articles of Association.

➤ [Read more about the 2026 AGM](#)

Board of Directors

Duties of the Board

The Board is the second highest decision-making body after the general meeting of shareholders. The Board of Directors is ultimately responsible for the company's organisation and administration of the company's affairs in the interests of the company and of all shareholders in accordance with the laws, regulations and agreements that the company is obligated to follow. Based on its analysis of the

operating environment, the Board is also responsible for deciding on strategic matters.

Each year, the Board adopts written rules of procedure that regulate the work of the Board and its internal distribution of responsibility, including its committees and the distribution of responsibilities with internal business area boards, the procedure for resolutions within the Board, the agendas of Board meetings and the duties of the Chairman as well as instructions for financial reporting.

The Board has also issued instructions to the President & CEO, which grant the authority to make decisions regarding investments. The Board has also adopted a number of policies for the Group's operations, including policies in the areas of finance, related parties, internal control, risk, IT and information security, environment and quality as well as a Code of Conduct.

The Board of Directors oversees the work of the President & CEO through continuous monitoring of the operations during the year and is responsible for ensuring that the organisation and management as well as the guidelines for administration of the company are appropriate and that the company has adequate internal control and effective systems in place for monitoring and controlling the company's operations and compliance with legislation and regulations applicable to the company's operations. This issue is also specifically addressed each year at a Board

meeting, without the presence of any member of executive management.

The Board is also responsible for decisions regarding acquisitions and divestments of businesses, major investments, repurchases of own shares, and appointment of executive management. The Board and the President & CEO present the annual accounts to the AGM.

Chairman of the Board

The Chairman of the Board is responsible for ensuring that the work of the Board is well organised and conducted efficiently and that the Board performs its duties.

In particular, the Chairman is responsible for organising and leading the work of the Board in a manner that creates the best possible conditions for the Board to conduct its work. It is the Chairman's task to ensure that the Board continuously updates its knowledge about the company, to ensure that the Board holds meetings as required and receives sufficient information and supporting data for its work, to propose an agenda for Board meetings in consultation with the President & CEO, to ensure that the decisions of the Board are carried out, and to ensure that the work of the Board is evaluated annually. The Chairman is responsible for all contact with the owners regarding ownership matters and for conveying feedback from the owners to the Board.

Board of Directors 2025

Name	Position	Year of election	Independent in relation to			Meeting attendance				Fee, SEK
			Board and management	Major shareholders	Shares owned (Class B shares)	Board of Directors	Audit Committee	Remuneration Committee		
Johan Sjö	Chairman	2021	Yes	No	27,400	11 of 11	7 of 7	1 of 1	900,000	
Anders Claeson	Director	2021	Yes	Yes	9,980	11 of 11	7 of 7	–	290,000	
Ylva Ersvik ¹⁾	Director	2021	Yes	No	9,500	5 of 5	3 of 3	–	–	
Stefan Hedelius	Director	2021	Yes	Yes	1,500	11 of 11	7 of 7	1 of 1	340,000	
Jimmy Renström ²⁾	Director	2025	Yes	No	–	5 of 6	4 of 4	–	290,000	
Gunilla Spongh	Director	2021	Yes	Yes	1,550	11 of 11	7 of 7	–	460,000	

¹⁾ Director until the AGM in May 2025.

²⁾ Director as of the AGM in May 2025.

Composition and independence of the Board

According to Momentum Group's Articles of Association, the Board of Directors shall consist of at least three and not more than seven regular members who are elected annually at the AGM for the period until the close of the next AGM. The 2025 AGM re-elected Johan Sjö, Anders Claeson, Stefan Hedelius and Gunilla Spongh, and elected Jimmy Renström as a new director. Johan Sjö was elected Chairman of the Board. A presentation of the Board of Directors is available in the section "Board and management".

All directors are independent in relation to the company and its senior executives and three of the directors are also independent in relation to the major shareholders. The composition of the Board of Directors meets the independence requirements of the Code.

