

**The board of directors' of Fasadgruppen Group AB (publ)
complete proposals to the annual general meeting 2024
(items 7(b), 13, 14, 15 and 16)**

Item 7(b): Resolution on allocation of the company's profit according to the adopted balance sheet

The board of directors proposes a dividend of a total of SEK 1.70 per share divided into two separate dividend payments of SEK 0.85 per share each as well as that the remaining funds at the disposal of the general meeting shall be carried forward. The record date for the first dividend payment shall be Friday 17 May 2024 and the record date for the second dividend payment shall be Thursday 14 November 2024.

If the meeting resolves in accordance with the board of directors' proposal, the dividend payments are expected to be made on Wednesday 23 May 2024 (SEK 0.85 per share) and Tuesday 19 November 2024 (SEK 0.85 per share).

Additional documents

The board of directors' reasoned statement pursuant to Chapter 18, Section 4 of the Swedish Companies Act will be made available on the company's website, www.fasadgruppen.se, not later than three weeks prior to the meeting.

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Stockholm in April 2024

Fasadgruppen Group AB (publ)

The board of directors

Item 13: Resolution on implementation of a long-term incentive programme consisting of warrants

The incentive programme in brief

The board of directors proposes that the meeting resolves to establish an incentive programme under which the company offers a maximum of 120 employees within the group to acquire warrants in the company. The right to acquire warrants shall be granted to the CEO of the company, other members of the senior management and to other key employees of the group.

The board of directors' proposal means that the meeting resolves on (i) the establishment of an incentive programme, (ii) a directed issue of not more than 500,000 warrants to the company and (iii) to approve that the company transfers warrants to the participants in the incentive programme.

The reason for the proposed incentive programme is to create conditions for retaining and recruiting competent personnel to the group, to increase the motivation amongst the participants, increase their loyalty to the company and align their interests with that of the company's shareholders as well as to promote an individual shareholding in the company and thereby promote shareholder value and the long-term value growth of the company.

Issuance of warrants of series 2024/2027

The board of directors proposes that the meeting resolves to issue warrants in the company on the following terms and conditions.

Number of warrants to be issued

A maximum of 500,000 warrants shall be issued.

Right to subscription

The right to subscribe for warrants shall, with deviation of the shareholders' preferential rights, rest with the company.

Reason for deviation from the shareholders' preferential rights

The reason for deviating from the shareholders' preferential rights is to create, by way of an incentive programme, conditions for retaining and recruiting competent personnel to the group, increase motivation amongst the participants, increase the participants' loyalty to the company and align their interests with that of the company's shareholders as well as to promote an individual shareholding in the company and thereby promote shareholder value and the long-term value growth of the company.

Subscription period

Subscription for the warrants shall take place on a separate subscription list not later than 31 May 2024.

Subscription price and payment

The warrants shall be issued free of charge.

Terms and conditions for the warrants

- (i) Each warrant shall entitle the holder to subscribe for one new share in the company.
- (ii) The subscription price for each new share shall be equal to an amount corresponding to 125 per cent of the volume-weighted average price for the company's share on Nasdaq Stockholm during the period from and including 15 May 2024 up to and including 21 May 2024 (the "**Base Price**"). The Base Price and the subscription price determined in accordance with the above shall be rounded to the nearest SEK 0.10, whereupon SEK 0.05 shall be rounded downwards.
- (iii) The warrants may be exercised during the period from and including 1 June 2027 up to and including 30 June 2027. Pursuant to the terms and conditions for the warrants, the period during which the warrants may be exercised may be extended if participants are prevented from exercising their subscription rights due to applicable laws on insider trading or any equivalents.
- (iv) The new shares shall carry rights to dividends for the first time on the record date for dividends that occurs after subscription has been effected.

The complete terms and conditions for the warrants will be made available on the company's website, www.fasadgruppen.se, three weeks prior to the annual general meeting. As set forth in the terms and conditions for the warrants, the subscription price and the number of shares for which each warrant entitles subscription of may be re-calculated in certain cases.

Increase of the share capital

The company's share capital may, upon exercise of all 500,000 warrants, increase by SEK 25,000 (based on a quota value of SEK 0.05), subject to such re-calculation of the number of shares for which each warrant entitles subscription of that may be made in accordance with the complete terms and conditions for the warrants. If the subscription price exceeds the quota value of the shares, the excess amount shall be allotted to the non-restricted statutory reserve (*Sw. den fria överkursfonden*).

Authorisation

The board of directors shall be authorised to extend the subscription period for the warrants.

