

**The board of directors' of Fasadgruppen Group AB (publ)
complete proposals to the annual general meeting 2025
(items 7(b), 13, 14 and 15)**

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

The board of directors proposes that no dividend shall be paid for the financial year 2024 and that the funds at the disposal of the general meeting shall be carried forward.

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 2025

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 545,000 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 2025/2028

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 545,000 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 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 2025.

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 19 May 2025 up to and including 23 May 2025 (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 2028 up to and including 30 June 2028. 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 545,000 warrants, increase by SEK 27,250 (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 545,000 warrants of series 2025/2028 to the CEO of the company, other members of the senior management as well as other key persons 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 4 April 2025, been set to SEK 3.84 per warrant (assuming a subscription price of SEK 21.95 per share). PwC has based its preliminary valuation on a duration of three years, the assumption of a risk-free interest rate of 2.0 per cent and a volatility of 40 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 the other members of the senior management (seven persons in total). Group 3 shall consist of others key employees of the group (112 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 will be guaranteed to acquire 25,000 warrants, participants in group 2 will be guaranteed to acquire 15,000 warrants each and participants included in group 3 will be guaranteed to acquire not more than 5,000 warrants each. The number of warrants each participant in group 3 will be guaranteed to acquire depends on the participant's position. The number of

warrants participants in group 3 are allowed to acquire in total will not exceed 415,000. Participants in group 1 and group 2, but not participants in group 3, may apply to acquire more warrants than the participants are guaranteed to acquire.

- (iii) If warrants remain following the satisfaction of all applications up to the guaranteed level according to item (ii) above, 90 per cent of the remaining warrants may be allotted to participants in group 1 and group 2 who have applied to acquire more warrants than they are guaranteed to acquire. If there are not enough warrants to satisfy all applications, the warrants will be allotted on a *pro rata* basis in relation to each participants guaranteed number of warrants. Participants in group 1 may not be allotted more than a total of 125,000 warrants (including the guaranteed allotment) and participants in group 2 may not be allotted more than a total of 75,000 warrants (including the guaranteed allotment).
- (iv) Transfers of the warrants according to items (ii)-(iii) above will take place as soon as possible following the annual general meeting 2025, however no later than 31 December 2025.
- (v) If warrants remain following the transfers of warrant pursuant to items (ii)-(iv) above or if the company repurchases warrants according to item (vi) below, the board of directors may, if there is room within the highest number of participants in the incentive programme, offer key persons who have been recruited during the period up to and including 31 December 2025 to acquire warrants. If such an offer is made, the key person in question will be offered to acquire no more than the number of warrants that the key person would have been guaranteed to acquire if the key person had been employed in the group at the implementation of the programme (i.e. based on the key person's position according to above). Transfers made pursuant to this item will be made no later than 31 December 2025 at fair market value (calculated using the Black-Scholes Model) at the time of the transfer.
- (vi) 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.

In the event of such subsequent transfer of warrants that may occur in the context of recruitment in accordance with item (v) above, the vesting period for the participant in question may be less than three years, but never less than two years and five months. In the opinion of the board of directors, there are administrative, cost and incentive-related advantages for the company to be able to offer the person in

question participation in the same incentive programme as other key employees participate in when recruiting a new key employee. The board of directors considers that these advantages justify a slightly shorter vesting period than three years in such a situation.

Dilution effect

If all 545,000 warrants of series 2025/2028 are exercised for subscription of 545,000 new shares in the company, the dilution effect will be 1,0 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, Norway and the United Kingdom of Great Britain and Northern Ireland (the “UK”) 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 participants in Norway and the UK, which are subject to income tax if the warrants being exercised entail a benefit at the time it is being exercised, which it does if the share price exceeds the subscription price. The social security costs are estimated at approximately SEK 0.1 million under the duration of the programme based on, *inter alia*, assumptions applied in the preliminary valuation of the warrants, that each participant in Norway and the UK acquires the number of warrants that they are guaranteed to acquire, weighted social security costs in Norway and the UK which currently amount to 14.3 per cent 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 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.

The annual general meeting 2024 resolved to implement a long-term incentive programme consisting of 500,000 warrants of series 2024/2027. As of the date of this notice, 137,023 warrants of series 2024/2027 have been transferred to 41 employees in the group. The remaining 362,977 warrants of series 2024/2027 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 2025

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 20 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 2025

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 2025
Fasadgruppen Group AB (publ)
The board of directors