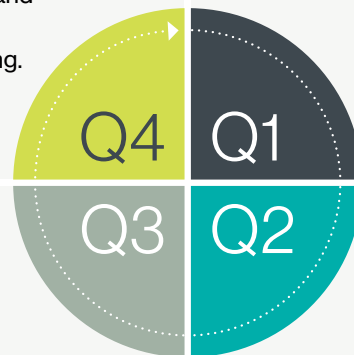
Work of the Board

The work of the Board of Directors follows an annual plan. In addition to the statutory meeting, which is held in conjunction with the AGM, the Board of Directors normally convenes on eight occasions each year (scheduled meetings) in

Board of Directors' work during the 2025 calendar year

- Interim report Q3.
- Business situation and strategic priorities.
- Target for the next year.
- Final risk analysis and follow-up of focus areas.
- Self-assessment of the Board's work.
- Evaluation of the CEO and the CEO's work.
- Auditor's report on internal control and preparatory audit.
- Resolutions with respect to financing.

- Business situation and strategic issues.
- Year-end report and preliminary annual accounts.
- Annual and Sustainability Report.
- Auditor's presentation and meeting with auditor.
- Internal control and risk analysis.
- Dividend proposal and preparations for the AGM.
- Acquisitions.



- Interim report Q2.
- Business situation and acquisition status.
- Instructions for targets and incentive programme.
- Monitoring of sustainability and reporting requirements (ESRS).
- Initial risk assessment and self-assessment.

- Interim report Q1.
- Statutory meeting of the Board of Directors.
- Adoption of governing documents and Group policies.
- Corporate acquisitions and transfer of own shares for acquisitions.
- Audit plan.
- Risk assessment and follow-up.

connection with the publication of the Interim Reports and holds an annual strategy meeting. Extraordinary meetings are convened when necessary. Each meeting follows an agenda, which is distributed to the directors prior to each Board meeting along with supporting documentation.

The decisions of the Board are made after discussions led by the Chairman of the Board. The task of the committees appointed by the Board is to draft proposals for resolutions by the Board (see below).

In 2025, the Board of Directors held nine meetings including a statutory Board meeting as well as two meetings held by correspondence. In addition, one special strategy meeting was held. In addition to ordinary meetings, meetings were held in conjunction with acquisition decisions.

The President & CEO presents reports at the Board meetings. The Group's CFO, Business Area Managers and other employees in the Group participate in Board meetings to report on specific issues.

Refer to the table on the previous page for information regarding attendance at Board and committee meetings.

Evaluation of Board work

The Board conducts an evaluation of its work annually under the supervision of the Chairman of the Board. The purpose of the evaluation is to further develop the Board's work formats, dynamics, efficiency and working climate as well as the main focus for its work. This evaluation also focuses on access to and the need for special competencies on the Board. The evaluation includes interviews, joint discussions and individual discussions between the Chairman of the Board and individual directors. The Election Committee is informed of the results of the valuation.

Remuneration Committee

Momentum Group has a Remuneration Committee consisting of Johan Sjö (Chairman) and Stefan Hedelius. Both Johan Sjö and Stefan Hedelius are independent in relation to the company and company management. The company thereby fulfils the requirements stipulated in the Code. Information on the Remuneration Committee is presented in the rules of procedure for the Board, which are adopted annually. The Remuneration Committee is to prepare proposals concerning remuneration principles and other

terms of employment for senior executives, and to consult with the President & CEO concerning the remuneration of senior executives.

The Remuneration Committee is also tasked with monitoring and evaluating programmes for variable remuneration for senior executives and the application of the guidelines for the remuneration of senior executives, as adopted by the AGM. The Remuneration Committee met twice in 2025.

Audit Committee

The Audit Committee consists of the entire Board, and the work of the committee is to be conducted as part of the Board's work at scheduled Board meetings. Director Gunilla Spongh has accountancy and audit expertise and has been appointed Chairman of the Audit Committee.

The Audit Committee is to monitor the company's financial reporting and sustainability reporting, monitor the efficiency of the company's internal control and risk management with respect to its financial reporting and sustainability reporting, keep itself informed about the audit of the annual report, the consolidated financial statements and Sustainability Statement, review and monitor the impartiality and independence of the auditors and, in particular, whether the auditors have provided the company with services other than auditing services, and assist in the preparation of proposals regarding the election of auditors for resolution by the general meeting of shareholders. The Audit Committee shall consider possible recommendations for improving the internal control of financial reporting and sustainability reporting, including annually considering the need for an internal audit function in accordance with the Code.

During the year, the Audit Committee addressed such issues as quality assurance of financial reporting and sustainability reporting, monitoring of risk management and internal control, and preparations for the application of the CSRD and the ESRS. In conjunction with the adoption of the annual accounts for 2025, the Audit Committee held a review and received a report from the company's external auditors. On this occasion, the Board of Directors also met with the auditors without the presence of the President & CEO or other senior executives. The Audit Committee met seven times in 2025.

