Corporate governance report

Enea is a Swedish public limited company headquartered in Stockholm, Sweden. The Company is listed on Nasdaq Stockholm, and corporate governance within the Group is based on Swedish legislation and on the rules and recommendations issued by organizations such as the Swedish Corporate Governance Board and the Swedish Securities Council.

Governance model

Enea's governance, management and control are divided between the shareholders at the Annual General Meeting, the Board of Directors and the CEO in accordance with the Swedish Companies Act and the Board of Directors' Rules of Procedure. During the financial year, Enea complied with the Swedish Code of Corporate Governance issued by the Swedish Corporate Governance Board, and this Corporate Governance Report has been prepared accordingly. This Corporate Governance Report has been subject to statutory review.

1 Shareholders

Enea's share is listed on Nasdaq Stockholm's Mid Cap list. According to the share register maintained by Euroclear Sweden, the number of shares totaled 20,560,581 as of December 31, 2025. At the same time, share capital amounted to SEK 24,705,525. Enea's holding of treasury shares amounted to 1,457,296 shares, corresponding to approximately 7.1 percent of the total. The company's largest shareholders, apart from Enea AB, were Per Lindberg 36.26 percent, Första AP Fund 6.80 percent, Canaccord Genuity Wealth Management 3.29 percent and Herald Investment Management 2.92 percent. The ten largest shareholders together held 64.7 percent (63.9) of the company's capital.

Annual General Meeting

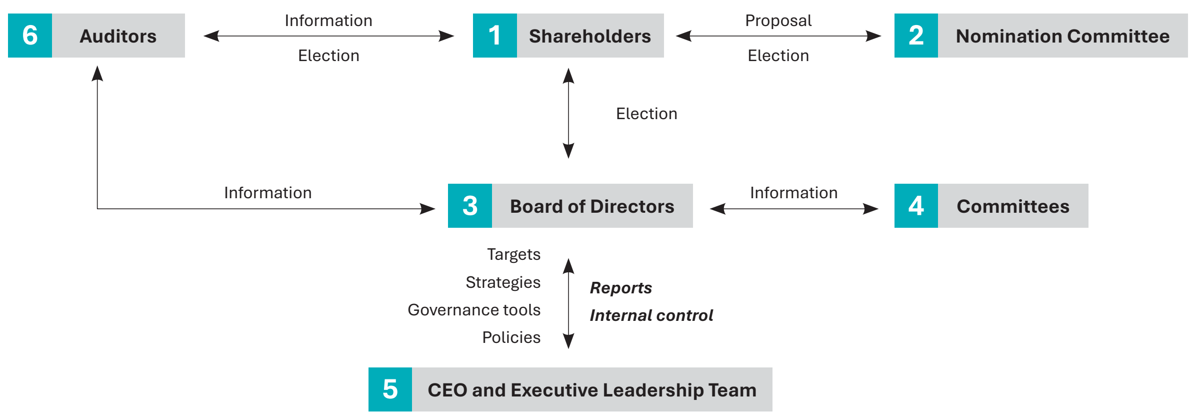
The Annual General Meeting, or where applicable Extraordinary General Meetings, is Enea's highest decision-making body. All shareholders are entitled to participate in the Annual General Meeting (in person or by proxy through power of attorney) and have a matter addressed. The Annual General Meeting resolves on matters including:

- any amendments to the Articles of Association
- election of the Board of Directors, Chairman of the Board and Auditor
- adoption of the Income Statement and Balance Sheet
- appropriation of profit or loss and discharge from liability for the Board members and the CEO
- principles for appointing the Nomination Committee
- guidelines for remuneration to senior executives

A two-thirds majority is required for resolutions to amend the Articles of Association. The Annual General Meeting was held on May 6, 2025 in Stockholm. The Annual General Meeting resolved, inter alia, to:

- adopt the income statement and balance sheet of the Parent Company and the consolidated income statement and consolidated balance sheet of the Group
- discharge the members of the Board of Directors and the CEO from liability
- pay no dividend for the 2024 financial year
- approve remuneration to the members of the Board of Directors and the auditors
- approve the Board of Directors' remuneration report for the 2024 financial year

Overview of governance model



- approve the Board of Directors' proposed guidelines for remuneration to senior executives
- approve the Nomination Committee's proposal on principles for appointing a new Nomination Committee
- authorize the Board of Directors to resolve to acquire and transfer the company's own common shares in accordance with the Board's proposal
- authorize the Board of Directors to resolve to issue new common shares to finance continued growth and expansion
- elect the following members of the Board of Directors:

Re-election of Kjell Duveblad, Anne Gynnerstedt, Thibaut Bechetoille, Åsa Schwarz, Charlotta Sund and Magnus Örnberg as members of the Board of Directors.

