

N.B. The English text is an in-house translation. In the event of any discrepancies between the English text and the Swedish text, the latter shall prevail.

Protokoll fört vid årsstämma i
Bravida Holding AB (publ), org.nr 556891-
5390, måndagen den 26 april 2021.
*Minutes kept at the annual general meeting in
Bravida Holding AB (publ), reg. no. 556891-
5390, held on Monday 26 April 2021.*

1 § Val av ordförande vid stämman / Election of chairman of the meeting

Styrelsens ordförande Fredrik Arp valdes till ordförande vid årsstämman. Noterades att det uppdragits åt Bravidas bolagsjurist, Fredrik Jonsson, att föra protokollet.

The chairman of the board of directors Fredrik Arp was elected chairman of the annual general meeting. It was noted that Bravida's legal officer, Fredrik Jonsson, had been instructed to keep the minutes.

Antecknades vidare att årsstämman hållits enligt 20 och 22 §§ lagen (2020:198) om tillfälliga undantag för att underlätta genomförandet av bolags- och föreningsstämmor, innebärande att deltagande i årsstämman endast kunnat ske genom poströstning.

Further it was noted that the annual general meeting has been held according to sections 20 and 22 in the Act on temporary exemptions in order to facilitate the conduction of general meetings (Sw. lag (2020:198) om tillfälliga undantag för att underlätta genomförandet av bolags- och föreningsstämmor); meaning that the annual general meeting has been carried out through postal voting with no possibility to attend in person.

Kallelsen bifogas som Bilaga 1.

The notice convening the meeting is enclosed as Appendix 1.

Det poströstningsformulär som använts för poströstningen bifogas som Bilaga 2.

The advance voting form is enclosed as Appendix 2.

En sammanställning av det samlade resultatet av poströster, på varje punkt som omfattas av poströster, bifogas som Bilaga 3, vari framgår de uppgifter som anges i 26 § ovan angivna lag 2020:198.

A compilation of the overall result of the postal votes, at each agenda item that is covered by postal voting, is enclosed as Appendix 3, which include the information prescribed in section 26 in the abovementioned Act.

2 § Val av en eller två justeringspersoner att justera protokollet / Election of one or two persons who shall approve the minutes

Beslöts att dagens protokoll skulle justeras av ordföranden vid årsstämman tillsammans med Marianne Flink (Swedbank Robur) och Peter Lagerlöf (Lannebo Fonder).

It was resolved that the minutes were to be approved by the chairman of the annual general meeting together with Marianne Flink (Swedbank Robur) and Peter Lagerlöf (Lannebo Fonder).

3 § Upprättande och godkännande av röstlängd / Preparation and approval of the voting list

Beslöts att bifogad förteckning, Bilaga 4, ska gälla som röstlängd vid årsstämman.

It was resolved that the attached list, Appendix 4, should be the voting list at the annual general meeting.

- 4 § Godkännande av dagordning / Approval of the agenda**
Den i kallelsen, Bilaga 1, intagna dagordningen godkändes att gälla som dagordning för årsstämman.
The agenda presented in the notice convening the meeting, Appendix 1, was approved to serve as the agenda for the meeting.
- 5 § Prövning av om årsstämman blivit behörigen sammankallad / Determination of whether the annual general meeting has been duly convened**
Noterades att kallelse till årsstämman publicerats i Post- och Inrikes Tidningar den 24 mars 2021 och dessförinnan, den 19 mars 2021, på bolagets webbplats, samt att annonsering om att kallelse skett publicerats i Svenska Dagbladet den 24 mars 2021. Konstaterades därefter att årsstämman blivit i behörig ordning sammankallad.
It was noted that the notice convening the annual general meeting had been published in Post och Inrikes Tidningar (the Swedish Official Gazette) on 24 March 2021 and prior hereto, on 19 March 2021, on the company's website, and that information regarding such notice had been published in Svenska Dagbladet on 24 March 2021. It was thereafter determined that the annual general meeting had been duly convened.
- 6 § Framläggande av årsredovisning och revisionsberättelse samt koncernredovisning och koncernrevisionsberättelse / Presentation of the annual report and the auditor's report as well as the consolidated financial statements and the auditor's report on the consolidated financial statements**
Antecknades att årsredovisningen, revisionsberättelsen, koncernredovisningen och koncernrevisionsberättelsen för räkenskapsåret 2020, samt revisorsyttrande enligt 8 kap. 54 § aktiebolagslagen framlagts genom att handlingarna hållits tillgängliga på bolagets webbplats och på bolagets huvudkontor.
It was noted that the annual report, the auditor's report, the consolidated financial statements and the consolidated auditor's report for the financial year 2020 together with the auditor's report pursuant to Chapter 8, section 54 of the Swedish Companies Act had been presented by having been held available on the company's website and at the company's headquarters.
- 7 § Beslut om fastställande av resultaträkning och balansräkning samt koncernresultaträkning och koncernbalansräkning / Resolution regarding adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet**
Beslöts att fastställa den i årsredovisningen intagna resultaträkningen och balansräkningen samt koncernresultaträkningen och koncernbalansräkningen.
It was resolved to adopt the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet in the annual report.
- 8 § Beslut om dispositioner beträffande bolagets resultat enligt den fastställda balansräkningen / Resolution regarding allocation of the company's result pursuant to the adopted balance sheet**
Beslöts, i enlighet med styrelsens förslag intaget i kallelsen, Bilaga 1, punkt 8, om en utdelning till aktieägarna om 2,50 kronor per stamaktie, totalt 507 363 020 kronor, och att bolagets resterande vinstmedel ska disponeras så att 3 517 757 028 kronor överförs till överkursfond och att resterande 70 425 576 kronor överförs i ny räkning. Årsstämman beslutade vidare att avstämningsdag för rätt till utdelning ska vara den 28 april 2021. Antecknades att utdelning förväntas betalas ut till aktieägarna den 3 maj 2021.
It was resolved, in accordance with the proposal of the board of directors included in the notice, Appendix 1, item 8, that a dividend of SEK 2.50 per ordinary share, in total SEK 507,363,020, shall be paid to the shareholders, and that the remaining profits shall be

distributed so that SEK 3,517,757,028 is transferred to the share premium reserve and that the remaining SEK 70,425,576 shall be carried forward. The annual general meeting also resolved that the record date for entitlement to payment of the dividend shall be 28 April 2021. It was noted that the payment of dividend was expected to be paid out to the shareholders on 3 May 2021.

**9 § Beslut om ansvarsfrihet åt styrelseledamöterna och verkställande direktören /
Resolution regarding discharge from liability of the board members and the managing director**

Beslöts att bevilja styrelsens ledamöter och verkställande direktören ansvarsfrihet för förvaltningen av bolagets angelägenheter under räkenskapsåret 2020.

It was resolved to discharge members of the board of directors and the managing director from liability in respect of their management of the company's business during the financial year 2020.

Antecknades att berörda personer, i den mån de var upptagna i röstlängden, inte deltog i beslutet såvitt avsåg dem själva.