Approval of transfer of warrants to participants in the incentive programme

The board of directors proposes that the meeting resolves to approve that the company transfers not more than 500,000 warrants of series 2024/2027 to the CEO of the company, other members of the senior management as well as others within the group (or retains and later transfers the warrants to such persons) on the following terms and conditions.

Price and valuation

The warrants shall be paid in cash. The warrants shall be acquired to a calculated market price, which shall be determined in accordance with the Black & Scholes valuation model. The valuation of the warrants shall, upon the initial transfer, be made by PwC.

A preliminary market price for the warrants has, in accordance with a valuation based on the market value of the underlying share corresponding to the closing price of the company's share on Nasdaq Stockholm on 3 April 2024, been set to SEK 13.8 per warrant (assuming a subscription price of SEK 90.8 per share). PwC has based its preliminary valuation on the assumption of a risk-free interest rate of 2.7 per cent and a volatility of 35 per cent.

Allotment of warrants

The board of directors of the company shall decide on the allotment of warrants in accordance with the following principles.

- (i) The participants in the programme shall be divided into three groups: group 1, group 2 and group 3. Group 1 shall consist of the CEO. Group 2 shall consist of members of the senior management (four persons in total). Group 3 shall consist of others key employees of the group (115 persons in total). Only persons who are included in these three groups may be offered the opportunity to acquire warrants. In line with the above, the board of directors shall decide which persons that are to be included in each group. Board members of the company may not acquire any warrants.
- (ii) Participants included in group 1 may acquire not more than 25,000 warrants, participants in group 2 may acquire not more than 15,000 warrants each and participants included in group 3 may acquire not more than 5,000 warrants each. However, the total number of warrants to be transferred to the participants in group 1, group 2 and group 3 may not exceed 500,000 warrants.

- (iii) Warrants shall be transferred not later than 31 May 2024. However, the last day of transfer of warrants pursuant to this item (iii) does not apply to warrants that have not been transferred pursuant to item (iv) below or which have been repurchased pursuant to item (v) below.
- (iv) If any person who has been offered to acquire warrants does not wish to acquire his or her full share, the warrants which he or she does not acquire may be offered to others included in group 1, group 2 or group 3 pursuant to item (i) above (taking into account the limitations set out in item (ii) above).
- (v) In connection with the transfer of warrants to the participants of the incentive programme, the company shall reserve the right to repurchase warrants if the participant's employment with the group is terminated or if the participant wishes to transfer his or her warrants. The company may transfer repurchased warrants in accordance with the principles set out above.

Dilution effect

If all 500,000 warrants of series 2024/2027 are exercised for subscription of 500,000 new shares in the company, the dilution effect will be one (1) per cent (based on the total number of shares in the company as of the date of the notice to the annual general meeting).

Costs

Since the warrants will be transferred at market value, transfers to employees in Sweden, Denmark, Finland and Norway will not give rise to any social security costs for the group.

However, it will give rise to social security costs in connection with the warrants being exercised for subscription of shares in the company. This only applies to the Norwegian participants, which are subject to income tax if the warrants being exercised for subscription of shares generates profits. The social security costs are estimated at approximately SEK 0.5 million under the duration of the programme based on, *inter alia*, assumptions applied in the preliminary valuation of the warrants, social security costs in Norway which currently amount to 19.1 per cent (on incomes over NOK 850,000) and an annual growth of the market share price of 25 per cent under the duration of the programme.

The incentive programme will give rise to certain limited costs related to fees for consultants working with the preparation and the company's administration of the incentive programme.

Effects on key ratios

The costs for, and the dilution effect related to, the incentive programme will only have a marginal effect on the group's key performance metrics.

Other incentive programmes in the company

The annual general meeting 2021 resolved to implement a long-term incentive programme consisting of 923,010 warrants of series 2021/2024. As of the date of this notice, 501,472 warrants of series 2021/2024 have been transferred to 65 employees in the group. The remaining 421,538 warrants of series 2021/2024 are held by the group.

The annual general meeting 2022 resolved to implement a long-term incentive programme consisting of 484,000 warrants of series 2022/2025. As of the date of this notice, 236,196 warrants of series 2022/2025 have been transferred to 46 employees in the group. The remaining 247,804 warrants of series 2022/2025 are held by the group.

The annual general meeting 2023 resolved to implement a long-term incentive programme consisting of 500,000 warrants of series 2023/2026. As of the date of this notice, 213,410 warrants of series 2023/2026 have been transferred to 68 employees in the group. The remaining 286,590 warrants of series 2023/2026 are held by the group.