Öhrlings PricewaterhouseCoopers AB was re-elected as auditor.

Minutes from the Annual General Meeting, including supporting documentation, are published on the company's website (www.enea.com) under the Investors section in the navigation menu.

2 Nomination Committee

The Annual General Meeting resolves on the principles for appointing a new Nomination Committee. The Nomination Committee shall consist of representatives from two major shareholders and the Chairman of the Board of Directors. However, the Nomination Committee may consist of representatives from three or four major shareholders and the Chairman of the Board of Directors if the Chairman deems that such interest exists among the major shareholders in connection with the formation of the Nomination Committee.

The Chairman of the Board of Directors is instructed to contact the four largest registered shareholders by votes as of September 30 and ask each to appoint one member. If more than two of these shareholders decline to appoint a member, additional shareholders, in order of size, shall be asked to appoint a representative to the Nomination Committee. A shareholder representative should be appointed Chairman of the Nomination Committee. The names of the members of the Nomination Committee shall be published in the company's interim report for the first three quarters of the year. The term of office for the appointed Nomination Committee shall extend until a new Nomination Committee takes office. If a material change in ownership occurs after the Nomination Committee has been constituted, and no later than three months before the Annual General Meeting, the composition of the Nomination Committee shall be adjusted in accordance with the principles above. The Nomination Committee shall prepare and submit to the Annual General Meeting proposals regarding the Chair of the Annual General Meeting, the election of the Chair and other members of the company's Board of Directors, Board fees divided between the Chair and other members as well as the principles for any compensation for committee work, the election and remuneration of the auditor and deputy auditor (if applicable), and resolutions on the principles for appointing a new Nomination Committee. The Nomination Committee shall have the right to charge the Company with costs such as those associated with recruitment consultants and other costs necessary for the Nomination Committee to fulfill its mandate.

The members of the Nomination Committee for the Annual General Meeting 2026 are: Per Lindberg (own mandate), Niina Arkko (Aktia Asset Management), Roger T Storm (Handelsbanken Fonder), Taymour Ezzat (Herald Investment Management) and Kjell Duveblad (Chairman of Enea AB). The Nomination Committee has appointed Per Lindberg as its Chairman. The Nomination Committee's complete proposals and the reasons for them will be published in the notice convening the 2026 Annual General Meeting. The notice is published on the company's website (www.enea.com) under the Investors heading in the navigation menu.

3 Board of Directors

According to the Articles of Association, Enea's Board of Directors shall be elected by the Annual General Meeting and consist of five to seven members and no more than seven deputy members. Enea's Board of Directors has been appointed in accordance with the Swedish Code of Corporate Governance and the company's diversity policy. Consideration has been given to the need for diversity, expertise and experience that contribute to Enea's development, as well as to the requirement to strive for gender balance.

Consideration has also been given to ensuring that members of the Board of Directors can devote the time required to fulfill their duties with the Company. The composition of the Board of Directors reflects this, and a majority of the members have both expertise and extensive experience from the industries in which Enea operates. In 2025, Enea's Board of Directors consisted of six members elected by the Annual General Meeting.

The CEO and CFO participate in all Board meetings and report on the Company's business performance, outlook, financial position and material events. Other employees attend Board meetings when necessary to present reports. The CFO also serves as secretary to the Board. The CEO does not participate in those parts of Board meetings that address matters concerning the relationship between the CEO and the Company. The performance of the CEO and other senior executives is evaluated at least once a year.

Independence of the Board of Directors

According to the Swedish Code of Corporate Governance, a majority of the Board members elected by the Annual General Meeting shall be independent in relation to the company and its management. At least two of these members shall also be independent of the company's major shareholders.

