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CORPORATE GOVERNANCE



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CORPORATE GOVERNANCE REPORT

Rejlers is a Swedish public limited company and is regulated by Swedish legislation. The company's Class B shares are listed for trade on Nasdaq Stockholm, which is why the company applies Nasdaq Stockholm's rules.

Rejlers' corporate governance is based on the Swedish Companies Act, the articles of association as approved by the shareholders and obligations the company has undertaken through contracts such as the listing agreement with Nasdaq OMX. As a result of the listing contract, Rejlers has applied the Swedish Corporate Governance Code since 1 July 2008. In addition to this, Rejlers is required to comply with applicable Swedish and foreign laws and regulations. Rejlers' assessment is that the company follows the rules stated in the Swedish Corporate Governance Code (www.bolagsstyrning.se/koden/gallande-kod).

Shareholders

Rejlers' Class B shares have been noted on the NASDAQ OMX Nordic list, the regulated market for share trading, since 18 December 2006. Before then, the share had been listed on the Nordic Growth Market, NGM, since 8 May 2003. On 1 January 2021, Rejlers was moved up to Nasdaq's Mid Cap segment, which includes companies with a market capitalisation between EUR 150 million and EUR 1,000 million.

The total number of shares in the company amounts to 22,106,849, of which 1,749,250 are Class A shares and 20,357,599 Class B shares. The number of votes at Rejlers now totals 37,850,099. Its share capital amounts to SEK 44,213,698. Upon request from the shareholder, Class A shares may be transformed into Class B shares. There is no limit to how many votes a shareholder may cast at the AGM. Class A shares confer 10 votes per share while Class B shares confer 1 vote per share. Shareholders with more than 10 per cent of the votes are Peter Rejler and Jangunnar AB (Rejler family).

Annual General Meeting

The General Meeting of shareholders is Rejlers' highest decision-making body in which all shareholders have the right to participate in the decisions. If an individual shareholder wishes to have a matter for resolution taken up at the AGM, it must

be submitted in writing to the Board no later than seven weeks before the AGM. In accordance with the articles of association, notice to attend must be entered in the Official Swedish Gazette (Post- och Inrikes Tidningar) and posted on the company's website. Information regarding the promulgation of a notice to attend must be provided in an advertisement in Dagens Nyheter.

Rejlers' AGM for the 2023 financial year took place on 25 April 2024 in the company's offices at Lindhagensgatan 126 in Stockholm, Sweden. The AGM was attended by 56 shareholders who represented 62.7 per cent of the company's votes and 59.0 per cent of equity. The minutes from the Annual General Meeting are available on the company's website www.rejlers.com/se.

The AGM resolved, inter alia:

- In accordance with the Board's proposal, to appropriate the company's earnings such that of unappropriated earnings of SEK 778,443,843, a total of SEK 99,480,821 is to be paid to the shareholders in dividend, of which SEK 7,871,625 in total was paid to holders of Class A shares and SEK 91,609,196 was paid to holders of Class B shares in dividend and the remainder was carried forward. Accordingly, a dividend was decided on of SEK 4.50 per share, regardless of class. The record date for receipt of the dividend was set at 3 May 2024.
- To adopt the income statement and balance sheet and consolidated income statement and consolidated balance sheet, in accordance with the Board's proposal.
- To discharge the members of the Board and CEO from liability as proposed by the auditor.
- To set the remuneration of the Board as per the Nomination Committee's proposal, and the remuneration of auditors as per approved invoice
- In accordance with the Nomination Committee's proposal, that the Board of Directors shall consist of six ordinary members without deputies for the period until the end of the next Annual General Meeting. This number does not include employee representatives.
- In accordance with the Nomination Committee's proposal, that the Board of Directors shall consist of the re-election of Peter Rejler, Jan Samuelsson, Patrik Boman, Lisa Rejler and

Peter Johansson and the election of Susanne Blanke for the period until the next AGM.