It was noted that each person concerned, if registered in the voting list, did not participate in the resolution regarding themselves.

10 § Fastställande av / Determination of:

a) antalet styrelseledamöter / the number of board members

Beslöts, i enlighet med valberedningens förslag, att antalet styrelseledamöter ska vara sex utan suppleanter.

It was resolved, in accordance with the proposal of the nomination committee, that the board of directors shall consist of six board members with no deputy members.

b) antalet revisorer / the number of auditors

Beslöts, i enlighet med valberedningens förslag, att antalet revisorer ska vara en utan suppleanter.

It was resolved, in accordance with the proposal of the nomination committee, that the number of auditors shall be one with no deputy auditors.

11 § Fastställande av / Determination of:

a) arvoden åt styrelsen / fees for the board members

Beslöts, i enlighet med valberedningens förslag, att styrelsearvode inklusive ersättning för utskottsarbete ska utgå om högst 4 050 000 kronor, att fördelas med 1 240 000 kronor till ordföranden och 490 000 kronor vardera till övriga styrelseledamöter, med 200 000 kronor till ordförande i revisionsutskottet och 100 000 kronor vardera till övriga ledamöter i revisionsutskottet samt med 110 000 kronor till ordförande i ersättningsutskottet och 80 000 kronor vardera till övriga ledamöter i ersättningsutskottet.

It was resolved, in accordance with the proposal of the nomination committee, that the fees to the board of directors, including compensation for committee work, shall amount to maximum SEK 4,050,000 to be allocated as follows: SEK 1,240,000 to the chairman and SEK 490,000 to each of the other board members, SEK 200,000 to the chairman of the audit committee and SEK 100,000 to each of the other members of the audit committee and SEK 110,000 to the chairman of the remuneration committee and SEK 80,000 to each of the other members of the remuneration committee.

b) arvoden åt revisorn / fees for the auditor

Beslöts, i enlighet med valberedningens förslag, att arvodet till revisorn ska utgå enligt godkänd räkning.

It was resolved, in accordance with the proposal of the nomination committee, that the fees for the auditor shall be in accordance with the approved accounts.

12 § Val av styrelseledamöter / Election of board members

Beslöts, i enlighet med valberedningens förslag, att till styrelseledamöter för tiden intill slutet av nästa årsstämma genom omval utse Fredrik Arp, Cecilia Daun Wennborg, Jan Johansson, Marie Nygren, Staffan Pålsson och Karin Stålhandske.

It was resolved, in accordance with the proposal of the nomination committee, to re-elect Fredrik Arp Cecilia Daun Wennborg, Jan Johansson, Marie Nygren, Staffan Pålsson och Karin Stålhandske as members of the board of directors until the end of the next annual general meeting.

13 § Val av styrelseordförande / Election of chairman of the board of directors

Beslöts, i enlighet med valberedningens förslag, att omvälja Fredrik Arp till styrelseordförande för tiden intill slutet av nästa årsstämma.

It was resolved, in accordance with the proposal of the nomination committee, to re-elect Fredrik Arp as chairman of the board of directors until the end of the next annual general meeting.

14 § Val av revisor / Election of auditor

Beslöts, i enlighet med valberedningens förslag, att omvälja KPMG till bolagets revisor för tiden intill slutet av nästa årsstämma.

It was resolved, in accordance with the proposal of the nomination committee, to re-elect KPMG as auditor for the period up until the end of the next annual general meeting.

15 § Framläggande av styrelsens ersättningsrapport för godkännande / Presentation of the remuneration report for approval

Stämman beslutade godkänna styrelsens ersättningsrapport, Bilaga 5. Det antecknades att ersättningsrapporten framlagts genom att den hållits tillgänglig på bolagets webbplats sedan den 25 mars 2021.

The Meeting resolved to approve the board of directors' remuneration report, Appendix 5. It was noted that the remuneration report had been presented by having been held available on the company's website since 25 March 2021.

16 § Beslut om ändring av bolagsordningen / Resolution regarding amendment of the Articles of Association

Beslöts, i enlighet med styrelsens förslag, om ändring av bolagsordningen, Bilaga 6.

It was resolved, in accordance with the proposal of the board of directors, to amend the Articles of Association, Appendix 6.

Antecknades att beslutet biträdades av aktieägare med minst två tredjedelar av såväl de avgivna rösterna som aktier företrädda vid årsstämman.

It was noted that the resolution was supported by shareholders representing at least two thirds of the votes cast and shares represented at the annual general meeting.

17 § Beslut om bemyndigande för styrelsen att besluta om återköp och överlåtelse av egna aktier / Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares

Beslöts, i enlighet med styrelsens förslag, att bemyndiga styrelsen att besluta om återköp och överlåtelse av egna aktier enligt vad som framgår av förslaget i kallelsen, Bilaga 1, punkt 17.
It was resolved, in accordance with the proposal of the board of directors, to authorize the board of directors to resolve to repurchase and transfer own shares, in accordance with the proposal as stated in Appendix 1, item 17.

Antecknades att beslutet biträdades av aktieägare med minst två tredjedelar av såväl de avgivna rösterna som aktier företrädda vid årsstämman.

It was noted that the resolution was supported by shareholders representing at least two thirds of the votes cast and shares represented at the annual general meeting.

18 § Beslut om bemyndigande för styrelsen att besluta om emission av aktier / Resolution regarding authorization for the board of directors to resolve to issue new shares

Beslöts, i enlighet med styrelsens förslag, att bemyndiga styrelsen att besluta om emission av aktier enligt vad som framgår av förslaget i kallelsen, Bilaga 1, punkt 18.

It was resolved, in accordance with the proposal of the board of directors, to authorize the board of directors to resolve to issue new shares, in accordance with the proposal as stated in Appendix 1, item 18.

Antecknades att beslutet biträdades av aktieägare med minst två tredjedelar av såväl de avgivna rösterna som aktier företrädda vid årsstämman.

It was noted that the resolution was supported by shareholders representing at least two thirds of the votes cast and shares represented at the annual general meeting.

19 § Beslut om införande av ett långsiktigt incitamentsprogram / Resolution regarding introduction of a long term incentive programme

Beslöts, i enlighet med styrelsens förslag, att anta ett långsiktigt incitamentsprogram, att bemyndiga styrelsen att besluta om emission av C-aktier, att bemyndiga styrelsen att besluta om återköp av C-aktier samt överlåtelse av egna stamaktier, enligt vad som framgår av förslaget i kallelsen, Bilaga 1, punkt 19 (a)-(b).

It was resolved, in accordance with the proposal of the board of directors, to adopt a long term incentive programme, to authorize the board of directors to resolve to issue Class C shares, to authorize the board of directors to resolve to repurchase Class C shares and transfer own ordinary shares, in accordance with the proposal as stated in Appendix 1, item 19 (a) – (b).

Antecknades att beslutet biträdades av aktieägare med minst nio tiondelar av såväl de avgivna rösterna som aktier företrädda vid årsstämman.

