

The Nomination Committee's proposals for resolutions and reasoned statement for the Annual General Meeting 2026 in Enea Aktiebolag

THE NOMINATION COMMITTEE

The Nomination Committee for the 2026 Annual General Meeting consists of Per Lindberg (own mandate), Niina Arkko (Aktia Fund Management Company Ltd), Roger T Storm (Handelsbanken Fonder) and Taymour Ezzat (Herald Investment Management). The chairman of the board Kjell Duveblad has been co-opted to the Nomination Committee and Per Lindberg has acted as chairman of the Nomination Committee. The Nomination Committee's composition was published via the company's interim report for the third quarter on October 23, 2025.

Ahead of the 2026 Annual General Meeting, the Nomination Committee has held five (5) recorded meetings and has been in regular contact in-between. As a basis for its work, the Nomination Committee has had individual discussions with all members of the board. The Nomination Committee has been informed about the company's strategy, risk management and control functions, among other things and has also taken note of the board's own oral evaluation.

PROPOSALS FOR RESOLUTIONS

The Nomination Committee proposes:

- that Kjell Duveblad is elected as chairman of the Annual General Meeting 2026,
- that the board shall consist of six (6) ordinary members elected by the Annual General Meeting without any deputy members and that one (1) auditor is appointed,
- re-election of the board members Anne Gynnerstedt, Thibaut Bechetoille, Åsa Schwarz, Charlotta Sund and Magnus Örnberg, and election of Robert Andersson as new member of the board. Kjell Duveblad has declined re-election as member of the board of directors,
- election of Robert Andersson as new chairman of the board,
- that remuneration to the board, for the period from this Annual General Meeting until the end of the next Annual General Meeting, is paid in the amount of SEK 575,000 (565,000) to the chairman and SEK 290,000 (280,000) each to the other members elected by the Annual General Meeting, in the amount of SEK 125,000 (120,000) to the chairman of the audit committee and SEK 65,000 (62,000) to the member, in the amount of SEK 55,000 (52,000) to the chairman of the remuneration committee and SEK 32,000 (31,000) to the member, and in the amount of SEK 55,000 (52,000) to the chairman of the technology committee and SEK 32,000 (31,000) to the member.
- re-election of Öhrlings PricewaterhouseCoopers AB, with the authorized public accountant Niklas Renström as auditor-in-charge until further notice, as auditor for the period until the end of the next Annual General Meeting, and
- that the auditor shall receive reasonable remuneration in accordance with approved invoice.

Information about the Board member proposed for new election:

Robert Andersson, born 1960, has extensive experience from executive board roles and deep industry knowledge. He has previously served as a member of the board of directors of Enea Aktiebolag, as CEO of Oriola Corporation, as a member of the Group Executive Management of Telia Company, and on Nokia's Group Executive Board.

Education: Robert Andersson holds a master's degree in economics and an MBA.

Ongoing assignments: Board member of the Society of Swedish Literature in Finland, Advisor in Morelex Oy, Senior Advisor in Vagus Ltd and member of the council of Stiftelsen Svenska Handelshögskolan.

Shareholding in Enea: -

Robert Andersson is considered to be independent both in relation to the company and its management as well as in relation to its major shareholders.

THE NOMINATION COMMITTEES REASONED STATEMENT

In its evaluation of the board, as described above, the Nomination Committee has found that the existing board is well-functioning and that the members of the board represent a broad spectrum of experience and expertise that is relevant to Enea's continued development. The members' commitment has been substantial, and the attendance rate is high.

It is the opinion of the Nomination Committee, that the proposed board continues to have a composition that is appropriate in view of the company's operations, stage of development and other circumstances, characterised by versatility and breadth in terms of the members' expertise, experience and background. The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as its diversity policy, and the Nomination Committee concludes that the current and proposed composition of the board fulfils the requirement for gender balance. The proposed board fulfils the applicable requirements regarding the independence of the members in relation to the company and its management and in relation to the company's major shareholders. The Nomination Committee has also found that the number of other assignments held by each member does not prevent the members from actively participating in the work of the board of Enea.

INSTRUCTION TO THE NOMINATION COMMITTEE

The Nomination Committee does not propose any changes to the instructions for the Nomination Committee adopted at the 2025 Annual General Meeting.

Solna in March 2026

Nomination Committee Enea Aktiebolag

Further information about the proposed board members can be found in the Presentation of proposed board members, Annual General Meeting 2026, www.enea.com.