For more information of existing incentive programmes in the company, please visit the company's website, www.fasadgruppen.se.

Preparation of the proposal

The incentive programme has been prepared by the company's remuneration committee in consultation with external advisers and the board of directors. The board of directors has resolved to propose the incentive programme to the annual general meeting.

Majority vote requirement

A resolution in accordance with this item 13 is valid only where it is supported by shareholders holding not less than nine-tenths (9/10) of the votes cast as well as the shares represented at the meeting.

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Stockholm in April 2024

Fasadgruppen Group AB (publ)

The board of directors

Item 14: Resolution on authorisation for the board of directors to resolve on issuances of shares

The board of directors proposes that the board of directors is authorised to resolve on issuances of shares in the company on the following terms and conditions.

The board of directors may exercise the authorisation on one or several occasions until the next annual general meeting. The total number of shares issued pursuant to the authorisation shall not exceed ten per cent of the total number of shares in the company as of the date of the general meeting's resolution. The board of directors may resolve on issuances of shares with deviation from the shareholders' preferential rights. If the board of directors resolves on an issuance of shares with deviation from the shareholders' preferential rights, the reason for the deviation shall be to use the shares or the issue proceeds as consideration (including earn-out) for, or as financing of, acquisitions of companies or businesses. Issued shares may be paid in cash, in-kind or by set-off.

Majority vote requirement

A resolution in accordance with this item 14 is valid only where supported by shareholders holding not less than two-thirds (2/3) of the votes cast as well as the shares represented at the meeting.

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Stockholm in April 2024

Fasadgruppen Group AB (publ)

The board of directors

Item 15: Resolution on authorisation for the board of directors to resolve on acquisitions and transfers of treasury shares

The board of directors proposes that the board of directors is authorised to resolve on acquisitions and transfers of shares in the company on the following terms and conditions.

The board of directors may exercise the authorisation on one or several occasions until the next annual general meeting.

Acquisitions may be made of so many shares that the company's holding of treasury shares, following the acquisition, amounts to a maximum of ten per cent of all shares in the company. Acquisitions of treasury shares shall be made on Nasdaq Stockholm. Acquisitions of treasury shares shall be made at a price per share within the at each time prevailing price interval for the shares on Nasdaq Stockholm. Payment for acquired treasury shares shall be made in cash.

Transfers may be made of treasury shares held by the company at the time of the board of directors' resolution to transfer the shares. Transfers of treasury shares may be made on Nasdaq Stockholm or by other means than on Nasdaq Stockholm. Transfers of own shares on Nasdaq Stockholm may only be made at a price per share within the at each time prevailing price interval for the shares on Nasdaq Stockholm. Transfers of treasury shares by other means than on Nasdaq Stockholm shall be made at market terms, meaning that a market discount compared to the price of the share on Nasdaq Stockholm may be applied. Payment for treasury shares transferred by other means than on Nasdaq Stockholm may be made in cash, in-kind or by set-off. Transfers of treasury shares by other means than on Nasdaq Stockholm may be made with deviation from the shareholders' preferential rights.

The reason for an acquisition or a transfer of treasury shares, and the reason for any transfer with deviation from the shareholders' preferential rights, shall be to (a) optimise the company's capital structure, (b) use the shares or the issue proceeds as consideration (including earn-out) for, or as financing of, acquisitions of companies or businesses or (c) enable the securing of costs and obligations to deliver shares related to share-related incentive programs.

Majority vote requirement and additional documents

A resolution in accordance with this item 15 is valid only where supported by shareholders holding not less than two-thirds (2/3) of the votes cast as well as the shares represented at the meeting.

The board of directors' reasoned statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act will be made available on the company's website, www.fasadgruppen.se, not later than three weeks prior to the meeting.

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Stockholm in April 2024
Fasadgruppen Group AB (publ)
The board of directors

Item 16: Resolution on guidelines for remuneration to senior executives

The board of directors proposes that the following guidelines for remuneration to the company's senior executives shall apply on remuneration that the company agrees upon following the annual general meeting 2024. The guidelines do not cover remuneration resolved upon by the general meeting.

The difference compared to the remuneration guidelines resolved upon at the annual general meeting 2022 is, among other things, that it has been clarified that the criteria that shall be met in order for variable salary to be payable is related to both financial and sustainability areas, that the variable salary may not amount to more than 75 per cent compared to the previous cap of 50 per cent as well as that the reinvestment component has been introduced to the principles for the variable salary. In addition, a section regarding share-related incentive programs have been taken out since these are resolved upon by the general meeting.