It was noted that the resolution was supported by shareholders representing at least nine tenths of the votes cast and shares represented at the annual general meeting.

Signatursida följer
Signatory page follows

Vid protokollet
In fidem

Fredrik Jonsson
Fredrik Jonsson

Justeras
Approved

Fredrik Arp
Fredrik Arp

Justeras
Approved

Marianne Flink
Marianne Flink

Justeras
Approved

Peter Lagerlöf
Peter Lagerlöf

Notice of Annual General Meeting in Bravida Holding AB (publ)

The shareholders of Bravida Holding AB (publ), reg. no. 556891-5390, with its registered office in Stockholm, Sweden, are summoned to the Annual General Meeting to be held on Monday 26 April 2021.

Due to the extraordinary situation resulting from the covid-19 pandemic, the Annual General Meeting in Bravida will be carried out through advance voting (postal voting) pursuant to temporary legislation. No meeting with the possibility to attend in person or to be represented by a proxy will take place. Hence, the Annual General Meeting will be held without physical presence.

Preconditions for participation

For a shareholder to be entitled to participate in the Annual General Meeting such shareholder must be entered in the share register maintained by Euroclear Sweden AB on Friday 16 April 2021, and have notified its intention to participate no later than on Friday 23 April 2021 by casting its advance vote in accordance with the instructions under the heading “*Advance voting*” below so that the advance voting form is received by Euroclear Sweden AB no later than that day.

To be entitled to participate in the Annual General Meeting, in addition to providing notification of participation, a shareholder whose shares are held in the name of a nominee must register its shares in its own name so that the shareholder is recorded in the share register as at 16 April 2021. Such registration may be temporary (so-called voting right registration) and is requested from the nominee in accordance with the nominee’s procedures and such time in advance as the nominee determines. Voting right registrations completed not later than the second banking day after 16 April 2021 are taken into account when preparing the register of shareholders.

Advance voting

The shareholders may exercise their voting rights at the Annual General Meeting only by voting in advance, so-called postal voting in accordance with Section 22 of the Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations. A special form shall be used for advance voting. The form is available on Bravida’s website, www.bravida.se. The advance voting form is considered as the notification of participation to the Annual General Meeting.

The completed voting form must be received by Euroclear Sweden AB (administering the forms on behalf of Bravida) no later than on Friday 23 April 2021. The form may be submitted via e-mail to GeneralMeetingServices@euroclear.com or by post to Bravida Holding AB (publ), “AGM”, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm, Sweden. Shareholders who are natural persons may also cast their advance votes electronically through BankID verification via Euroclear Sweden AB’s website, <https://anmalan.vpc.se/euroclearproxy>. The shareholder may not provide special instructions or conditions in the voting form. If so, the vote (i.e. the advance vote in its entirety) is invalid. Further instructions and conditions are included in the form for advance voting.

If the shareholder votes in advance by proxy, a power of attorney shall be enclosed to the form. If the shareholder is a legal entity, a certificate of incorporation or a corresponding document shall be enclosed to the form.

For questions about the Annual General Meeting or to have the advance voting form sent by post, please contact Euroclear Sweden AB on telephone +46 (0) 8 402 91 33 (Monday-Friday, 09.00-16.00 CEST).

Shareholders' right to obtain information

Shareholders are reminded of their right to request information in accordance with Chapter 7 Section 32 of the Swedish Companies Act. Such requests shall be made in writing to Bravida Holding AB (publ), attn. Magnus Liljefors, Mikrofonvägen 28, SE-126 81 Stockholm, Sweden or by e-mail to bolagsstamma@bravida.se, no later than Friday 16 April 2021. Information relating to such requests will be made available at Bravida Holding AB (publ), Mikrofonvägen 28, SE-126 81 Stockholm, Sweden, as well as at the company's website, www.bravida.se, no later than Monday 19 April 2021. The information will also be sent, within the same period of time, to shareholders who so request and state their address

Proposed agenda

1. Election of chairman of the meeting.
2. Election of one or two persons who shall approve the minutes.
3. Preparation and approval of the voting list.
4. Approval of the agenda.
5. Determination of whether the Annual General Meeting has been duly convened.
6. Presentation of the annual report and the auditor's report as well as the consolidated financial statements and the auditor's report on the consolidated financial statements.
7. Resolution regarding adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet.
8. Resolution regarding allocation of the company's result pursuant to the adopted balance sheet.
9. Resolution regarding discharge from liability of the board members and the chief executive officer.
10. Determination of
 - (a) the number of board members
 - (b) the number of auditors
11. Determination of
 - (a) the fees to the board of directors
 - (b) the fees to the auditors
12. Election of board members
The nomination committee's proposal
 - (a) Fredrik Arp (re-election)
 - (b) Cecilia Daun Wennborg (re-election)
 - (c) Jan Johansson (re-election)
 - (d) Marie Nygren (re-election)
 - (e) Staffan Pålsson (re-election)
 - (f) Karin Ståhlhandske (re-election)
13. Election of the chairman of the board of directors
The nomination committee's proposal
Fredrik Arp (re-election)
14. Election of the auditors.
15. Presentation of the remuneration report for approval.
16. Resolution regarding amendment to the Articles of Association.

17. Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares.
18. Resolution regarding authorization for the board of directors to issue new shares.
19. Resolution regarding introduction of a long term incentive programme.
 - a. Adoption of an incentive programme.
 - b. (i) Authorization for the board of directors to resolve on the issue of new C-shares.
(ii) Authorization for the board of directors to resolve on the repurchase of own C-shares.
(iii) Transfer of own shares.
 - c. Equity swap agreement with third party.

Proposed resolutions

Election of chairman of the meeting (item 1)

The nomination committee proposes Fredrik Arp, chairman of the board of directors, or the one person proposed by the nomination committee if he has an impediment to attend, is elected as chairman of the Annual General Meeting.

Election of one or two persons who shall approve the minutes (item 2)

Marianne Flink and Peter Lagerlöf, or if one or both of them have an impediment to attend, the person or persons instead appointed by the nomination committee, are proposed to be elected to approve the minutes of the Annual General Meeting together with the chairman. The task of approving the minutes of the Annual General Meeting also includes verifying the voting list and that the advance votes received are correctly stated in the minutes of the Annual General Meeting.

Preparation and approval of the voting list (item 3)

The voting list proposed for approval under item 3 of the agenda is the voting list drawn up by Euroclear Sweden AB on behalf of Bravida, based on the Annual General Meeting's share register and advance votes received, as verified and recommended by the persons approving the minutes of the Annual General Meeting.

Allocation of the company's result (item 8)

The board of directors proposes a dividend of SEK 2.50 per ordinary share. The record date is proposed to be on Wednesday 28 April 2021. If the Annual General Meeting resolves in accordance with the proposal, the dividend is estimated to be paid out to the shareholders on Monday 3 May 2021.