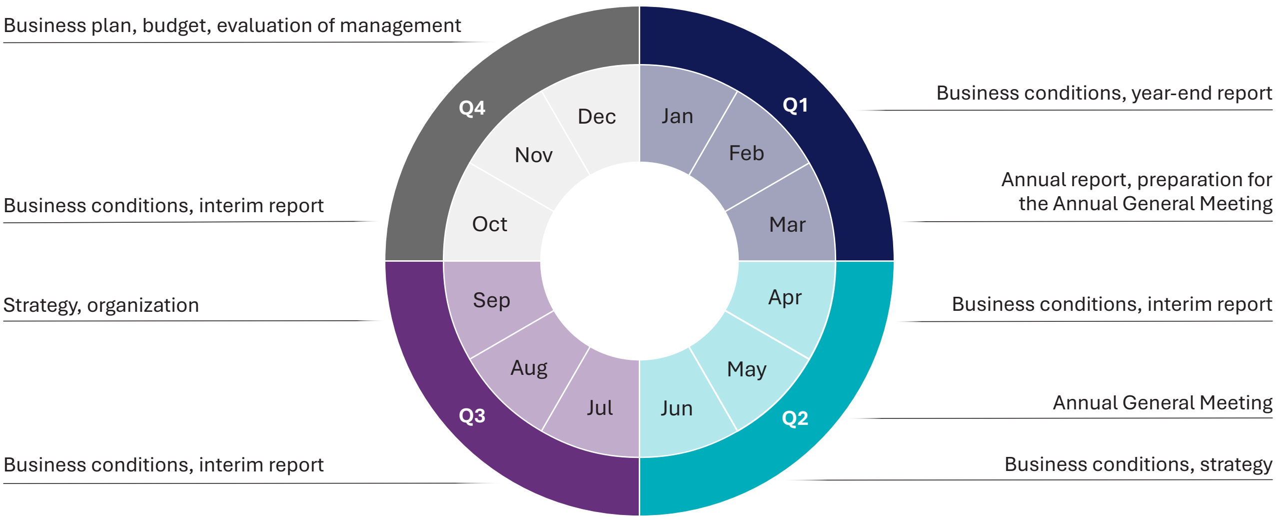
All members were considered independent in relation to the company and the executive leadership team, as well as the company's major shareholders. For information on the members of the Board and their shareholdings, see page 46.

The work of the Board of Directors

The Board of Directors' rules of procedure are adopted each year at the statutory Board meeting held following the AGM and are amended thereafter only when necessary. In addition to defining the duties of the Board of Directors, these rules outline the Board's overall responsibilities and division of work. The Board of Directors also issues instructions for the CEO. At the statutory meeting, the composition of the Audit, Remuneration and Technology Committees is determined. Beyond the statutory meeting, the Board of Directors shall hold at least six regular meetings per year. The Board of Directors is responsible for managing the company's affairs in the best interests of the Company and all its shareholders. The duties of the Board of Directors include:

- define business objectives and strategy
- appoint, evaluate and, when necessary, dismiss the CEO
- implement effective systems for monitoring and control of the Company's operations
- ensure adequate control of the Company's compliance with laws and other regulations applicable to its business
- adopt the necessary ethical guidelines for the Company's conduct
- continuously assess strategic and complementary acquisitions
- ensure that the company's communication is transparent, relevant and reliable

Work of the Board of Directors 2025



Board members' meeting attendance 2025

Board member	Board meetings (number of meetings: 12)	Audit Committee (number of meetings: 6)	Remuneration Committee (number of meetings: 6)	Technology Committee (number of meetings: 4)
Kjell Duveblad[1)]	12	6	3	
Åsa Schwarz[2)]	12			4
Charlotta Sund[3)]	10		5	
Magnus Örnberg[4)]	11	6		
Anne Gynnerstedt[5)]	12		6	
Thibaut Bechetoille[6)]	11			4
Jenny Andersson[7)]	12			

1) Chairman of the Board. Member of the Audit Committee.
2) Chairman of the Technology Committee.
3) Chairman of the Remuneration Committee.
4) Chairman of the Audit Committee.
5) Member of the Remuneration Committee.
6) Member of the Technology Committee.
7) Employee representative.

