

The nomination committee's statement regarding the proposal for the board of directors of LMK Group AB (publ) ("LMK Group") at the annual general meeting 2023

Background

LMK Group's nomination committee has for the annual general meeting 2023 consisted of Amaury de Poret (Herkules), Niklas Aronsson (Niklas Aronsson), Björn Henriksson (Nordea Småbolagsfond), Mathias Hedlund (chairman LMKG), jointly representing approximately 12 % of the voting rights for all shares in LMK Group.

The nomination committee was, in accordance with the instruction adopted by the annual general meeting 2021, composed based on the shareholdings in LMK Group as per the last banking day of August the year before the annual general meeting.

Shareholders have been given the opportunity to submit proposals to the nomination committee. No proposals from shareholders have been received.

Presentation of the nomination committee's work

The nomination committee has ahead of the annual general meeting 2023 held 7 formal meetings. The nomination committee has stayed in contact between the meetings. The nomination committee has also been presented with the results from the chairman of the board of directors' discussions with the board members.

The nomination committee has evaluated the current board of directors' size and composition, together with the specific requirements that LMK Group's operation and strategic development imposes on the board members' competence, experience and diversity.

The nomination committee considers that it is important that the fees to the board of directors are competitive in order to enable recruitment and retainment of relevant competence. The proposal for the board of directors' remuneration has thus been determined based on the scope of the required work and through a comparison with the board remuneration in companies of comparable size and complexity.

Assessment of the proposed board of directors

The nomination committee has, based on the work described above, concluded that the proposed composition of the board of directors has an appropriate composition and size and reflects diversity and relevant qualifications and experiences for the company. The nomination committee has applied rule 4.1 of the Swedish Corporate Governance Code as diversity policy in its nomination work.

The nomination committee has assessed the requirements of the Swedish Code for Corporate Governance regarding appropriate composition, versatility and diversity in regards to the proposed board members' competence, experience, background and the aspiration for a more equal gender composition. The Nomination Committee is aware that the proposed composition of the board with 2 women and 3 men does not represent an equal gender representation and the Nomination Committee's long-term objective remains to reach an equal gender presentation on the board on the company.

All of the proposed members are independent in relation to the company and company management. At the time of the statement, Petter von Hedenberg owns more than 10% of the shares, and thus cannot be considered independent in relation to the Company's major shareholders. Other members are considered independent in relation to the Company's major shareholders.

The nomination committee assesses that the proposed board of directors has an appropriate size and composition with the competence, experience and diversity as deemed necessary to support LMK Group's operation and long-term strategic work.

Assessment of the proposed fees to the board of directors

The nomination committee has concluded that the proposed fees to the board of directors are, in comparison to board fees in other companies of the same size and complexity, in line with market practice and therefore competitive and reasonable.

The nomination committee of LMK Group AB (publ)

Stockholm, March 2023