The proposed dividend amounts to a total of SEK 507,363,020. The amount indicated is calculated on the total number of ordinary shares in the company less the company's holding of treasury shares. The board of directors proposes that the remaining profits are distributed so that SEK 3,517,757,028 are transferred to the share premium reserve and that the remaining SEK 70,425,576 are carried forward.

Determination of the number of board members (items 10a)

The nomination committee proposes that the number of board members should be six without any deputy board members.

Determination of the number of auditors (items 10b)

The nomination committee proposes that the number of auditors should be one without any deputy auditors.

Determination of the fees to the board of directors (items 11a)

The nomination committee proposes that the fees to the board of directors, including compensation for committee work, shall amount to maximum SEK 4,050,000, to be allocated as follows: SEK 1,240,000 (1,200,000) to the chairman and SEK 490,000 (475,000) to each of the other board members, SEK 200,000 (190,000) to the chairman of the audit committee and SEK 100,000 (100,000) to each of the other members of the audit committee and SEK 110,000 (110,000) to the chairman of the remuneration committee and SEK 80,000 (80,000) to each of the other members of the remuneration committee.

Determination of the fees to the auditors (items 11b)

The nomination committee proposes that the fees for the auditor shall be in accordance with the approved accounts.

Election of the board members and chairman of the board of directors (items 12-13)

The nomination committee's proposals are set out in the proposed agenda. A presentation of the persons proposed by the nomination committee to be re-elected board members is available at the company's website www.bravida.se.

Election of the auditors (items 14)

The nomination committee proposes that KPMG AB is re-elected as auditor, in accordance with the recommendation from the audit committee, for the period up until the end of the next Annual General Meeting. KPMG AB has informed that Mattias Lötbörn is intended to be appointed as responsible auditor.

Resolution regarding amendment of the Articles of Association (items 16)

The board of directors proposes that the Meeting resolves to include a new §10 in the Articles of Association in accordance with the below.

“10§ Collection of powers of attorney and postal voting”

The board of directors may collect powers of attorney in accordance with the procedures described in Chapter 7, Section 4, second paragraph of the Swedish Companies Act (2005:551).

The board of directors may decide, prior to a shareholders' meeting, that the shareholders be permitted to exercise their voting rights by post prior to the shareholders' meeting.

Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares (items 17)

The board of directors proposes that the Meeting authorizes the board of directors to resolve to repurchase, on one or several occasions until the next Annual General Meeting, as many own shares as may be purchased without the company's holding at any time exceeding 10 per cent of the total number of shares in the company. The shares shall be purchased on Nasdaq Stockholm and only at a price per share within the price range applicable, i.e. the range between the highest purchase price and the lowest selling price.

The board of directors also proposes that the meeting authorizes the board of directors to resolve, on one or several occasions until the next Annual General Meeting, to transfer (sell) own shares. Transfers may be carried out on Nasdaq Stockholm at a price within the price range applicable, i.e. the range between the highest purchase price and the lowest selling price. Transfers may also be made in other ways, with or without preferential rights for the shareholders, against cash payment or against payment through set-off or in kind, or otherwise on special conditions. Upon such transfers, the price shall be established so that it is not below market terms. However, a discount to the stock market price may apply, in line with market practice. Transfers of own shares may be made of up to such number of shares as is held by the company at the time of the board of directors' resolution regarding the transfer.

The purpose of the authorization to repurchase own shares is to promote efficient capital usage in the company and to enable the board to finance acquisitions with own shares. The purpose of the authorization to transfer own shares is to enable the board of directors to finance acquisitions with own shares.

The CEO shall be authorized to make such minor adjustments to this resolution that may be necessary in connection with the registration.

Resolution on authorization for the board of directors to issue shares (items 18)

The board of directors proposes that the Meeting authorizes the board of directors to, up until the next Annual General Meeting, on one or several occasions, resolve to increase the company's share capital by way of share issue to such an extent that it corresponds to a dilution which corresponds to 10 percent, based on the number of shares that are outstanding at the time of the Annual General Meeting's resolution on the authorization, after full exercise of the hereby proposed authorization.

New share issues may be made with or without deviation from the shareholders' preferential rights and with or without provisions for contribution in kind, set-off or other conditions. The purpose of the authorization is to increase the company's financial flexibility and to enable the company to make payment with own shares in connection with any acquisition of a company or business operations. Cash issuance with deviation from the shareholders' preferential rights may only be made to finance the purchase price to be paid in cash in connection with the acquisition of a company or business operations. In the event of issuances that deviate from the shareholders' preferential rights, the starting point for determining the issuance price shall be the prevailing market conditions at the time when shares are issued.

The CEO shall be authorised to make such minor adjustments to this resolution that may be necessary in connection with the registration thereof.

Resolution regarding introduction of a long-term incentive programme (item 19)

The board of directors proposes that the Annual General Meeting resolves to introduce a long-term incentive programme for senior executives and other key employees within the Bravida group ("**LTIP 2021**") in accordance with the below.

LTIP 2021 is a three-year performance based incentive program, primarily in line with the incentive programmes adopted in connection with Annual General Meetings and Extraordinary General Meetings since 2016.

Adoption of an incentive programme (item 19(a))

The programme in summary

The board of directors proposes that the Meeting resolves to adopt LTIP 2021. LTIP 2021 is proposed to include approximately 200 senior executives and other key employees within the Bravida group. The participants in LTIP 2021 are required to invest in the group by acquiring shares in Bravida Holding AB (publ) (“**Saving Shares**”). These Saving Shares are received by way of purchase of ordinary shares in Bravida at market value in accordance with the terms set out under “Personal investment” below or transfer of ordinary shares that such participant already holds. The participants will thereafter be granted the opportunity to receive ordinary shares free of charge in accordance with LTIP 2021, so called “**Performance Shares**” in accordance with the terms set out below.

In the event that delivery of Performance Shares cannot be achieved at reasonable costs, with reasonable administrative efforts or due to market conditions, participants may instead be offered a cash-based settlement.

Personal investment

In order to participate in LTIP 2021, the participant must have made a private investment by acquiring Saving Shares at market value and for a value of not less than SEK 30,000 and up to SEK 300,000 depending on the participants’ position in the group and in accordance with what is further described below. For each Saving Share held under LTIP 2021, the company will grant the participants a certain amount of rights to Performance Shares, meaning rights to receive Performance Shares free of charge (“**Rights**”). The number of Rights each participant’s Saving Shares entitles to depends on (i) which category each participant belongs to and (ii) the company’s fulfilment of the performance conditions. A participant cannot receive more than five Performance Shares per Saving Share.

General terms and conditions

Subject to the fulfilment of certain performance based conditions for the financial year 2023 and provided that the participant has kept its investment in Saving Shares during the period from the day of allocation of the Rights until the day of the release of the interim report for the period 1 January to 31 March 2024 (the vesting period) and, with certain exceptions, kept its employment within the Bravida group and not given notice of termination at such point in time, each Right entitles the participant to receive one Performance Share free of charge in the company.