4 Audit Committee

The overall responsibilities of the Board of Directors cannot be delegated, but the Board has established an Audit Committee to further examine and prepare matters as described below. At the statutory Board meeting following the AGM, Magnus Örnberg was appointed Chairman and Kjell Duveblad a member of the Audit Committee. Enea's Chief Executive Officer, Chief Financial Officer and the company's auditors report to the Audit Committee. Audit Committee meetings are usually held once per quarter.

Minutes from the Audit Committee's meetings are recorded and reported to the Board of Directors. The Committee is responsible for preparing matters for the Board in relation to:

- ensure the quality and integrity of the Company's financial reporting
- stay informed about the direction and scope of the audit
- discuss coordination between the external audit and the Company's internal control functions, as well as the Company's assessment of risks
- set guidelines for non-audit services that the Company may engage its Auditors to perform
- evaluate the Auditors' work and report the findings of this evaluation to the Company's Nomination Committee
- assist the Nomination Committee in preparing proposals regarding the Company's Auditors and audit fees

During the year, the Audit Committee held six meetings. The Committee primarily discussed the structure and presentation of the Company's interim reports, product profitability, goodwill and other intangible assets, accounts receivable, risk management, finance-related matters and internal controls. The company's auditors report their audit findings to the full Board of Directors each year in connection with the year-end financial statements. In addition, the Board of Directors meets with the company's auditors at least once a year, without the presence of the Executive Leadership Team, to be informed about the direction and scope of the audit. These meetings also address coordination between the external audit and internal controls, as well as the company's assessment of risks as noted above.

4 Remuneration Committee

The Board of Directors retains overall responsibility but has established a Remuneration Committee to prepare matters concerning salary, other remuneration and terms of employment for the CEO and, where applicable, other members of the executive leadership team. The Remuneration Committee prepares proposals on remuneration, which are decided by the Board of Directors for the CEO and other senior executives.

The Remuneration Committee is convened when necessary and reports its work to the Board of Directors. During the year, the Remuneration Committee held six recorded meetings. At the statutory Board meeting following the AGM, Charlotta Sund was appointed Chair and Anne Gynnerstedt a member of the Remuneration Committee.

4 Technology Committee

The overall purpose of the Technology Committee is to enable the Board of Directors to exchange knowledge and feedback with the Executive Leadership Team on technology choices for Enea's product and acquisition strategy. The Technology Committee has an advisory role and does not discharge the Board of Directors from any of its responsibilities. The Technology Committee held four meetings during the year. At the statutory Board meeting following the AGM, Åsa Schwarz was appointed Chair and Thibaut Bechetoille a member of the Technology Committee. Enea's CEO is co-opted to the Technology Committee's meetings, together with other key individuals from Enea's organization as required.

Evaluation of the Board of Directors' work

The Chairman of the Board of Directors is responsible for evaluating the Board's performance. The evaluation was carried out through discussions within the Board of Directors. In addition, the Nomination Committee conducted individual interviews with the Board members.

5 CEO and Executive Leadership Team

Teemu Salmi was appointed CEO on April 1, 2025. Enea's Executive Leadership Team consists of Enea's CEO, CFO and six managers of staff and line functions. For more information about the members of the Executive Leadership Team, see the presentation on page 47.

The Executive Leadership Team meets twice per month to analyze the performance of all business units and to discuss other ongoing and relevant matters. The Executive Leadership Team also meets several times per year to discuss the company's strategy and, in September, reports a proposed strategy for the coming year to the Board of Directors. Based on the approved strategy, the CEO and CFO prepare a business plan for the coming year. This business plan is submitted for approval at a Board meeting in December.

6 Auditors

At the Annual General Meeting 2025, Öhrlings PricewaterhouseCoopers AB was elected Auditor, with Nicklas Kullberg (Authorized Public Accountant) as principal auditor. The company's auditors perform an annual review of internal controls and administration and submit their observations and assessment to the full Board of Directors. The guidelines for the work of the Board of Directors are based on the rules of procedure, which set out the division of responsibilities within the Board of Directors and between the Board of Directors and the executive leadership team. During the year, the auditors also performed an audit of the annual financial statements, and the Audit Report is included in this Annual Report (see page 79). A limited review was also performed in connection with the third quarter financial statements, and the company's auditors presented their review report in the interim report for the period January–September.

