

## **Proposal of the Board of Bergman & Beving AB (publ) for resolution by the Annual General Meeting on 28 August 2025 on the issuance of call options on repurchased shares and the transfer of repurchased shares to executives (“2025 Share-based Incentive Programme”)**

The Board proposes that the Annual General Meeting resolve to adopt a long-term incentive programme, 2025 share-based incentive programme (the “Programme”). The Programme, which is proposed to include a total of approximately 25 executives in the Bergman & Beving Group, means participants are offered an opportunity to acquire call options at market price for Bergman & Beving AB’s (publ) (the “Company”) repurchased Class B shares in the Company and that participants will, after a two-year period, receive a certain subsidy on the paid premium for the options.

The Board’s proposal also entails the Annual General Meeting approving that the Company, in deviation from the shareholders’ preferential rights, transfers up to 200,000 of the Company’s repurchased Class B shares to option holders at the established redemption price in connection with any exercise of call options (subject to any recalculations). Finally, the Board’s proposal means the Annual General Meeting approves that Class B shares acquired by the Company in line with earlier authorisation can also be transferred to guarantee the supply of shares in accordance with the proposed Programme.

The Company currently holds a total of 668,543 Class B shares in the Company.

The proposal was prepared by the Company’s Compensation Committee in consultation with the Company’s Board.

The decision to propose the Programme to the Annual General Meeting was taken by the Board. The Company’s directors are not covered by the Programme.

The Programme has the following key conditions:

- a) The number of call options issued should not exceed 200,000, corresponding to approximately 0.7 percent of the total number of shares and approximately 0.5 percent of the total number of votes in the Company (including Class B shares owned by the Company). Each call option entitles its holder to acquire one (1) repurchased Class B share in the Company during the period starting 11 September 2028 until 8 June 2029. However, the acquisition of shares may not take place during such a period when trading in shares in the Company is prohibited pursuant to Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 (“Market Abuse Regulation”) or other at any given time equivalent legislation.

- b) The acquisition price of shares when exercising call options is to correspond to 120 percent of the volume-weighted average price for the Company's Class B shares on the Nasdaq Stockholm exchange during the period from 29 August 2025 through 11 September 2025. This redemption price may be recalculated during the maturity of the call option programme under certain conditions.
- c) The right to acquire call options shall apply to Group management and another approximately 20 executives of the Bergman & Beving Group with the direct possibility to influence the Group's earnings.
- d) If an individual entitled to receive an allotment refrains, in whole or in part, from acquiring the offered call options then such unacquired call options will be distributed pro rata between the individuals entitled to receive call options who have presented a written application stating that they are interested in acquiring additional call options.
- e) The Board is to decide on the final distribution in accordance with the principles presented in items c) and d) above.
- f) A notification to acquire call options must be made not later than 12 September 2025. The Board is entitled to prolong the time for notification to acquire call options.
- g) The premium for call options shall correspond to the market value of the call options using an external independent assessment in accordance with the Black & Scholes model. The measurement period for the assessment of the option premium is to be based on the volume-weighted average price for the Company's Class B shares on the Nasdaq Stockholm exchange during the period from 29 August 2025 through 11 September 2025.
- h) Based on a price for the Company's share of SEK 292.00, and on other market conditions existing on 30 June 2025 and the Board's proposal for a dividend for the 2024/2025 operating year, the value per option, according to an external independent assessment, has been calculated to SEK 40.00. The total value for all options is approximately MSEK 8.
- i) Issuing call options to employees outside of Sweden is dependent on tax effects, that there are no legal obstacles and that the Board deems that such an issue can take place with reasonable administrative and economic resources. The Board shall have the right to make minor adjustments to the Programme brought about by applicable foreign laws and rules.
- j) Call options are freely transferable taking into account pre-emption agreements with the Company. Pre-emption of call options shall be at market value. The Company is entitled to repurchase issued call options.
- k) The number of shares that the call options entitle holders to acquire, and the redemption price, may be recalculated due to stock dividends, the consolidation or split of shares, new share issues or a reduction in share capital or similar measures. The time for the transfer of shares may be brought forward due to a merger or similar measures.