- In accordance with the Nomination Committee's proposal, to elect the accounting firm Ernst & Young AB as the company's auditors until the end of the next Annual General Meeting.
- In accordance with the Board's proposal, to decide on a change in guidelines for remuneration of senior executives meaning that, in addition to certain editorial changes, the limit for extraordinary remuneration be changed from 65 per cent of the fixed annual salary, combined with the variable remuneration, to 100 per cent of the fixed annual salary.
- In accordance with the Board's proposal, to change the limits on the number of shares and the share capital and to carry out certain further editorial changes to the Articles of Association.
- To authorise the Board of Directors to decide on acquisition and transfer of own shares. Acquisitions may take place of a maximum number of Class B shares such that the own holdings do not at any time exceed 10 per cent of all shares in the company and that the number of Class B shares that may be transferred shall amount to a maximum of 10 per cent of the total number of shares in the company.
- Authorising the Board of Directors to decide on a new share issue of a total of no more Class B shares than would be equivalent to a dilution of a maximum of 10 per cent.
- All resolutions at the Annual General Meeting were passed unanimously or by a required majority.

The 2025 AGM in respect of the 2024 financial year will be held on 24 April 2025 the company's offices in Stockholm.

Nomination Committee

The General Meeting adopts guidelines for the appointment of the Nomination Committee.

The Nomination Committee nominates members to Rejlers' Board who are then proposed to the AGM. The Nomination Committee's work begins with an evaluation of the incumbent Board. When making nominations to the future Board, the Nomination Committee takes into consideration the potential members' strategic skills, education and any other Board work.

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The Nomination Committee also solicits points of view from the principal owners. The Nomination Committee submits proposals regarding remuneration of members of the Board at the AGM. The Nomination Committee also submits proposals regarding the election of auditors.

The Nomination Committee charged with preparing agenda items prior to the 2025 AGM consists of Martina Rejler (chair) representing Peter Rejler and Jangunnar AB, Mats Andersson representing Nordea Fonder and Johan Lannebo representing Lannebo Fonder. The Nomination Committee must draft proposals regarding: the AGM chair, the number of Board members, fees to Board members, Board members, Chairman of the Board, Vice Chairman of the Board, the number of auditors, the auditors, how the Nomination Committee should be appointed before the 2026 AGM and the Nomination Committee's assignment. As the basis for the Nomination Committee's work, the chairman of the Board and the CEO submitted a report on the work of the Board during the year. Furthermore, an annual evaluation of the Board was carried out on behalf of the Nomination Committee.

Diversity

All Board member contributions aim to maintain and improve the Board's overall effectiveness. In the election of Board members, Rejlers therefore strives to have adequate expertise within the company's operations, business areas, markets and development. To achieve this, a broad distribution of characteristics and competencies is strived for. In addition, diversity with regard to age, gender, geographic origins, education and professional background is important to take into account. Rejlers actively works for diversity on the Board.

Board of Directors

Rejlers Board and the Chairman of the Board are appointed by the General Meeting. The Board approves Rejlers strategy and objectives, issues steering documents, ensures effective evaluation of operations and monitors the company's development and financial situation. During the 2024 financial year, the Board consisted of six members, who are presented in greater detail on page 34. During the 2024 financial year, the Board held 10 recorded meetings, of which one was through minutes by correspondence for a decision on the convening notice to the AGM. Representatives from Group management and other management personnel regularly participated in Board meetings during the year to discuss issues in their respective areas. The Board is also responsible for major acquisitions and divestments of opera-

tions, major investments and the appointment and remuneration of the CEO. The Board also approves business plans, the annual accounts and monitors the work of the President. In conjunction with extended regulations regarding sustainability reporting from 2025 (Taxonomy, CSRD, etc.), the Board also has a responsibility over annual sustainability reporting and monitoring of efficiency, internal control and risk management regarding that reporting.

Peter Rejler was elected by the Annual General Meeting as the Chairman of the Board. Jan Samuelsson was elected the Vice Chairman. The Audit Committee consists of Jan Samuelsson (chair), Susanne Blanke and Peter Rejler. The Remuneration Committee consists of Peter Rejler (chair), Lisa Rejler and Patrik Boman. The union organisations appointed Björn Lauber as a Board member.

CEO Viktor Svensson is not a member of the Board, but participates as a presenter in all the Board meetings. In addition, the CFO and other salaried employees from the organisation take part in all Board meetings to report on specific matters.