Retention and performance conditions

The number of Rights each of the participant’s Saving Share entitles to depends on how the company has fulfilled the performance conditions during the measurement period. The measurement period is three years and covers 2021, 2022 and 2023. The performance conditions are based on the company’s normalised accumulated EBITA (“**Group EBITA**”). EBITA is the result before interest, and amortisations, also called operating profit.

The determined levels of the conditions include a “minimum” level and a “maximum” level with a linear interpolation applied between those levels as regards the number of Rights that vest. The minimum level constitutes the minimum level which must be exceeded in order to enable vesting of Rights. If the maximum level is reached, all Performance Shares will be allotted. Should the degree of fulfilment exceed the minimum level but still be between the minimum level and the maximum target, a linear proportional number of Performance Shares will be allotted.

The board of directors intends to disclose the outcome of the performance based conditions in the annual report for the financial year 2023.

The Rights

The Rights shall moreover be governed by the following terms and conditions:

- Rights are granted free of charge as soon as possible after the Annual General Meeting of 2021 and not later than 30 June 2021.
- May not be transferred or pledged.
- Each Right entitles the participant to receive one Performance Share at the end of the vesting period, i.e. at the time of the release of the interim report for the period 1 January – 31 March 2024, if the participant at the end of the vesting period, with certain exceptions, maintains its employment within the Bravida group, has not given notice of termination and maintains the invested Saving Shares.

Preparation and administration

The board of directors, or a committee established by the board of directors for these purposes, shall be responsible for preparing the detailed terms and conditions of LTIP 2021, in accordance with the mentioned terms and guidelines. To this end, the board of directors shall be entitled to make adjustments to meet foreign regulations or market conditions. The board of directors may also make other adjustments if significant changes in the Bravida group or its operating environment would result in a situation where the decided terms and conditions of LTIP 2021 no longer serve their purpose. The board of directors' possibility to make such adjustments does not include the grant of continued participation for senior executives in the company's long-term incentive programmes after the termination of their respective employments.

Allocation

The participants are divided into different categories and in accordance with the above, LTIP 2021 will comprise the following number of Saving Shares and maximum number of Rights for the different categories:

- the CEO: may acquire SEK 300,000 worth of Saving Shares within LTIP 2021, entitling the holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- the CFO: may acquire SEK 240,000 worth of Saving Shares within LTIP 2021, entitling the holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- other members of the management (approximately 11 individuals): may acquire SEK 200,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- regional managers (approximately 35 individuals): may acquire up to SEK 50,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- department managers and branch managers, whose departments or branches have earned more than 7 per cent Group EBITA and have had a turnover over SEK 50 million over the last three years (approximately 60 individuals): may acquire up to SEK 50,000 worth of Saving Shares

within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;

- department managers and branch managers, whose departments or branches have earned more than 4 per cent Group EBITA (but less than 7 per cent) and have had a turnover over SEK 30 million (but less than SEK 50 million) over the last three years (approximately 60 individuals): may acquire up to SEK 30,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to three (3) Rights per Saving Share; and
- certain other managers on group, division or regional level as well as certain key persons (for example in connection with acquisitions) (approximately 32 individuals in total): may acquire either up to SEK 30,000 or up to SEK 50,000 worth of Saving Shares each within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to three (3), alternatively five (5) Rights per Saving Share. The maximum worth of Saving Shares allocated to this category is SEK 1,280,000.

Scope and costs of LTIP 2021

LTIP 2021 will be accounted for in accordance with IFRS 2 which stipulates that the Rights should be recorded as a personnel expense in the income statement during the vesting period. The costs for LTIP 2021 is estimated to amount to approximately SEK 27 million, excluding social security costs, calculated in accordance with IFRS 2. The costs for social security charges are calculated to approximately SEK 6 million, based on the above assumptions. In addition to what is set forth above, the costs for LTIP 2021 have been based on that LTIP 2021 comprises 200 participants and that each participant makes a maximum investment. If the maximum result is reached, and all invested Saving Shares are retained under LTIP 2021 and a fulfilment of the performance conditions of 100 per cent, the maximum cost of LTIP 2021 as defined in IFRS 2 is approximately SEK 46 million and the maximum social security cost is estimated to approximately SEK 10 million. The costs are expected to have marginal effect on key ratios of the Bravida group.

Upon maximum allotment of Performance Shares, and based on a share price of SEK 90 per share at the start of the program, maximum 520,000 ordinary shares may be allotted within the framework of LTIP 2021, which would mean a dilution effect of approximately 0.26 per cent of the share capital and the votes in the company in respect of the company's ordinary shares. The dilution effect including existing long-term incentive programs would then equal maximum approximately 1.0 per cent. Within the framework of LTIP 2021, maximum 600,000 ordinary shares may be issued, which would mean a dilution effect of approximately 0.29 per cent of the share capital and the votes in the company in respect of the company's ordinary shares. The dilution effect including existing long-term incentive programs would then equal maximum approximately 1.0 per cent.

Information on Bravida's existing incentive programs can be found in the Annual Report 2020 and on the company's website, www.bravida.se.

Delivery of Performance shares under LTIP 2021

In order to implement LTIP 2021 in a cost-efficient and flexible manner, the board of directors has considered different methods to ensure delivery of Performance Shares in accordance with LTIP 2021. The board of directors has found the most cost-efficient alternative to be, and thus proposes that the general meeting as a main alternative, resolves to authorise the board of directors to resolve on a directed issue of Class C shares to a bank in accordance with item 19(b)(i) and further to authorise the board of directors to subsequently resolve to repurchase the Class C shares from said bank in accordance with

item 19(b)(ii). The Class C shares will then be held by the company, whereafter the appropriate number of Class C shares will be reclassified into ordinary shares and subsequently be delivered to the participants under LTIP 2021. The board of directors further proposes that the general meeting resolves that a maximum of 600,000 ordinary shares may be transferred to the participants in accordance with the terms of LTIP 2021.

Should the majority requirement for item 19(b) below not be met, the board of directors proposes that Bravida shall be able to enter into an equity swap agreement with a third party in accordance with item 19(c) below.

The rationale for the proposal

The objective of LTIP 2021 is to create conditions for retaining competent employees in the Bravida group. LTIP 2021 has been designed based on the view that it is desirable that senior executives and other key employees within the group are shareholders in the company and that they see that working with a long term horizon pays off. Participation in LTIP 2021 requires a personal investment in Saving Shares. By offering an allotment of Rights which are based on the fulfilment of performance based conditions, the participants are rewarded for increased shareholder value. Further, LTIP 2021 rewards employees' loyalty and long-term value growth in the company. Against this background, the board of directors is of the opinion that the adoption of LTIP 2021 will have a positive effect on the Bravida group's future development and thus be beneficial for both the company and its shareholders.

Preparation

The company's board of directors has prepared LTIP 2021 in consultation with external advisors.

Hedging arrangements in respect of LTIP 2021

Authorisation for the board of directors to issue Class C shares, authorisation for the board of directors to repurchase own Class C shares, as well as, resolution to transfer own ordinary shares (items 19(b)(i)-(iii))

All resolutions under item 19(b)(i)-(iii) are proposed to be conditioned upon each other.