- l) To encourage participation in the Programme, a subsidy in the form of a cash gross salary will be made to the holder of the option corresponding to the paid premium for each call option. The subsidy will be paid in August 2027 provided that the employment of the holder of the option has not been terminated from the Group or that the call options acquired from the Company were not divested before this date.
- m) The Company has a right to repurchase the call options from the holder if the option holder does not wish to use all acquired call options and reports this to the Company during the redemption period. Acquisitions of options shall be at a price that at any given time corresponds to the highest market value. Repurchases of call options cannot, however, take place during such periods when trading in shares in the Company is prohibited by Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 ("Market Abuse Regulation") or any other applicable legislation in force.
- n) Within the framework of the conditions and guidelines stated above, the Board is responsible for preparing and managing the details of the Programme.
- o) The complete terms and conditions for the options are presented in appendix on the Company's website at [www.bergmanbeving.com](http://www.bergmanbeving.com).

The costs of the Programme mainly comprise the subsidy to be paid in August 2027 as above, and the social security fees that will accrue on this subsidy as well as administrative costs for recruiting external consultants and providers of administrative services in connection with the design of the call option programme. The total cost of the subsidy, including social security fees, is estimated at approximately MSEK 8 after corporate tax (based on the market conditions on 30 June 2025). The option premium totalling approximately MSEK 8, which the Company will receive upon the transfer of the call options, corresponds to the subsidy, which is why the Programme does not entail any material net cost to the Company's equity.

The grounds for deviating from the shareholders' preferential rights and the Board's motives for implementing the Programme are that executives of the Bergman & Beving Group through their own investment can participate and strive for a positive value performance for the Company's shares and thereby more closely align the interests of these executives with those of the Company's shareholders. The purpose of the Programme is also to contribute to a long-term increase in share ownership by executives in Bergman & Beving. In addition, the Programme is expected to create the conditions to retain and recruit qualified personnel to the Bergman & Beving Group, provide competitive remuneration and unite the interests of shareholders and executives. The executives included in the Programme are a group that, in an otherwise decentralised organisation, have the opportunity to create a positive impact on earnings through cooperation and efficiency enhancements. Against this background, the Board deems that the implementation of the Programme will have a positive impact on the continued development of the Bergman & Beving Group and that the Programme benefits both shareholders and the Company.

The Company already has three share-based incentive programmes: "2022 Share-based incentive programme", "2023 Share-based incentive programme" and "2024 Share-based incentive programme".



As part of the 2022 programme, approximately 20 executives acquired a total of 210,000 call options, which entitle the holders to acquire an equal number of Class B shares in the Company. The redemption price for these call options is set at SEK 106.10 per share and the redemption period is from 9 September 2025 until 5 June 2026. When these 210,000 call options are fully exercised, the number of outstanding Class B shares will increase by 210,000 shares. These 210,000 shares correspond in full to previously repurchased Class B shares in the Company.

As part of the 2023 programme, approximately 20 executives acquired a total of 250,000 call options, which entitle the holders to acquire an equal number of Class B shares in the Company. The redemption price for these call options is set at SEK 181.10 per share and the redemption period is from 9 September 2026 until 4 June 2027. When these 250,000 call options are fully exercised, the number of outstanding Class B shares will increase by 250,000 shares. These 250,000 shares correspond in full to previously repurchased Class B shares in the Company.

As part of the 2024 programme, approximately 20 executives acquired a total of 250,000 call options, which entitle the holders to acquire an equal number of Class B shares in the Company. The redemption price for these call options is set at SEK 378.30 per share and the redemption period is from 10 September 2027 until 2 June 2028. When these 250,000 call options are fully exercised, the number of outstanding Class B shares will increase by 250,000 shares. These 250,000 shares correspond in full to previously repurchased Class B shares in the Company.

The resolution at the General Meeting of Shareholders as proposed by the Board above is only valid if it is supported by shareholders representing at least nine-tenths (9/10) of the votes cast and the shares represented at the Meeting.

Stockholm, July 2025

Board of Bergman & Beving AB (publ)