Ethical guidelines

Momentum Group strives to conduct its business with high requirements imposed on integrity and ethics. The Board of Directors adopts a Code of Conduct for the Group's operations on an annual basis, which also includes ethical guidelines.

➤ [See Momentum Group's Code of Conduct](#)

Audit

According to Momentum Group's Articles of Association, a registered accounting firm (or, alternatively, one or two authorised public accountants) is to be elected as auditor. At the 2025 AGM, Ernst & Young (EY) was re-appointed as the company's auditor, with Clas Tegidius as Auditor in Charge, for the period until the 2026 AGM. EY performs the audit of Momentum Group AB and most of its subsidiaries.

The company's auditors follow an audit plan, which includes feedback from the Board and the Audit Committee, and reports its findings to the company management teams, company management and the Group's Board and Audit Committee during the course of the audit and in conjunction with the adoption of the annual accounts. This year's audit also included a review of the Group's sustainability work, as described in the Sustainability Statement. The company's auditor also participates in the AGM, presenting and commenting on the audit work.

The independence of the external auditors is regulated through special instructions established by the Board, which state the areas which may be addressed by the external auditors in addition to the normal audit work. EY continuously assesses its independence in relation to the company and provides the Board with written assurance of the auditing firm's independence in relation to Momentum Group each year.

Momentum Group deviates from rule 7.6 of the Code, which stipulates that the company's six-month report or nine-month report must be reviewed by the company's auditors. The reason for the deviation is that the company has determined that the additional expense that would be incurred by the company for an expanded review of the six-month report or nine-month report by the company's auditors is not warranted.

According to a resolution adopted by the 2025 AGM, director fees are payable according to approved invoices. During the 2025 financial year, total remuneration to the company's auditor amounted to SEK 4 million (3), of which SEK 4 million (3) was attributable to the audit assignment.

Appointed auditor Ernst & Young AB



Clas Tegidius

Auditor in Charge since 2024.
Born: 1966.

Authorised Public Accountant,
Member of FAR.

Clas Tegidius is also auditor-in-charge of companies such as ByggPartner Gruppen AB, Synthetic MR AB, Åhlin & Ekeröth Byggnads AB and Sofidel Sweden AB.

CEO and Group management

President & CEO Ulf Lilius is responsible for leading the business in accordance with the Board's guidelines and instructions and ensuring that the Board receives information and necessary decision-making documentation. The President & CEO leads the work of company management, is a reporter at Board meetings and is to ensure that the directors are continuously provided with the information needed to monitor the company's and the Group's financial position, earnings, liquidity and development.

Group management, which comprises President & CEO Ulf Lilius and CFO Niklas Enmark, is presented in greater detail in the section "Board and management".

Operational organisation and governance

Since 2024, the business has been divided into the Industry and Infrastructure business areas. The division into business areas reflects Momentum Group's internal organisation and reporting system.

At 31 December 2025, Momentum Group consisted of 39 companies (37), of which 36 are operating companies (33), in addition to the Parent Company. The Group applies a decentralised model, whereby business decisions are

made in close proximity to customers and suppliers. The operating activities are conducted independently within the subsidiaries, which assume responsibility for their own earnings and profitability, but within the framework of the Group's vision, business concept, strategic goals and governance documents. From a governance perspective, it is important to integrate the acquired companies into issues that are important to the Group, such as financial reporting, administrative procedures and shared core values. Each subsidiary has a board of directors in which the company's President & CEO and CFO are usually represented as reporters.

[Read more](#) in Governance model

Remuneration of directors and senior executives

Remuneration to Board of Directors

The remuneration payable to the Board of Directors is determined by the AGM. The AGM on 7 May 2025 resolved that director fees up to the next AGM shall amount to SEK 290,000 (265,000) for every AGM-elected director and SEK 800,000 (730,000) for the Chairman of the Board. A special fee of SEK 170,000 (160,000) is also paid to the Chairman of the Audit Committee, SEK 100,000 (50,000) to the Chairman of the Remuneration Committee and SEK 50,000 (0) to other members of the Remuneration Committee. Otherwise, no remuneration is payable for committee work. Director fees paid in 2025 are presented in Note 4.