The Board's rules of procedure

The Board has not allocated any specific area of responsibility between its members, besides two committees, the Remuneration and Audit Committees. In addition to the allocation of responsibility that applies generally under the Swedish Companies Act, the Articles of Association and the Swedish Corporate Governance Code, the Board's work is governed by its rules of procedure, which stipulate that the Board must:

- In addition to the statutory meeting, hold at least five ordinary meetings
- Establish the overarching objectives for the company's operations and decide on company's strategy
- Approve the budget and corresponding long-term plans including the investment budget
- Address and approve matters regarding tenders and projects with larger fixed-price amounts
- Decide on the purchase and sale of real estate, shares or the acquisition of another company's operations
- Appoint an Audit Committee
- Appoint a Remuneration Committee
- Submit the Annual and Sustainability Report, Administration Report and Interim Reports
- Approve the raising of loans
- Initiate processes or settlements of disputes of material significance
- Address other issues of material financial or other significance

The following items must be taken up at every ordinary Board meeting:

- A report on the company's activities including its financial management
- A report on exceptional measures taken or events occurring between Board meetings
- A report on the development of on-going major projects and expected business events
- A report on existing or potential disputes that may have a significant impact on the company's operations

Board composition

Name	Function	Independent	Elected	Present
Peter Rejler ¹⁾	Chairman	No	2010	10/10
Jan Samuelsson	Vice chairman	Yes	2010	10/10
Helena Levander	Board member	Yes	2018	5/5
Patrik Boman	Board member	Yes	2018	10/10
Lisa Rejler ²⁾	Board member	Yes	2023	10/10
Peter Johansson	Board member	Yes	2023	10/10
Susanne Blanke	Board member	Yes	2024	5/5
Björn Lauber	Employee representative	-	1998	10/10

1) Dependent in relation to the company and to major shareholders.
2) Independent in relation to major shareholders.

The Chairman of the Board is the link between Rejlers' CEO and other Board members.

The Chairman is tasked with directing the work of the Board and ensuring that the Board complies with applicable laws, rules and recommendations. The Board is evaluated on an ongoing basis, both in respect of the Board as a whole and its individual Board Members. During 2024, the evaluation was carried out in the form of a Board questionnaire under the direction of the Nomination Committee.

The entire Board took part in the questionnaire and discussed the evaluation. On the same occasion the Board evaluated the CEO and the company's management in their absence, but with the company auditor present. The company auditor participated in one Board meeting in connection with closing the annual accounts. The company's interim report for the third quarter was reviewed by the company's auditor and reported to the Board's Audit Committee.

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Sustainability

To meet the global sustainability challenges, today's society needs a rapid transition where infrastructure, industries and buildings must become smarter and more efficient. Today, the urgent, on-going climate crisis requires an absolute focus on measures to build a sustainable society that minimises carbon dioxide emissions. A strong focus on sustainability has thereby become a prerequisite for success for an ambitious and value-generating company like Rejlers. It is in our customer assignments that we can make the greatest difference. Here, technical experts like Rejlers have the possibility of acting as a catalyst for our customers' journey of change.

In 2024, Rejlers' work to meet the new legal requirements in CSRD progressed, and our Sustainability Report is presented according to the ESRS framework as far as possible. However, the 2024 report does not meet all requirements in the framework and can therefore not be considered as a complete sustainability report according to the requirements in CSRD, but is a preparation for the 2025 reporting year, when we intend to report in line with the law's requirements. The work on the EU Taxonomy has also progressed, which means that this year we report compliance with the minimum safeguards for social protection measures.

As a basis for our sustainability strategy, which has been part of our overall business strategy since 2023, we have four priorities: climate action, business ethics, an inclusive workplace and healthy people. These priorities are all crucial for us to be able to achieve the ambitious sustainability targets that both Rejlers and our customers have set. Each priority is linked to specific, measurable targets that we follow up carefully to ensure the practical implementation of our strategy.

This strategy entails a higher level of ambition and focus on the energy transition, the industrial transformation and future-proofing of our communities. For more information, refer to pages 10–23.

Governance of our sustainability work

Sustainability is integrated into Rejlers' business strategy and is central to our daily operations and our customer offering. Strategic focus and coordination are decided at the Group level, while the business areas are responsible for developing action plans, implementing initiatives and conducting follow-up. The Board and the Audit Committee continuously monitor developments regarding the established framework and our targets. Rejlers' management is responsible for and ensures that Rejlers continues to develop in line with the strategy and to meet the targets. During the year, Rejlers adopted new

science-based targets for reduced climate impact according to the Science Based Target Initiative (SBTi).

Internal control

At present, it is the Board's assessment that the company's size and complexity do not motivate a special internal audit unit, but rather that the accounting function will take care of the continuous follow-up and conduct improvement projects in financial management and control, which the Board finds satisfactory. Internally, follow-ups are done of the commissioned work, of outcomes and potential needs for changed procedures.