Authorisation for the board of directors to issue Class C shares (item 19(b)(i))

The board of directors proposes that the Meeting resolves to authorise the board of directors, during the period until the next Annual General Meeting, to increase the company's share capital by not more than SEK 12,000 by the issue of not more than 600,000 Class C shares, each with a ratio value of SEK 0.02. With disapplication of the shareholders' preferential rights, a bank shall be entitled to subscribe for the new Class C shares at a subscription price corresponding to the ratio value of the shares. The purpose of the authorisation and the reason for the disapplication of the shareholders' preferential rights in connection with the issue of shares is to ensure delivery of shares to employees under LTIP 2021.

Authorisation for the board of directors to resolve to repurchase own Class C shares (item 19(b)(ii))

The board of directors proposes that the Meeting resolves to authorise the board of directors, during the period until the next Annual General Meeting, to repurchase its own Class C shares. The repurchase may only be effected through a public offer directed to all holders of Class C shares and shall comprise all outstanding Class C shares. The number of shares purchased may not result in the company holding at any time more than 10 per cent of the total number of shares in the company. The purchase may be affected at a purchase price corresponding to the quota value of the share. Payment for the Class C

shares shall be made in cash. The purpose of the repurchase authorisation is to ensure the company's compliance with its obligations under LTIP 2021.

Transfer of own ordinary shares (item 19(b)(iii))

The board of directors proposes that the Meeting resolves that Class C shares that the company purchases by virtue of the authorisation to repurchase its own Class C shares in accordance with item 19(b)(ii) above, following reclassification into ordinary shares, may be transferred to participants in LTIP 2021 in accordance with the approved terms. The board of directors further proposes that the Meeting resolves that a maximum of 600,000 ordinary shares may be transferred to participants in accordance with the terms of LTIP 2021.

Equity swap agreement with a third party (item 19(c))

Should the majority requirement under item 19(b) above not be met, the board of directors proposes that the Meeting resolves that the expected financial exposure of LTIP 2021 shall be hedged so that Bravida can enter into an equity swap agreement with a third party on terms in accordance with market practice, whereby the third party in its own name shall be entitled to acquire and transfer ordinary shares of Bravida to the participants in LTIP 2021.

Special majority requirements

A resolution in accordance with the board of directors' proposal in items 16, 17 and 18 shall only be valid where supported by not less than two-thirds of both the votes cast and the shares represented at the meeting. A resolution in accordance with the board of directors' proposal in item 19(b)(i) and 19(b)(ii) above shall only be valid where supported by not less than two-thirds of both the votes cast and the shares represented at the meeting. A resolution in accordance with the board of directors' proposal in item 19(b)(iii) shall only be valid where supported by not less than nine-tenths of both the votes cast and the shares represented at the meeting.

Number of shares and votes

There are 203,816,598 shares and 203,059,649.4 votes outstanding in the company, of which 841,054 shares are class C shares entitled to one-tenth vote per share and 202,975,544 shares are ordinary shares entitled to one vote per share. As of the day of this notice, the company holds all 841,054 class C shares as well as 30,336 ordinary shares.

Documentation

The annual report, the board of directors' remuneration report and all other documentation for resolutions are presented by being held available at the company's office at Mikrofonvägen 28, in Stockholm, Sweden, and at www.bravida.se no later than three weeks before the meeting. Moreover, the nomination committee's motivated statement is available at the company's above address, as well as at www.bravida.se, no later than four weeks before the meeting. Copies of the documents will be sent to shareholders who so request and who inform the company of their postal address.

The Annual General Meeting's share register is available at the company's office. Proxy forms for shareholders who would like to vote in advance through proxy are available at the company's website www.bravida.se and will be sent without charge to shareholders who so request.

Processing of personal data

For information on how your personal data is processed, see the integrity policy that is available at Euroclear's webpage <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

This notice is a translation of a Swedish notice and in case of any deviations between the both language versions, the Swedish version shall prevail.

Stockholm, March 2021
Bravida Holding AB (publ)
The board of directors

NOTIFICATION OF PARTICIPATION AND FORM FOR ADVANCE VOTING

by postal voting in accordance with Section 22 of the Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations

The form must be received by Euroclear Sweden AB (that handles the administration of the forms on behalf of Bravida) no later than 23 April 2021.

The shareholder set out below hereby notifies the company of its participation and exercises its voting right for all of the shareholder's shares in Bravida Holding AB (publ), Reg. No. 556891-5390, at the Annual General Meeting on 26 April 2021. The voting right is exercised in accordance with the voting options marked below.

Shareholder	Personal identity number/registration number

Assurance (if the undersigned is a legal representative of a shareholder who is a legal entity):

I, the undersigned, am a board member, the CEO or a signatory of the shareholder and solemnly declare that I am authorized to submit this advance vote on behalf of the shareholder and that the contents of the advance vote correspond to the shareholder's decisions

Assurance (if the undersigned represents the shareholder by proxy): I, the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked

Place and date	
Signature	
Clarification of signature	
Telephone number	E-mail

Instructions for voting:

- Complete all the requested information above
- Select the preferred voting options below
- Print, sign and send the form to Bravida Holding AB, (publ) “AGM”, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm, Sweden. A completed and signed form may also be submitted electronically and shall, in such case, be sent by e-mail to GeneralMeetingServices@euroclear.eu. Shareholders who are natural persons may also cast their advance votes electronically through BankID verification via Euroclear Sweden AB’s website, <https://anmalan.vpc.se/euroclearproxy>
- If the shareholder is a natural person who is personally voting in advance, it is the shareholder who should sign under *Signature* above. If the advance vote is submitted by a proxy of the shareholder, it is the proxy who should sign. If the advance vote is submitted by a legal representative of a legal entity, it is the representative who should sign
- A power of attorney shall be enclosed if the shareholder votes in advance by proxy. If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form
- **Please note that a shareholder whose shares are registered in the name of a bank or securities institute must register its shares in its own name to vote.** Instructions regarding this are included in the notice convening the meeting

A shareholder cannot give any other instructions than selecting one of the options specified at each item in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. A vote (*i.e.* the advance voting in its entirety) is invalid if the shareholder has provided the form with specific instructions or conditions or if pre-printed text is amended or supplemented. One form per shareholder will be considered. If more than one form is submitted, the form with the latest date will be considered. The form latest received by Euroclear Sweden AB will be considered if two forms are dated at the same date. An incomplete or wrongfully completed form may be discarded without being considered.

The form, together with any enclosed authorisation documentation, shall be received by Euroclear Sweden AB no later than 23 April 2021. An advance vote can be withdrawn up to and including 23 April 2021, by contacting Euroclear Sweden AB by post to Bravida Holding AB, (publ), “AGM”, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm, Sweden, by e-mail GeneralMeetingServices@euroclear.com or by telephone, +46 (0) 8 402 92 09 (Monday-Friday, 09.00-16.00 CET).