Remuneration to senior executives

It is the AGM that resolves on guidelines for executive remuneration. At the AGM on 11 February 2022, the Board of Directors' proposal concerning guidelines for the remuneration of the President & CEO and other senior executives was adopted.

The guidelines are designed so as to promote Momentum Group's business strategy, long-term interests and sustainability. Remuneration is to be in line with market conditions and comprise the following components: fixed salary, possible variable salary according to a separate agreement, pension and other benefits. A General Meeting

of Shareholders may in addition – and independent of these guidelines – resolve on, for example, share and share price-based remuneration. The Board may resolve to derogate from the guidelines, either in full or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability.

Complete guidelines for determining remuneration and other terms of employment for senior executives as well as remuneration of senior management in the 2025 financial year are presented in Note 4.

Share-based incentive programmes

Momentum Group has two outstanding share-based programmes ("LTIP 2025" and "LTIP 2024") for executive management, including the CEO and Deputy CEO, business unit managers and other senior executives. The programmes are resolved on by the AGM. The primary goal is to create additional incentives for increased engagement and performance among the participants, to strengthen the opportunities for recruiting and retaining key individuals and to align the ownership interests of the participants and the shareholders. The programmes are based on own investments, which can result in performance shares being allocated if certain targets are met.

The programme LTIP 2025 may comprise a maximum of 70,650 Class B shares in the company, corresponding to approximately 0.2 per cent of all of the shares and votes in Momentum Group, before any recalculations.

The programme LTIP 2024 may comprise a maximum of 99,750 Class B shares in the company, corresponding to approximately 0.2 per cent of all of the shares and votes in Momentum Group, before any recalculations.

Allocation of performance shares is based on a variety of performance criteria, including the development of the company's profit per share. The AGMs resolved to authorise the Board to resolve on a transfer, free of charge, of the Class B shares the company already held after the repurchase to the participants as performance shares.

The Board intends to propose an incentive programme with a similar structure every year.

➤ [Full terms and conditions](#) for the incentive programmes

Systems for internal control and risk management in financial reporting

Within the Group, the entire operation is subject to internal control, with internal control of financial reporting playing a key role. Sustainability reporting is integrated into the financial reporting and is subject to corresponding internal control structures. A more detailed description of risk management and internal control related to sustainability reporting is presented in the Sustainability Statement.

Internal control

The Board's responsibility for internal control is governed by the Swedish Companies Act, the Swedish Annual Accounts Act and the Code.

The Board is responsible for ensuring that the company has reliable internal control and formalised procedures to ensure compliance with established reporting and internal control principles, and that there are appropriate systems for follow-up and control of the company's operations and the risks associated with the company and its operations. The procedures for internal control of financial reporting have been designed to ensure reliable overall financial reporting and external financial reporting in accordance with IFRS, applicable laws and regulations as well as other requirements for listed companies. Within the Group, the entire operation is subject to internal control, with internal control of financial reporting playing a key role.

Internal governance and control regarding financial reporting within the Group builds on a structure of steering documents, risk analyses, processes and defined roles and areas of responsibility as well as related controls in various forms. This structure is based on the internationally accepted framework COSO (the Committee of Sponsoring Organizations of the Treadway Commission). COSO is built on five interrelated components, which combine to form the basis of good internal governance and control. The starting point for the framework is that the Group has a structured method for identifying and analysing material risks, which in turn, has an impact on the design of the components included.

A review and assessment of each component is made annually. Based on this review, certain development areas

are identified, which are prioritised in the ongoing work on internal control, and when action plans are prepared.

Risk analysis

Risk assessment serves as the foundation for internal governance and control as well as the starting point for the controls that are designed, documented and continuously evaluated. The Group has established an annual process for business-wide risk assessment aimed at giving the Board of Directors and Group management greater insight into the risks to which the organisation is exposed. For risks related to financial reporting, the risk analysis is carried out on the basis of a Group perspective and involves the Audit Committee, which provides input. The most significant risks as well as their assessed likelihood and consequences on the financial outcome are identified. Risk assessment is also carried out based on the key processes established by the Group. In conjunction with the annual analysis, a review is also to be carried out of whether the key processes reliably identify and manage the material risks.

The process for risk assessment of material risks, risk assessment connected with key processes, and measures is in place to ensure that the risks to which the operations are exposed are managed as part of the Group's internal governance and control.