General principles for remuneration and other terms and conditions

In these guidelines, senior executives comprise the CEO, members of the group management and board members of the company who have entered into an employment agreement or a consulting agreement with the company or a company within the group.

The company's remuneration principles shall ensure responsible remuneration decisions that support the company's strategy, long-term interests and sustainability. Salaries and other terms of employment shall enable the group to retain and recruit skilled senior executives at a reasonable cost. Remuneration to senior executives may consist of a base salary, variable salary, pension and other benefits. In addition, the annual general meeting may, regardless of these principles, resolve upon share and share-price related incentive programs.

Principles for base salary

Base salaries shall be in line with market conditions and based on the senior executive's responsibility, expertise and performance.

Principles for variable salary

Variable salaries shall be in line with market conditions and based on the senior executive's responsibility, expertise and performance. Payment of variable salaries shall be conditional upon the fulfilment of a number of objectives. The objectives shall be related to both financial and sustainability areas as well as be designed to support the company's strategy and long-term value creation.

The evaluation of whether the objectives for payment have been satisfied shall be made when the relevant measurement period of the objectives has ended. The remuneration committee of the board of directors is responsible for the evaluation of

variable salaries to the CEO. The CEO is responsible for the evaluation of variable salaries to other senior executives.

Variable salary may not amount to more than 75 per cent of the annual base salary (*i.e.* annual cash salary excluding pensions, benefits and similar).

An amount corresponding to 25 per cent of the variable salary which the senior executive receives before deduction of income tax (*i.e.* the gross amount) shall be used to acquire shares in Fasadgruppen. The shares which are acquired shall, subject to certain customary exemptions, be retained for at least three years. The purpose of reserving a part of the variable salary for acquisitions of shares in Fasadgruppen is to increase the senior executives' long-term incentives and thereby benefit the company's strategy and long-term value creation. Normally, the shares in Fasadgruppen which are acquired by the senior executives with the variable part of the salary shall be acquired in May–June, with application of applicable market abuse rules.

The company is entitled to reclaim paid variable salary if it has been calculated or paid based on incorrect grounds.

Principles for pensions

Agreements regarding pensions shall, where applicable, be defined contribution pensions and designed in accordance with the level and practice applicable in the country in which the senior executive is employed. The pension premiums for premium defined pension may amount to a maximum of 40 per cent of the annual base salary (*i.e.* annual cash salary excluding pensions, benefits and similar) unless otherwise stated in applicable collective bargaining agreements.

Principles for other benefits

Other benefits may include, for example, life insurance, medical insurance (*Sw. sjukvårdsförsäkring*) and company cars. Premiums and other costs related to such benefits may not amount to more than 15 per cent of the annual base salary (*i.e.* annual cash salary excluding pensions, benefits and similar).

Principles for salary during periods of notice and severance pay

Base salary during notice periods and severance pay, including payments for any competition restrictions, shall in aggregate not exceed an amount equivalent to the fixed salary for two years.

Principles for consulting fees to board members

If a board member performs work for the group outside the scope of the ordinary board assignment, consulting fees in line with market conditions may be paid.

Process of preparation and review

These guidelines have been prepared by the board of directors after being processed in the remuneration committee of the board of directors. In connection with the remuneration committee's evaluation of the guidelines and whether the limitations set out in the guidelines are reasonable, the remuneration committee has considered information regarding the total compensation to all employees of the company, including different remuneration components as well as the remuneration's increase and growth over time.

The remuneration committee shall monitor and evaluate programs for variable salary to senior executives, the application of these guidelines as well as current remuneration structure and compensation levels in the company.

The members of the remuneration committee are independent in relation to the company and the senior management. The CEO and the other members of the senior management do not participate in the preparations of and decisions regarding remuneration-related matters if they are affected by such matters.

These guidelines shall remain in force until revised guidelines have been adopted by the general meeting. The board of directors shall prepare a proposal for new guidelines when a need for material changes arise and at least every fourth year.

When revising the guidelines, the company shall describe all material modifications along with how the shareholders' potential comments have been considered.

Principles for deviations from the guidelines

The board of directors may resolve to deviate from the guidelines, in whole or in part, if the board of directors, in an individual case, is of the opinion that there are specific circumstances justifying a deviation and a deviation is necessary in order to serve the company's long-term interests and sustainability or to ensure the company's financial viability.

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Stockholm in April 2024

Fasadgruppen Group AB (publ)

The board of directors