Remuneration to the Board of Directors

In accordance with the resolution of the 2025 Annual General Meeting, total remuneration to the Board of Directors amounts to SEK 2,313 thousand, allocated as SEK 565 thousand to the Chair and SEK 280 thousand to each of the other Directors appointed by the Annual General Meeting. Fees for committee work are payable as follows: in the Audit Committee, SEK 120 thousand to the Chair and SEK 62 thousand to one member; in the Remuneration Committee, SEK 52 thousand to the Chair and SEK 31 thousand to one member; and in the Technology Committee, SEK 52 thousand to the Chair and SEK 31 thousand to one member.

The employee representative on the Board of Directors does not receive any remuneration.

Remuneration to senior executives

The company shall offer competitive and market-based remuneration and other employment terms to attract and retain senior executives. Total remuneration to senior executives consists of fixed salary, variable salary, pension provisions and share-based payment. Both fixed and variable salary are determined annually on an individual basis. The model for variable salary and the process for determining its outcome are resolved by the Board of Directors based on a proposal from the Remuneration Committee. Variable salary is linked to performance in relation to annual targets, primarily concerning the company's net sales and operating profit (loss), as well as individual targets adapted to each executive's area of responsibility. If the targets are achieved, part of the maximum variable salary is paid. If the targets are exceeded, higher remuneration may be paid, up to a predetermined cap. Senior executives may also be offered the opportunity to participate in share-based incentive plans, subject to resolution by the Annual General Meeting. This means that remuneration may also be paid in the form of share-based payment, provided that the targets and other conditions under the relevant incentive plan are met. Remuneration of the CEO is determined by the Board of Directors based on a proposal from the Remuneration Committee.

During the year, the Board of Directors addressed the company's strategy, business operations and remuneration to senior executives. The CEO's management report, which includes ongoing monitoring of operations and forecasts, is submitted to the Board of Directors each month, except in January and July.

During the year, the Board of Directors reviewed these reports, as well as the interim reports, the budget and the business plan for 2026, together with acquisition plans and initiated acquisition projects. The Board of Directors also discussed employee and management matters, as well as external factors such as competition and technological developments.

At the end of the year, the performance of the Board of Directors was evaluated. The Board of Directors held 11 documented meetings and one statutory meeting during 2025. In addition to its regular work, some members also participated in the company's Audit Committee, Remuneration Committee and Technology Committee. Attendance at the meetings of the Board of Directors during the year is presented in the table on the next page.

Pension agreements

The agreed retirement age for the Chief Executive Officer is 67 years, and no specific retirement age has been agreed for other senior executives. Pension agreements for the Chief Executive Officer are determined by the Board of Directors based on a proposal from the Remuneration Committee. Other senior executives in Sweden have pension agreements within the framework of the ITP plan, with an expected retirement age of 65 years, and pension provisions are based on the employee's salary. Senior executives outside Sweden may be covered by equivalent local pension plans in their respective home countries. In all cases, pension benefits shall amount to a maximum of 30 percent of total remuneration excluding LTI. Pension premiums are paid on an ongoing basis.

Severance pay

If the Chief Executive Officer's employment is terminated, the company will apply a notice period of six months, and the Chief Executive Officer has a corresponding notice period toward the company. In addition, severance pay equal to six months of fixed salary is payable if the company terminates the employment. If ownership changes in such a way that new majority shareholders assume control of the company, the Chief Executive Officer is entitled to severance pay corresponding to six months' salary.

All notice pay and severance pay are offset against any other employment income. For other senior executives, notice periods of up to nine months apply. The Board of Directors reserves the right to deviate from the proposed guidelines if there are special reasons in an individual case.

Internal control and risk management

In accordance with the Swedish Companies Act, the Swedish Annual Accounts Act and the Swedish Code of Corporate Governance, the Board of Directors is responsible for internal control and risk management.

The Audit Committee is tasked with monitoring Enea's internal control, without affecting the responsibilities and duties of the Board of Directors. The objective is to ensure that operations are conducted appropriately and efficiently and that external reporting complies with applicable laws and internal regulations. To achieve this, the Board of Directors works in a structured manner, delegating specific responsibilities to the company's Executive Leadership Team, the Audit Committee and other employees. Enea sets out how this work is to be carried out and delegated in company policies such as the Finance Policy and the Authorization Policy.