The risk assessment also comprises sustainability reporting, which is integrated into the Group's financial reporting and follows the same overall structure for internal control, monitoring and reporting. The Audit Committee conducts a comprehensive annual review of the risk management process in preparation for the Board's approval of the Annual Report and Sustainability Statement.

Control environment

Based on the risk analysis, the control environment serves as the basis for the Group's internal control and comprises the way in which the Board of Directors and management act and establish "the tone at the top", distribute responsibility and authority within the organisation, provide information on the operations' goals, and convey the overall values related to internal control.

The control environment entails creating a healthy risk culture and is made tangible through factors such as the corporate culture, integrity, ethics, competence, management philosophy, organisational structure, authority and responsibility as well as related steering documents and instructions. A significant part of the control environment involves identifying processes for managing the identified risks.

Control activities

All operations within the Group must ensure that there are relevant controls to reduce the identified risks to an acceptable level. Controls can be of a preventive or investigative character, automated or manual. The aim is to have a cost-effective composition and controls that are adapted to the operations' conditions and risk tolerance. Controls are to be identified for each identified significant risk or risk related to the Group's key processes.

As part of the annual evaluation, an evaluation should also be carried out to determine whether the controls or other mitigating measures are deemed to be adequately and correctly designed and that the controls themselves function and are carried out as designed.

Communication and information

There is to be a well-functioning two-way communication and information flow between the Board of Directors and management as well as with the Group's employees. This communication must function between all levels of the organisation.

A key part of the internal control work is to ensure effective dissemination of relevant information to internal and (relevant) external stakeholders. Group management is to ensure that all applicable policies and guidelines are made available to the relevant parties. Additionally, information is exchanged continuously between Group management and all of the subsidiaries within the framework of ordinary monitoring activities and internal Board meetings. A key part of this involves communicating with the subsidiaries with respect to the controls for which they are responsible.

Follow-up

Through follow-up activities, an evaluation is carried out to determine whether each of the five components of internal control exists and functions. The Group uses self-assessments to evaluate the relevance and effectiveness of the internal control as well as establishing whether control activities exist and are effective. Self-assessments are conducted at least once annually and their results are reported to Group management and the Board of Directors' Audit Committee.

Internal audit

The Board has decided not to establish a special internal audit function. This decision was made based on the size and operations of the Group as well as the existing internal control processes as described above. When necessary, the Audit Committee commissions external advisors to assist on projects relating to internal control.

Non-compliance

There were no infringements of applicable stock-exchange rules during 2025 and Momentum Group's operations were conducted in accordance with generally acceptable practices in the stock market.

Board of Directors



Johan Sjö

Chairman of the Board since 2021.

Born: 1967

Education: M.Sc. Econ.

Other current assignments: Chairman of the Board of AddLife AB and Dacke Industri AB. Director of Alligo AB, Camfil AB and Eivity Invest AB.

Previous assignments: Senior Advisor and Investment Director at Nordstjernan, President & CEO of Addtech AB, senior positions at Bergman & Beving Group and within Alfred Berg/ABN Amro. Chairman of the Board of Addtech AB, Bergman & Beving AB, OptiGroup AB and Prosero Security Group AB. Director of Addtech AB and Bufab AB.

Independent in relation to the company and management: Yes.

Independent in relation to major shareholders: No.

Shares owned: 27,400 class B shares.



Anders Claeson

Director since 2021.

Born: 1956

Education: M.Sc. Eng. and Industrial Economics.

Other current assignments: Director of Lagercrantz Group and A Claeson Consulting Company.

Previous assignments: Deputy CEO of Addtech and CEO of Addtech Nordic. Chairman of the Board or director of a number of subsidiaries within the Addtech Group.

Independent in relation to the company and management: Yes.

Independent in relation to major shareholders: Yes.

Shares owned: 9,980 class B shares.



Stefan Hedelius

Director since 2021.

Born: 1969

Education: University studies in economics, various international executive education programmes.

Other current assignments: Director of Add-Life, Alligo, Human Care HC and Praktikertjänst.

Previous assignments: CEO of Human Care HC, CEO of Note AB, Vice President Brand and Marketing at SAS and senior positions in the Ericsson Group, including Vice President Marketing and Communications, Head of Strategy and Marketing, and Vice President of Ericsson Austria.

Independent in relation to the company and management: Yes.

Independent in relation to major shareholders: Yes.

Shares owned: 1,500 class B shares.



Jimmy Renström

Director since 2025.