Audit committee

In connection with the statutory Board meeting after the 2024 AGM, the Board appointed an Audit Committee, comprising Jan Samuelsson (chair), Susanne Blanke and Peter Rejler. The Audit Committee held eight meetings during the year. The committee reporter is the company's CFO.

The Audit Committee has the main task of ensuring compliance to established principles for financial reporting and internal control. In conjunction with extended regulations regarding sustainability reporting from 2025 (Taxonomy, CSRD, etc.), the Audit Committee's tasks have been expanded with monitoring of annual sustainability reporting and monitoring of efficiency, internal control and risk management regarding that reporting. The Audit Committee also monitors the company's continuous risk management, establishes supplemental instructions to the auditors for the audit effort, and monitors compliance to laws, ordinances, listing agreements and the Swedish Corporate Governance Code.

The Audit Committee also makes sure that other assignments in addition to audits carried out by the company's auditors are within the framework of approved policy. The Audit Committee reviewed steering documents and policies during the year. In addition, the Audit Committee monitors changes to audit rules that may have an effect on the company's financial reporting and the external financial disclosures, and it also evaluates the need for an internal audit function.

Remuneration committee

In connection with the statutory Board meeting after the 2024 AGM, the Board appointed a Remuneration Committee, comprising Peter Rejler (chair), Lisa Rejler and Patrik Boman. The Remuneration Committee held five minuted meetings during the year. The committee prepares remuneration and employment issues mainly for the CEO and to some extent for other senior executives based on the guidelines adopted by the Annual

General Meeting. The Remuneration Committee is represented by the Chairman of the Board in negotiations with the President.

Remuneration

The 2024 Annual General Meeting passed a resolution regarding new guidelines for remuneration of the CEO and senior executives, which comply with EU directives and extended requirements according to the Swedish Corporate Governance Code. The guidelines encompass senior executives and potential remuneration of Board members in addition to Board fees. The guidelines for remuneration of senior executives shall promote the company's business strategy, long-term interests and sustainability. The forms of remuneration are fixed and variable remuneration, which shall be competitive, and variable salary shall be linked to one or more predetermined and measurable criteria. The guidelines also cover other terms, such as pension, other benefits and termination by the company and resignation by the employee. The Board of Directors may decide to deviate from the guidelines in part or in whole if there is reason to do so in an individual case. The guidelines are reviewed at the Annual General Meeting every four years and at the 2024 AGM, the Board presented, in accordance with the regulations, an annual report on remuneration of the CEO and Board members paid and due that is covered by the guidelines. For the complete guidelines, please refer to pages 40–41 in the Administration Report.

The AGM approved remuneration of the Board in amounts unchanged compared with the previous year, i.e. SEK 700,000 to the Chairman of the Board, SEK 400,000 to the Vice Chairman and SEK 300,000 each to the other members who are not Rejlers employees. In addition, a total of SEK 330,000 is allocated for committee work, which is unchanged compared with the previous year. See Note 8 to the annual accounts for remuneration of the Board.

CEO and Group management

The Chief Executive Officer (CEO) is appointed by the Board and is tasked with the day-to-day administration of the company in accordance with the guidelines and instructions contained in law, the articles of association and the internal work instructions. Day-to-day management includes all measures that, in consideration of the scope and nature of the company's operations, are of an unusual character or of great significance or are expressly defined as falling within the responsibility of the Board.

Viktor Svensson began as the President and CEO of Rejlers on 22 February 2018. The CEO directs the work of Group management and makes decisions in consultation with other

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members of the management team.

Group management holds regular meetings under the direction of the CEO. Between these meetings, the company made regular checks regarding the status of each operation. In 2019, the vision, strategy and financial targets were set, which are guides for governance and continuous follow-up. Based on these, the respective segment has an approved annual business plan. The CEO writes a monthly CEO report to the Board where the follow-up is focused on growth, profitability, acquisitions, cost control and cash flow.

Group management comprised the CEO, the CFO, the Country Managers for Sweden, Finland and Norway, the Communication Director and the Sustainability Director, seven members in all. Information about the CEO and the members of the Group management team, their ages, education and shareholdings, is available in the Group Management section on page 35.

Audits

The AGM's tasks include selecting an auditor. The 2024 AGM resolved to re-elect the accounting firm Ernst & Young for a period of one year with Åsa Lundvall as the Auditor-in-Charge. After a recommendation from the Audit Committee, the Nomination Committee are proposing that the 2025 AGM re-elect the accounting firm Ernst & Young as the auditors.