Internal control over financial reporting

The control environment forms the basis for internal control over financial reporting. A key prerequisite for an effective control environment is clear communication of decision-making paths, authority and responsibilities throughout the organization. Enea meets the requirements for continuous work on internal control and risk management arising from the company's application of the Swedish Code of Corporate Governance. At Enea, internal control over financial reporting is an integrated element of corporate governance. It consists of processes and methods designed to safeguard the Group's assets and ensure the accuracy of financial reporting, thereby protecting shareholders' investment in the company. The Board of Directors oversees the quality of financial reporting in several ways. Each year, the Board of Directors adopts rules of procedure that, among other things, define the responsibilities of the Chair and the Chief Executive Officer. Under these instructions, the Chief Executive Officer is responsible for the control environment, for reviewing and ensuring the quality of all financial reporting, and for ensuring that the Board of Directors receives the information needed to continuously evaluate the Group's financial position. The instructions for the CEO specify the matters that require authorization or approval from the Board of Directors. At the statutory Board meeting following the AGM, the Board of Directors adopts the rules of procedure for the Board of Directors, the Audit Committee, the Remuneration Committee, and the Technology Committee.

In addition, the instructions for the CEO, the approvals list, the Finance Policy, and the instructions for trading in the company's shares are adopted. Enea's CEO and Executive Leadership Team have operational responsibility for internal control. Based on the guidelines of the Board of Directors, and in accordance with laws and regulations governing financial reporting, such as the Swedish Companies Act, the Swedish Annual Accounts Act, and the Swedish Code of Corporate Governance, the Executive Leadership Team has established the segregation of roles and responsibilities for employees working with financial reporting within the Group. The Group is divided into units, each headed by a manager responsible for achieving targets and budgets and for governance issues within their operations.

Enea's organizational structure is communicated on the Group's intranet to ensure that areas of responsibility and roles are clear to everyone working with financial information. Enea has established instructions for Group employees defining each individual's authority to undertake specific actions, such as approval and authorization policies. Enea also has a number of policies that govern daily operations and form the foundation for internal control, including the Finance Policy, Insider Policy (pursuant to the EU Market Abuse Regulation), Authorization Policy,

IT Policy, Sustainability Policy and Corporate Communication Policy. The Group also maintains an accounting and financial reporting manual that sets out the Group's accounting policies and provides reporting instructions. It includes a schedule designed to ensure that consistent and accurate accounting information is available at the appropriate times. The guidelines are updated regularly and communicated to employees who work directly or indirectly with financial reporting.

Documents are also classified according to authorization levels, depending on the role of the employee.

The Board of Directors receives monthly business reports. These reports are analyzed by the Board of Directors, and any necessary actions are discussed at the following Board meeting. In urgent matters, the Chairman of the Board of Directors may convene an extraordinary Board meeting to address the issue. Internal control is monitored through several channels, including the accounting and quality function, Enea's general counsel, the delivery function, internal quality meetings, and quarterly meetings of the Audit Committee. These functions work in accordance with established objectives and governing documents to ensure the quality of the company's processes and decisions.

Risk assessment

The objective of Enea's risk assessment is to protect the Group's earnings performance and financial position. The Board of Directors approves the principles and guidelines for the company's risk management, while the CEO and the Executive Leadership Team are responsible for day-to-day operations. As part of Enea's monthly financial follow-ups, the Executive Leadership Team and each business unit manager conduct regular risk assessments, taking action when necessary. As stated above, Enea's organization is structured to manage, review and evaluate internal control. Internal control is also integrated into the company's planning and budgeting process, which includes an annual review of operational risks. The Audit Committee and the Board of Directors are responsible for analyzing and evaluating these risks.

Control activities

Enea's control environment is structured to manage the risks that the Board of Directors deems material to internal control over financial reporting. The control environment is founded on the company's organization having clearly defined roles that allow effective segregation of duties, and on control activities capable of identifying and preventing potential misstatements in financial reporting at an early stage.

Examples of activities and documentation for this purpose include:

- review conducted by authorized public accountants, in addition to the statutory audit
- governance and regular monitoring of the company's accounting
- financial and legal policies
- quarterly updates of the company's forecast
- regular monitoring and review of specific areas
- the Board of Directors' quarterly review of business conditions in relation to plans and budgets
- monitoring of the financial performance of the company's business units and products
- analysis of major transactions, cash flow, balance sheet and future prospects
- the finance function reviews development projects together with the development function, usually each month. For new projects, commercial viability and other required criteria are discussed.