Born: 1983

Education: M.Sc. Econ.

Other current assignments: CFO of Nordstjernan. Director of Rosti Group and Nobia.

Previous assignments: Senior positions at Scania, including as CEO of Scania China and CFO of Scania India.

Independent in relation to the company and management: Yes.

Independent in relation to major shareholders: No.

Shares owned: –



Gunilla Spongh

Director since 2021.

Born: 1966

Education: M.Sc. Eng. and Industrial Economics.

Other current assignments: Chairman of the Board of Bluefish Pharmaceuticals. Director of Dacke Industri, Systemair, AQ Group, Byggmax Group, OptiGroup, Consivo Group, Meds Apotek, ViaCon Group and Saferoad.

Previous assignments: Director of Alligo, Infranord, and B&B TOOLS.

Independent in relation to the company and management: Yes.

Independent in relation to major shareholders: Yes.

Shares owned: 1,550 class B shares.

Management

Group management



Ulf Liljus

President & CEO

Born: 1972

Education: B.Sc. Econ.

Work experience: President & CEO of Bergman & Beving/Momentum Group since 2012. CEO of Momentum Industrial. Senior positions at Momentum Industrial and SKF.

Shares owned: 5,812 Class A shares and 665,736 Class B shares (with family).



Niklas Enmark

Executive Vice President and CFO

Born: 1972

Education: M.Sc. Econ.

Work experience: At Momentum Group since 2017. CFO of Axel Johnson International AB. Executive Vice President & CFO of Lagercrantz Group AB. Investment Manager at Investor Growth Capital.

Shares owned: 174,466 class B shares.

Operational management



Jimmy Norlinder

Head of Power Transmission

Born: 1971

Education: B.Sc. electrical engineering and hydraulics. Executive MBA.

Work experience: CEO of Momentum Industrial since 2012.

Shares owned: 36,171 class B shares.



Göran Fägersten

Head Controller, BA

Born: 1969

Education: M.Sc. Econ.

Work experience: At Momentum Group since 2022. Finance Manager at Mercus Yrkeskläder (then Momentum Group). Finance Manager at various companies within consulting, construction, technology and trade as well as auditor and controller.

Shares owned: 3,500 class B shares.



Anders Larsson

Head of Specialist

Born: 1963

Education: Degrees in mechanical engineering, market economy.

Work experience: At Momentum Group since 2022. CEO of Mercus Yrkeskläder and Gigant (then Momentum Group). CEO and owner of Rollco, acquired by Addtech. Senior positions at SKF and Flexlink.

Shares owned: 10,000 class B shares.



Ann Charlotte Svensson

Head of Group Communications and IR

Born: 1973

Education: M.Sc. Econ.

Work experience: At Momentum Group since 2021. Head of communications and IR at listed companies since 1997 and senior advisor at Hallvarsson & Halvarsson, among others.

Shares owned: 2,230 class B shares.



Martin Gyllix

Head of Flow Technology

Born: 1978

Education: Executive MBA.

Work experience: At Momentum Group since 2022. Entrepreneur and partner, Ståthöga MA Teknik. Senior positions at multinational IT/tech companies such as Atea, NTT and Elisa.

Shares owned: 83,238 class B shares.



Andreas Cajbrandt

Head of Group Accounting

Born: 1984

Education: M.Sc. Econ.

Work experience: At Momentum Group since 2017. Group Financial Controller at Bergman & Beving. Ernst & Young (Assurance).

Shares owned: 3,000 class B shares.



Ola Jönsson

Head of Technical Solutions

Born: 1970

Education: Studies at EFL Tech, Executive Foundation Lund.

Work experience: CEO and owner of Meka-no, which was acquired by Momentum Group in 2021. Senior positions at AxIndustries companies and various Board assignments.

Shares owned: 31,545 class B shares.



Göran Eriksson

Head of Group Legal

Born: 1966

Education: Master of Laws.

Work experience: At Momentum Group since 2024. Lawyer and partner at various law firms. Corporate lawyer at an auditing firm.

Shares owned: 3,149 class B shares.



Tuomas Mäkinen

Country Manager Finland

Born: 1980

Education: B.Sc. electrical engineering.

Work experience: At Momentum Group since 2023. Sales Management Finland at Tools and Ahlsell. International positions at Cummins and ABB. Country Manager Finland at Rollco, which was acquired by Addtech.

Shares owned: 1,500 class B shares.