For complete proposals regarding the items on the agenda, kindly refer to the notice convening the meeting and complete proposals on Bravida’s website www.bravida.se.

For information on how your personal data is processed, see the integrity policy that is available at Euroclear’s webpage <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

Annual General Meeting in Bravida Holding AB (publ) on 26 April 2021

The voting options below comprise the proposals included in the notice convening the Annual General Meeting.

1. Election of Fredrik Arp, or the person proposed by the nomination committee if he has an impediment to attend, as chairman of the Annual General Meeting Yes <input type="checkbox"/> No <input type="checkbox"/>
2. Election of one or two persons who shall approve the minutes
2.1 Marianne Flink Yes <input type="checkbox"/> No <input type="checkbox"/>
2.2 Peter Lagerlöf Yes <input type="checkbox"/> No <input type="checkbox"/>
3. Preparation and approval of the voting list Yes <input type="checkbox"/> No <input type="checkbox"/>
4. Approval of the agenda Yes <input type="checkbox"/> No <input type="checkbox"/>
5. Determination of whether the Annual General Meeting has been duly convened Yes <input type="checkbox"/> No <input type="checkbox"/>
7. Resolution regarding adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet Yes <input type="checkbox"/> No <input type="checkbox"/>
8. Resolution regarding allocation of the company's result Yes <input type="checkbox"/> No <input type="checkbox"/>
9. Resolution regarding discharge from liability of the board members and the chief executive officer
9 (a) Fredrik Arp, member of the board Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (b) Cecilia Daun Wennborg, member of the board Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (c) Jan Johansson, member of the board Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (d) Marie Nygren, member of the board Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (e) Staffan Pålsson, member of the board Yes <input type="checkbox"/> No <input type="checkbox"/>

9 (f) Karin Stålhandske, member of the board
Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (g) Jan Ericson, member of the board (employee representative)
Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (h) Geir Gjestad, member of the board (employee representative)
Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (i) Anders Mårtensson, member of the board (employee representative)
Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (j) Örnulf Thorsen, member of the board (employee representative)
Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (k) Kaj Levisen, deputy member of the board (employee representative)
Yes <input type="checkbox"/> No <input type="checkbox"/>
9 (l) Mattias Johansson, chief executive officer
Yes <input type="checkbox"/> No <input type="checkbox"/>
10 (a) Determination of the number of board members
Yes <input type="checkbox"/> No <input type="checkbox"/>
10 (b) Determination of the number of auditors
Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (a) Determination of fees to the board of directors
Yes <input type="checkbox"/> No <input type="checkbox"/>
11 (b) Determination of fees to the auditors
Yes <input type="checkbox"/> No <input type="checkbox"/>
12 Election of board members
12 (a) Fredrik Arp
Yes <input type="checkbox"/> No <input type="checkbox"/>
12 (b) Cecilia Daun Wennborg
Yes <input type="checkbox"/> No <input type="checkbox"/>
12 (c) Jan Johansson
Yes <input type="checkbox"/> No <input type="checkbox"/>
12 (d) Marie Nygren
Yes <input type="checkbox"/> No <input type="checkbox"/>
12 (e) Staffan Pålsson
Yes <input type="checkbox"/> No <input type="checkbox"/>
12 (f) Karin Stålhandske

Yes <input type="checkbox"/> No <input type="checkbox"/>
13. Election of the chairman of the board of directors Fredrik Arp
Yes <input type="checkbox"/> No <input type="checkbox"/>
14. Election of auditors
Yes <input type="checkbox"/> No <input type="checkbox"/>
15. Approval of the remuneration report
Yes <input type="checkbox"/> No <input type="checkbox"/>
16. Resolution regarding amendment of the Articles of Association
Yes <input type="checkbox"/> No <input type="checkbox"/>
17. Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares
Yes <input type="checkbox"/> No <input type="checkbox"/>
18. Resolution regarding authorization for the board of directors to resolve to issue new shares
Yes <input type="checkbox"/> No <input type="checkbox"/>
19. Resolution regarding introduction of a long-term incentive programme
19 (a) Adoption of an incentive programme
Yes <input type="checkbox"/> No <input type="checkbox"/>
19 (b) Authorization for the board of directors to issue Class C shares, authorization for the board of directors to resolve to repurchase own Class C shares and transfer of own ordinary shares
Yes <input type="checkbox"/> No <input type="checkbox"/>
19(c) Equity swap agreement with a third party
Yes <input type="checkbox"/> No <input type="checkbox"/>

**The shareholder wishes that the resolutions under one or several items in the form above be deferred to a continued general meeting
(Completed only if the shareholder has such a wish)**

Item/items (use numbering):

	147 937 353,0	0,0	0,0	147 937 353	0	0	72,884%	0,000%
11a - Determination of fees to the board of directors								
	147 937 353,0	0,0	0,0	147 937 353	0	0	72,884%	0,000%
11b - Determination of fees to the auditors								
	147 937 353,0	0,0	0,0	147 937 353	0	0	72,884%	0,000%
12a - Election of member of the board members - Fredrik Arp								
	129 554 508,0	17 237 724,0	1 145 121,0	129 554 508	17 237 724	1 145 121	63,828%	8,493%
12b - Election of member of the board members - Cecilia Daun Wennborg								
	121 529 874,0	23 060 479,0	3 347 000,0	121 529 874	23 060 479	3 347 000	59,874%	11,361%
12c - Election of member of the board members - Jan Johansson								
	146 667 669,0	1 269 684,0	0,0	146 667 669	1 269 684	0	72,259%	0,626%
12d - Election of member of the board members - Marie Nygren								
	146 803 670,0	1 133 683,0	0,0	146 803 670	1 133 683	0	72,326%	0,559%
12e - Election of member of the board members - Staffan Pålsson								
	144 329 268,0	1 950 340,0	1 657 745,0	144 329 268	1 950 340	1 657 745	71,107%	0,961%
12f - Election of member of the board members - Karin Stålhandske								
	146 803 670,0	1 133 683,0	0,0	146 803 670	1 133 683	0	72,326%	0,559%
13 - Election of Fredrik Arp as chairman of the board of directors								
	129 901 658,0	16 890 574,0	1 145 121,0	129 901 658	16 890 574	1 145 121	63,999%	8,321%
14 - Election of auditors								
	147 937 353,0	0,0	0,0	147 937 353	0	0	72,884%	0,000%
15 - Approval of the remuneration report								
	147 500 796,0	436 557,0	0,0	147 500 796	436 557	0	72,669%	0,215%
16 - Resolution regarding amendment of the Articles of Association								
	147 937 353,0	0,0	0,0	147 937 353	0	0	72,884%	0,000%
17 - Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares								
	147 844 263,0	0,0	93 090,0	147 844 263	0	93 090	72,838%	0,000%
18 - Resolution regarding authorization for the board of directors to resolve to issue new shares								
	147 937 353,0	0,0	0,0	147 937 353	0	0	72,884%	0,000%
19a - Adoption of an incentive programme								
	134 341 924,0	13 189 808,0	405 621,0	134 341 924	13 189 808	405 621	66,186%	6,498%
19b - Authorization for the board of directors to issue Class C shares, authorization for the board of directors to resolve to repurchase own Class C shares and transfer of own ordinary shares								
	134 341 924,0	13 189 808,0	405 621,0	134 341 924	13 189 808	405 621	66,186%	6,498%
19c - Equity swap agreement with a third party								
	120 305 118,0	27 226 614,0	405 621,0	120 305 118	27 226 614	405 621	59,271%	13,414%

Appendix 4

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Appendix 5

[The remuneration report is attached separately]

ARTICLES OF ASSOCIATION

for
Bravida Holding AB (publ)
(Reg. No. 556891-5390)

Adopted at the annual general meeting on 26 April 2021.