Enea has been ISO certified since 2006. The company's product operations comply with the principles defined in ISO 9001:2015. Recertifications are carried out every three years, with follow-up audits conducted in the intervening years.

Information and communication

The governance documents (such as policies, guidelines and manuals) relating to financial reporting are communicated through Enea's intranet and document management system. Each governance document is owned by the department responsible for its content and any revisions.

Most communication is conducted digitally, and when necessary, departmental managers meet with employees to inform, follow up and evaluate. Communication of the Board of Directors' material is conducted digitally through a verified and secure channel.

The communication rules of the Board of Directors and the Executive Leadership Team are presented on pages 41–43.

Governance documents for internal and external communication have been established to ensure compliance with disclosure obligations and to manage communication with internal and external stakeholders.

Follow-up

Enea's finance functions within the Group are integrated into a shared financial control and accounting system and have common accounting instructions. The company's marketing and sales function manages existing and potential customers in its business support system, ensuring that Enea's sales staff have access to the information they need. The company reports regularly to the Board of Directors and the Audit Committee on matters such as compliance with the Code of Conduct and the export regulations that Enea is required to observe. Considering the size and nature of operations and the existing reporting procedures to the Board of Directors and the Audit Committee, the Board of Directors has determined that establishing a separate internal audit function would not be economically justifiable. The internal control described above is deemed sufficient to ensure the quality of financial reporting.

Stockholm, March 26, 2026

Enea AB
Board of Directors

Board of Directors

1. Kjell Duveblad
Chairman of the Board
Board member since 2008

Born:1954
Education: M.Sc. Business Administration, Stockholm School of Economics, Sweden.
Previous positions: Sales Director at IBM Svenska AB; and President of Oracle Sweden, Nordics and the Baltic.
Other board assignments: Chairman of the board QBNK Holding AB. Board member of several unlisted companies.
Main occupation: Management consultant and board work.
Committee work: Member of the Audit Committee.
Number of shares: 40,000

2. Thibaut Bechetoille
Board member since 2024

Born: 1960
Education: Computer Science Engineer, ENSIMAG Grenoble, France.
Previous positions: President of the French entrepreneurs' organization CroissancePlus; CEO of Qosmos; and founder and CEO of MAIAHH!
Other board assignments: Board member of Centreon, Bleckwen, Qontrol and Esperance Banlieus.
Main occupation: Board work and adviser at Ring Capital.
Committee work: Member of the Technology Committee.
Number of shares: 0

3. Charlotta Sund
Board member since 2020

Born: 1963
Education: M.Sc. Industrial Engineering and Management, Linköping University; Honorary Doctor of Technology, Linköping University, Sweden.
Previous positions: President and CEO at Tekniska verken i Linköping AB; Senior VP and VP at Ericsson, as well as various product, marketing and sales positions.
Other board assignments: Board assignments within SSC.
Main occupation: President and CEO at SSC Space.
Committee work: Chair of the Remuneration Committee.
Number of shares: 1,300

4. Åsa Schwarz
Board member since 2022

Born: 1973
Education: B.A. majoring in Computer and Systems Science and Business Administration, Stockholm University and KTH, Sweden.
Previous positions: Sales and Marketing Manager atKnowit Cybersecurity & Law; Cybersecurity management consultant at Cybercom; KAM Nexus; and founder of Dagaz.
Other board assignments: Board member of Precise Biometrics AB and Virtual Ink Stockholm AB.
Main occupation: Head of Strategy at Knowit Cybersecurity & Law.
Committee work: Member of the Technology Committee.
Number of shares: 900

5. Anne Gynnerstedt
Board member since 2024

Born: 1957
Education: Bachelor of Law, Stockholm University, Sweden.
Previous positions: SVP and Head of Legal and Corporate Security & Resilience at Vattenfall AB; SVP and General Counsel at Saab AB; Executive management and Head Legal at the Swedish National Debt Office; and Corporate Counsel at SAS.
Other board assignments: Chair of the non-profit association Beredskapslyftet; Board member of SVT AB and SSC Space (formerly Swedish Space Corporation).
Main occupation: Board work.
Committee work: Member of the Remuneration Committee.
Number of shares: 0

