

## THE NOMINATION COMMITTEE'S PROPOSALS REGARDING CHAIR OF THE MEETING, THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS AND ALTERNATE MEMBERS, THE NUMBER OF AUDITORS AND ALTERNATE AUDITORS, FEES FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND FEES FOR THE AUDITOR, NOMINATION COMMITTEE INSTRUCTION AS WELL AS ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS, CHAIR OF THE BOARD OF DIRECTORS AND AUDITOR OF MUNTERS GROUP AB

The Nomination Committee ahead of the 2026 annual general meeting in Munters Group AB (the "Company") consists of Magnus Fernström (chair) (FAM AB), Celia Grip (Swedbank Robur Fonder), Jan Särilvik (Fjärde AP-fonden), and Philip Mesch (Odin Fonder). The chair of the board of directors Magnus Nicolin and Lovisa Cavalli Wallenberg are co-opted to the Nomination Committee. The Nomination Committee proposes the following ahead of the 2026 annual general meeting:

- that attorney-at-law Emil Boström from Mannheimer Swartling Advokatbyrå should be elected chair of the 2026 annual general meeting;
- that the number of ordinary board members should be eight, without alternate board members;
- that board fees and fees for work in the committees of the board of directors, for non-employed board members elected by the general meeting, should be paid as follows: SEK 1,535,000 (1,420,000) to the chair of the board of directors, SEK 585,000 (539,000) to each of the other board members, SEK 280,000 (270,000) to the chair of the Audit Committee, SEK 162,000 (160,000) to each of the other members of the Audit Committee, SEK 144,000 (142,000) to the chair of the Remuneration Committee, SEK 72,000 (71,000) to each of the other members of the Remuneration Committee, SEK 176,000 (176,000) to the chair of the Investment Committee, and SEK 89,000 (89,000) to each of the other members of the Investment Committee;
- that a meeting fee for non-employed board members elected by the general meeting who travel to physical board meetings in Sweden from other countries within Europe but outside the Nordic countries of EUR 2,250 (2,000) and from countries outside Europe of USD 4,500 (4,000), respectively, per board meeting should be paid;
- that the board members Elizabeth Carey Nugent, Helen Fasth Gillstedt, Maria Hammarskjöld Håkansson, Anders Lindqvist, Magnus Nicolin, Kristian Sildeby, and Sabine Simeon-Aissaoui should be re-elected as board members, and that Stephanie Dismore should be elected as new board member;
- that Magnus Nicolin should be re-elected as chair of the board of directors;
- that one auditor without any alternate auditor should be appointed;
- that the fees to the auditor should be paid in accordance with normal standards and approved invoice;
- that the Company's auditor, the registered audit firm Ernst & Young AB, should be re-elected as the Company's auditor for a period of one year until the end of the 2027 annual general meeting in accordance with the recommendation by the Audit Committee; and

- that a revised nomination committee instruction should be adopted in accordance with the appendix.

### **Presentation of the board member proposed for new election**

#### **Stephanie Dismore**

Born: 1972

Education and professional experience: Bachelor of Science in Marketing and Business Administration from Messiah University; extensive international experience from senior positions at Dell, HP and AMD.

Current assignments/positions: Senior Vice President & Managing Director, EMEA, AMD.

Selected previous assignments: Senior Vice President & Managing Director, North Europe, HP; Senior Vice President & Managing Director, North America, HP; Vice President & General Manager, North America Commercial & Consumer, HP; General Manager, North America Retail, Dell.

Holdings in Munters Group AB: 0

Independent in relation to the Company's major shareholders: Yes

Independent in relation to the Company and Group Management: Yes

Information regarding all board members proposed for re-election and new election is available on the Company's website, [www.munters.com](http://www.munters.com). The reason for the Nomination Committee's proposal is stated in the Nomination Committee's reasoned statement.

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March 2026

**Munters Group AB**

*The Nomination Committee*

**Nomination Committee Instruction – Munters Group AB**

The Nomination Committee in respect of the annual general meeting shall be composed of the representatives of the four largest shareholders in terms of voting rights listed in the shareholders' register maintained by Euroclear Sweden AB as of the last banking day of August each year.<sup>1</sup> If any of the four largest shareholders in terms of voting rights listed in the shareholders' register declines to appoint a member, the right to appoint a member shall pass to the next largest shareholder who does not already have the right to appoint, or has not already appointed, a member to the Nomination Committee. The right to appoint a member shall pass until the Nomination Committee is complete.

The chair of the board of directors shall be co-opted to the Nomination Committee and shall also convene the first Nomination Committee meeting.

The member representing the largest shareholder in terms of voting rights shall be appointed chair of the Nomination Committee.

If earlier than three months prior to the annual general meeting one of the shareholders having appointed a member of the Nomination Committee no longer is among the four largest shareholders in terms of voting rights, the shareholder who has become one of the four largest shareholders in terms of voting rights may contact the chair of the Nomination Committee and request to appoint a member to the Nomination Committee. If this occurs, the member appointed by the smallest shareholder in terms of voting rights listed in the shareholders' register represented on the Nomination Committee shall at the same time make their seat available. However, if the change occurs less than three months prior to the annual general meeting, no changes to the composition of the Nomination Committee shall be made. A shareholder who has become one of the four largest shareholders in terms of voting rights listed in the shareholders' register shall, instead of being entitled to appoint a member to the Nomination Committee, be entitled to appoint a representative to be co-opted to the Nomination Committee.

Should a member resign from the Nomination Committee before its work is completed and the Nomination Committee considers it necessary to appoint a substitute member, such substitute member is to be appointed by the same shareholder or, if this shareholder is no longer one of the largest shareholders in terms of voting rights, by the largest shareholder in terms of voting rights next in turn.

The composition of the Nomination Committee shall be announced no later than six months before the annual general meeting. Changes in the composition of the Nomination Committee shall be announced without delay.

Remuneration shall not be paid to the members of the Nomination Committee.

The company is to pay any necessary expenses that the Nomination Committee may incur in its work.

The term of office for the Nomination Committee ends when the composition of the following Nomination Committee has been announced.

The Nomination Committee shall in respect of the annual general meeting propose the following:

- chair at the general meeting;

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<sup>1</sup> The shareholding statistics used shall be sorted by voting power (grouped by owners) and cover the 25 largest in Sweden direct registered shareholders in terms of voting rights, i.e. shareholders having registered an account with Euroclear Sweden AB in their own name or shareholders holding a custody account with a nominee that have reported the identity of the shareholder to Euroclear Sweden AB.

- board of directors;
- chair of the board of directors;
- auditor;
- remuneration to the board of directors divided between the chair and the other directors as well as remuneration for committee work;
- remuneration to the company's auditor; and
- any changes to the instructions for the Nomination Committee.