Ernst & Young audited most of Rejlers' active companies in Sweden, Finland and Norway which were wholly owned by Rejlers during 2024.

The auditor works from an audit plan and reports her observations to the Audit Committee on an ongoing basis throughout the year. Reporting to the Board takes place in conjunction with the annual closing of accounts. A review of internal procedures and control systems is also carried out in conjunction with the audit review.

In addition to the audit review, Ernst & Young was also engaged for other assignments. Among other things, this concerned various accounting matters and extra examination of acquisitions. All of the assignments fall within the framework of policy laid down by the Audit Committee. Remuneration of the company auditors for 2024 is presented in Note 9 of the Annual Report.

Financial reporting and information

The company handles public announcements in accordance with the Market Abuse Regulation, and continuously provides information on the company's development and financial position. Information is provided regularly in the form of:

- Interim reports
 - Annual Report
 - Press releases about news and events that may materially affect the valuation and future prospects of the company. Rejlers' policy is to publish orders that are of strategic value
 - Presentations for financial analysts, investors and media
 - Rejlers' website – www.rejlers.com – where the information described above is available
- The Board's description of the internal control system and risk management**
- Control environment**
- The control environment constitutes the basis of internal control. The control environment creates the culture upon which Rejlers operates and defines steering documents, standards and guidelines for the operation's actions. The control environment consists of policies, documented guidelines, manuals and instructions disseminated throughout the organisation.
- The quality management system is supplemented by a series of documented directives, which include a financial manual containing guidelines for accounting and financial management together with the information policy.
- Rejlers maintains a quality management system that includes procedures, instructions and templates for relevant processes. Rejlers is always busy developing and improving quality and processes in order to meet the standards customers, suppliers and employees expect of a consultancy.
- The organisational structure is transparent, with defined roles and responsibilities that are communicated through documented work instructions for the Board, Board committees, the CEO and managers in the Group.
- There are rules of procedure for the Board and instructions for the president of each company in the Group, based on the same principles as those for Rejlers AB. Each company has a Board tasked with continuously ensuring compliance with the overall guidelines and policies and making regular assessments of the company's financial situation. The Boards each have at their disposal a president, who in the larger subsidiaries also has a management group.
- In each of the countries concerned, the Rejlers organisation allows local units great independence. Managers at all levels have clearly delegated responsibilities and powers to develop their operations based on local conditions and their customers' needs.
- Regular evaluations are conducted in the organisation at both function and departmental level in order to ensure relevant knowledge of financial reporting in the organisation. The aim is

the ability to guarantee with reasonable certainty that Rejlers' short-term and long-term targets are achieved. The aim of risk management and internal controls in connection with financial reporting is the ability to guarantee with reasonable certainty that the external financial reporting is reliable with regard to interim reporting, annual reporting and the annual accounts, and to ensure that the external financial reporting is prepared in accordance with laws, applicable financial reporting standards and other requirements that must be met by listed companies.

Information and communication

The most important documents regarding financial reporting are updated continuously and communicated to relevant employees through the company's intranet, information letters, regular meetings etc. There are established information channels to communicate to employees in the organization as effectively as possible. Rejlers also has an information policy in regard to both internal and external communication.

Control activities

The control structure is designed to manage the risks the Board and the senior management consider significant for operational activities, compliance with laws and regulations and financial reporting. Defined decision-making procedures, including an authorisation manual, are established e.g. for investments and signing of contracts. Where appropriate, automatic controls specifically related to financial reporting have been established. Most control activities are integrated into the company's key processes, such as order booking, revenue recognition, investments, supplier contracts and purchases. Rejlers has a limited proportion of fixed-price assignments. These are handled according to special decision-making procedure and the degree of completion is followed up monthly. The IT structure is designed to handle potential risks in the entire operation. Special controls are in IT systems related to the processes that affect the financial reporting.

Each unit head is responsible for ensuring adequate internal control in the unit concerned and for ensuring that the units comply with the Group's directives for financial reporting. To ensure compliance with the Group's procedures and guidelines for financial reporting, the Group's CFO annually carries out internal controls. Because the Board considers Rejlers' significant areas of risk to be covered by the reviews and controls conducted, it sees no current need to set up a separate function for internal audit at present.