6. Magnus Örnberg
Board member since 2024

Born: 1965
Education: M.Sc. Business Administration, Stockholm School of Economics, Sweden.
Previous positions: CFO at SAS and Saab; various positions in finance at ABB.
Other board assignments: –
Main occupation: CFO at Södra Skogsägarna.
Committee work: Chairman of the Audit Committee.
Number of shares: 10,000

7. Jenny Andersson
Employee representative since December 2019

Born: 1973
Education: Bachelor of Science in Computer Engineering, KTH, Sweden.
Previous positions: Employed at Enea since 2010, including as test manager and project manager.
Main occupation: Group Quality Manager and Sustainability at Enea.
Committee work: -
Number of shares: 0

Executive Leadership Team

1. Teemu Salmi
President and CEO

Employed since: 2025
Born: 1973
Education: Bachelor's degree in Systems Science, Dalarna University, Sweden.
Previous positions: CEO of Nixu Corporation; CIO and Head of Digitalization at Stora Enso; SVP, Business unit Cloud & IT at Ericsson Middle East and North Africa; and SVP, Business unit Services, at Ericsson Middle East and North Africa.
Number of shares: 11,500

2. Ulf Stigberg
Chief Financial Officer

Employed since: Aptilo 2001, Enea 2020
Born: 1965
Education: Bachelor of Science in Economics, Luleå University of Technology, Sweden.
Previous positions: CFO at Aptilo Networks AB; Operations Manager, Mobile Internet, at Axis Communications AB; and various positions within Ericsson, including Regional Marketing Manager, Business Manager, Business Controller, Financial Controller and Electromechanical Designer.
Number of shares: 5,000

3. Anna de la Cruz Selander
Chief People & Communication Officer

Employed since: 2023
Born: 1968
Education: MBA in International Business, School of Business, Economics and Law at the University of Gothenburg, Sweden.
Previous positions: Director Learning, Leadership, Performance & Culture at Northvolt and Klarna Bank; various positions at Ericsson, including Head of Academy and Talent Readiness for Sales and Head of Consumer Lab; and Trade Commissioner for Argentina at the Swedish Trade Council.
Number of shares: 0

4. Emma Bergvall
SVP, Head of Sales Operations

Employed since: 2022
Born: 1985
Education: M.Sc in Industrial Engineering and Management - International, Linköping University, Sweden.
Previous positions: Group Sales Operations Manager at Cramo Group; various positions at Tele2, including Head of Business Sales Support and Sales Process Development, and Head of Product Management for Large Enterprise.
Number of shares: 100

5. Osvaldo Aldao
Chief Technology, Product, Marketing & Strategy Officer

Employed since: 2021
Born: 1972
Education: M.Sc. in Telecommunications and Electronic Engineering, Institute of Technology, Buenos Aires, Argentina.
Previous positions: VP Product Management at Enea since 2021; various positions within Ericsson, including Head of Portfolio, Communications Services, Head of IoT Accelerator and Head of Sales Support.
Number of shares: 1,000

6. Jean-Pierre Coury
SVP, Head of Embedded Security Business Group

Employed since: Qosmos 2010, Enea 2017
Born: 1977
Education: M.Sc. in Telecommunication & Networking Engineering, STRI Toulouse; Executive MBA, ESSEC, France.
Previous positions: VP Global Sales & Customer Operations at the Enterprise Business Unit; Head of Customer operations at Qosmos.
Number of shares: 7,693

7. John Hughes
SVP, Head of Network Security Business Group

Employed since: AdaptiveMobile Security 2006, Enea 2021
Born: 1974
Education: Bachelor of Engineering, Electronic Engineering, Dublin City University, Ireland.
Previous positions: COO at Enea AdaptiveMobile Security; various positions at Vodaphone Ireland.
Number of shares: 0

8. Roland Steiner
SVP, Head of Network Solutions Business Group

Employed since: Siemens 2001, Enea 2019
Born: 1974
Education: M.Sc. in Electrical Engineering, Vienna University of Technology, Austria.
Previous positions: VP Global Head of Telco Solutions at Atos and VP Business Unit LTE at Siemens Convergence Creators.
Number of shares: 7,828