1 § Name

The company's business name is Bravida Holding AB (publ). The company is public.

2 § Registered office

The board of directors' registered office shall be situated in the municipality of Stockholm in Stockholm county.

3 § Object of the company's business

The object of the company's business is to, directly or indirectly, own and manage real property and chattels and to, directly or indirectly, conduct contract and service operations within the installation sector, conduct real estate business, conduct consultancy operations within the same business areas and to carry on other activities compatible therewith. The company shall also coordinate the business conducted by the company's subsidiaries and/or other group or affiliated companies and conduct other activities compatible therewith.

4 § Share capital and shares

The share capital shall be not less than SEK 2,000,000 and not more than SEK 8,000,000. The number of shares shall be not less than 200,000,000 and not more than 800,000,000.

Two classes of shares may be issued, ordinary shares and Class C shares. The ordinary shares shall carry one vote each and the Class C shares shall carry one tenth vote each. Shares of either class may be issued up to an amount corresponding to the entire share capital.

Owners of Class C shares are not entitled to dividends. Upon the company's liquidation, Class C shares carry equivalent right to the company's assets as other shares, however not to an amount exceeding the quota value of the share.

If the company resolves to issue new ordinary shares and Class C shares, against payment other than contribution in kind, owners of ordinary shares and Class C shares shall enjoy preferential rights to subscribe for new shares of the same class pro rata to the number of shares previously held by them (primary preferential rights). Shares which are not subscribed for pursuant to primary preferential rights shall be offered to all shareholders for subscription (subsidiary preferential rights). If the number of shares thus offered are not sufficient for the subscription on the basis of subsidiary preferential rights, the shares shall be allocated between the subscribers pro rata to the number of

shares previously held and, to the extent such allocation cannot be effected, by the drawing of lots.

If the company resolves to issue new shares of either solely ordinary shares or Class C shares, against payment other than contribution in kind, all shareholders, irrespective of whether their shares are ordinary shares or Class C shares, have preferential rights to subscribe for new shares pro rata to the number of shares previously held to them.

What is set out above with regard to preferential rights shall apply *mutatis mutandis* in the event of issues of warrants and convertible debentures, and shall not limit the right to resolve upon an issue in with deviation from the shareholders' preferential rights.

In the event of a bonus issue, new shares of each class shall be issued pro rata to the number of shares of the same class previously issued. In connection therewith, the owners of existing shares of a certain class shall entitle the holder to new shares of the same class. This shall not entail any restrictions on the possibility of issuing new shares of a new class by means of a bonus issue, following the required amendment to the articles of association.

Reduction of share capital, which in any case shall not fall below the minimum share capital, may, upon the request of an owner of Class C shares and a resolution by the company's board of directors or the general meeting, take place through redemption of Class C shares. A request from an owner of Class C shares shall be made in writing. When a resolution on reduction has been passed, an amount corresponding to the reduction amount shall be transferred to the company's reserve fund, if required funds are available. The redemption amount per Class C share shall correspond to the quota value of such shares.

Following notice of the redemption resolution, holders of shares shall promptly receive payment for the shares, or, if authorization from the Swedish Companies Registration Office (Sw. Bolagsverket) or a court is required, following notice that the final decision has been registered.

Class C shares held by the company may, upon decision of the board of directors be reclassified into ordinary shares. Immediately thereafter, the board of directors shall report the reclassification to the Swedish Companies Registration Office for registration. The reclassification is effected when it has been registered and the reclassification been noted in the Swedish Central Securities Depository.

5 § Board of directors

The board of directors shall consist of three to ten members and not more than five deputy members. The directors and the deputy members are appointed at the annual shareholders' meeting and serve until the closing of the next annual shareholders' meeting.

6 § Auditor

The company shall have one or two auditors and not more than two deputy auditors or a registered auditing company.

7 § Notice of shareholders' meeting

Notices of shareholders' meetings shall be issued by publication in the Swedish Official Gazette and shall be made available on the company's website. At the time of the notice, an announcement with information that the notice has been issued, shall be published in Svenska Dagbladet.

8 § Participation at general meetings

A shareholder may participate in a shareholders' meeting only if the shareholder notifies the company of this no later than on the date stipulated in the notice convening the shareholders' meeting. The date stipulated in the notice convening the shareholders' meeting must not be a Sunday, any other public holiday, Saturday, Midsummer's Eve, Christmas Eve or New Year's Eve and must not be more than the fifth weekday prior to the meeting. If a shareholder wishes to be joined by proxy (not more than two proxies) at the shareholders' meeting, the number of proxies must be stated in the notice of participation.

9 § Business at annual shareholders' meetings

The following business shall be addressed at annual shareholders' meetings:

1. election of a chairman of the meeting;
2. preparation and approval of the voting list;
3. approval of the agenda;
4. election of one or two persons who shall approve the minutes of the meeting;
5. determination of whether the meeting was duly convened;
6. submission of the annual report and the auditors' report and, where applicable, the consolidated financial statements and the auditors' report for the group;
7. Resolutions regarding:
 - a. adoption of the income statement and the balance sheet and, when applicable, the consolidated income statement and the consolidated balance sheet;
 - b. allocation of the company's profits or losses in accordance with the adopted balance sheet;
 - c. discharge of the members of the board of directors and the managing director from liability;
8. determination of the number of members and deputy members of the board of directors to be elected by the shareholders' meeting and, where applicable, the number of auditors and deputy auditors;
9. determination of fees for members of the board of directors and auditors;
10. election of the members of the board of directors;
11. election, where applicable, of auditors and deputy auditors; and
12. other matters, which should be resolved by the shareholders' meeting according to the Swedish Companies Act or the company's articles of association.

10 § Collection of powers of attorney and postal voting

The board of directors may collect powers of attorney in accordance with the procedures described in Chapter 7, Section 4, second paragraph of the Swedish Companies Act (2005:551).

The board of directors may decide, prior to a shareholders' meeting, that the shareholders be permitted to exercise their voting rights by post prior to the shareholders' meeting.

11 § Financial year

The company's financial year shall be the calendar year.

12 § Euroclear company

The company's shares shall be registered in a securities register in accordance with the Swedish Central Securities Depositories and Financial Instruments Accounts Act (1998:1479).