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BOARD OF DIRECTORS



Peter Rejler
Chairman of the Board
Born: 1966 **Elected:** 2010
Master of Science in Engineering Former President and CEO of Rejlers AB.
Other important assignments:
—
Rejlers shareholding:
1,159,750 A shares. 485,250 Class A shares and 163,638 Class B shares through the company, Jangunnar AB.



Jan Samuelsson
Vice Chairman
Born: 1950 **Elected:** 2010
Graduate in economics. Former CEO of Kraftringen AB.
Other important assignments:
Board member of the Brittedal Group.
Rejlers shareholding:
3,583 B shares.



Patrik Boman
Board member
Born: 1964 **Elected:** 2018
Graduate in economics. President and CEO of Dynamant Group AB.
Other important assignments:
Member of the Boards of Dynamant AB, Dynamant Group AB, Race ID, MasterIT Group and 20NINE. Senior Advisor Stella Group.
Rejlers shareholding:
4,000 B shares.



Susanne Blanke
Board member
Born: 1979 **Elected:** 2024
Master of Science in Engineering from the Royal Institute of Technology and holds a Master of Science in Business and Economics.
Other important assignments:
VP AI Adoption, leads the work of scaling and integrating AI within the Husqvarna Group.
Rejlers shareholding:
450 B shares.



Lisa Rejler
Board member
Born: 1968 **Elected:** 2023
Master's degree in International Relations and Economics from the University of Gothenburg. Former member of the Board of Rejlers AB 2019–2021. Responsibility for Investor Relations, communication and sustainability in the Rejlers Group during the period 2001–2018.
Other important assignments:
Partner at Forever Sustainable Business. Board member of Save a Coordinate (SAC).
Rejlers shareholding:
13,125 Class A shares and 871,226 Class B shares. 485,250 Class A shares and 163,638 Class B shares through the company, Jangunnar AB.



Peter Johansson
Board member
Born: 1957 **Elected:** 2023
Upper secondary engineer in electrical power and former President and CEO of Eurocon Consulting AB.
Other important assignments:
Member of the Board of Teknisk Fastighetsservice AB.
Rejlers shareholding:
3,310 B shares.



Björn Lauber
Employee Representative
Born: 1965 **Elected:** 1998
Bachelor of Science in Economics.
Other important assignments:
Economist at Rejlers Sverige AB.
Rejlers shareholding:
—

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MANAGEMENT



Viktor Svensson
President and CEO of Rejlers AB
Born: 1975
Employed since: 2018
Master of Science in Economics, Blekinge Institute of Technology. 15 years in the Afry Group's corporate management, including serving as the Executive Vice President and the Division Head for Technology AB
Other important assignments: —
Rejlers shareholding: 101,000 B shares.



Anna Jennehov
CFO, Rejlers AB
Born: 1964
Employed since: 2019
Other important assignments: Member of the Board of CAG Group AB.
Rejlers shareholding: 6,000 B shares.



Malin Sparf Rydberg
Communication Director, Rejlers AB
Born: 1969
Employed since: 2018
Other important assignments: Member of the Board of Gomero Group AB.
Rejlers shareholding: 3,000 B shares.



Malin Ljung Eiborn
Sustainability Director, Rejlers AB
Born: 1976
Employed since: 2022
Other important assignments: Board member and Chairman of Cradlenet.
Rejlers shareholding: 2,000 B shares.



Jenny Edfast
Country Manager, Rejlers Sverige AB
Born: 1975
Employed since: 2015
Other important assignments: Member of the Boards of Innovationsföretagen, Acuvi and Ferroamp.
Rejlers shareholding: 2,800 B shares.



Mikko Vaahersalo
Country Manager, Rejlers Finland Oy
Born: 1979
Employed since: 2021
Other important assignments: Member of the Board of Venda Partners.
Rejlers shareholding: 2,945 B shares.



Ragnar Holtan
Country Manager, Rejlers Norge AS
Born: 1983
Employed since: 2022
Other important assignments: —
Rejlers shareholding: 3,630 B shares.

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AUDITOR’S REPORT ON THE CORPORATE GOVERNANCE STATEMENT

To the general meeting of the shareholders of Rejlers AB (publ), corporate identity number 556349-8426

Engagement and responsibility

It is the Board of Directors who is responsible for the corporate governance statement for the year 2024 on pages 29–35 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR’s standard RevR 16 *The auditor’s examination of the corporate governance statement*. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

Opinions

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2–6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Stockholm 2 April 2025

Ernst & Young AB

Åsa Lundvall
Authorized Public Accountant