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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.

At the end of the period, the total number of shares in the company amounted to 22,578,327, of which 1,749,250 are Class A shares and 20,829,077 Class B shares. The number of votes at Rejlers now totals 38,321,577. Its share capital amounts to SEK 45,156,654. After the end of the period, with the authorisation of the Annual General Meeting on 24 April 2025, an issue of 257,240 Class B shares was carried out as part of the purchase consideration for the acquisition of Rörkraft AB. The number of shares after the issue thereby amounts to 22,835,567 shares, divided into 1,749,250 Class A shares and 21,086,317 Class B shares. The number of votes in the company will thereby amount to 38,578,817 and the company's share capital will increase to SEK 45,671,134.

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 2024 financial year took place on 24 April 2025 in the company's offices at Lindhagensgatan 126 in Stockholm, Sweden. The AGM was attended by 58 shareholders who represented 62.6 per cent of the company's votes and 58.9 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 718,794,581, a total of SEK 110,534,245 is to be paid to the shareholders in dividend, of which SEK 8,746,250 in total was paid to holders of Class A shares and SEK 101,787,995 was paid to holders of Class B shares in dividend and the remainder was carried forward. Accordingly, a dividend was decided on of SEK 5.00 per share, regardless of class. The record date for receipt of the dividend was set at 28 April 2025.
- 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, Susanne Blanke and Peter Johansson and the election of Martina Rejler 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.
- 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 2026 AGM in respect of the 2025 financial year will be held on 29 April 2026 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.

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

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regarding the election of auditors.

The Nomination Committee charged with preparing agenda items prior to the 2026 AGM consists of Lisa Rejler (chair) representing Peter Rejler and Jangunnar AB, Mats Andersson representing Nordea Fonder samt Claes Murander 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 2027 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 2025 financial year, the Board consisted of six members elected by the Annual General Meeting, of whom 75 per cent are independent of major shareholders and 100 per cent are independent of the company.¹⁾ A more detailed presentation of the Board of Directors can be found on page 26.

During the 2025 financial year, the Board held 13 minuted meetings, of which two were minuted by correspondence for a resolution on the convening notice for the Annual General Meeting and a resolution on share issues in connection with acquisitions. 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 operations, 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 connection with expanded regulations regarding sustainability reporting from 2025 (Taxonomy, CSRD, etc.), the Board also confirms the double materiality analysis, is responsible for reviewing Rejlers' material issues and the established sustainability goals for addressing these issues. They are also responsible for annual sustainability reporting, including monitoring its effectiveness, internal control and risk management of 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), Martina Rejler and Patrik Boman. The union organisations appointed Björn Lauber and Åke Forslund as Board members.

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	12/13
Jan Samuelsson	Vice chairman	Yes	2010	13/13
Patrik Boman	Board member	Yes	2018	13/13
Lisa Rejler ¹⁾	Board member	No	2023	6/6
Peter Johansson	Board member	Yes	2023	13/13
Susanne Blanke	Board member	Yes	2024	13/13
Martina Rejler ¹⁾	Board member	No	2025	7/7
Björn Lauber	Employee representative	-	1998	13/13
Åke Forslund	Employee representative	-	2025	7/7

¹⁾ Dependent 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 2025, 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

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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.

The Board's expertise and experience

The members of Rejlers' Board of Directors have extensive experience in both the technical consulting industry and similar consulting businesses, as well as the business areas and geographical segments in which Rejlers and its customers operate. Together, they have in-depth experience from senior positions with executive responsibility and strong expertise in business ethics and sustainability-related issues, which is complemented by access to specific sustainability expertise within the organisation.²⁾ See detailed information on page 26.

Sustainability

Today, the urgent, on-going climate crisis requires an absolute focus on measures to build a sustainable society that minimises carbon dioxide emissions. Today's society needs a rapid transition where infrastructure, industries and buildings must become smarter and more efficient. A strong focus on sustainability is therefore more important than ever for an ambitious and value-creating company such as Rejlers, an insight which forms the basis of the updated, sustainable business strategy that was rolled out in 2025. We see that it is in our customer assignments that we can make the biggest difference, where as technology experts we have the opportunity to serve as a catalyst for our customers' journey of change. Read more about our sustainable business strategy on page 44.

For the 2025 reporting, Rejlers is covered by the legal requirements in CSRD and we therefore report in accordance with ESRS for 2025. We also report in accordance with the EU taxonomy, but in accordance with the updated simplified reporting requirements this year.

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 targets

relating to our suppliers, information security and anti-corruption. For more information, refer to pages 41–43.

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 2025 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 2025 AGM, the Board appointed a Remuneration Committee, comprising Peter Rejler (chair), Martina Rejler and Patrik Boman. The Remuneration Committee held one minuted meeting 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 2025 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 32–33 in the administration report.

The AGM approved remuneration of the Board in the amount of SEK 840,000 to the Chairman of the Board, SEK 440,000 to the Vice Chairman and SEK 330,000 each to the other members who are not Rejlers employees. An additional SEK 363,000 was set aside for committee work. See Note 9 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 members of the management team.

Group management holds regular meetings under the direction

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of the CEO. Between these meetings, the company made regular checks regarding the status of each operation. In 2025, an updated strategy and new 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 Heads of Operations for Sweden, Finland and Norway, the CIO 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 pages 27.

Audits

The AGM's tasks include selecting an auditor. The 2025 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 2026 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 2025.

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 2025 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 and Sustainability 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: 1966¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **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 173,638 Class B shares through the company, Jangunnar AB.

Jan Samuelsson

Vice Chairman

Born: 1950¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **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: 1964¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **Elected:** 2018

Graduate in economics. President and CEO of Dynamant Group AB.

Other important assignments: Board member of Dynamant AB, Dynamant Group AB, Epico Holding AB, Midsummer AB, MastIT Group AB and 20NINE Tech AB. Senior advisor at Stella Capital AB and HITO Sverige AB.

Rejlers shareholding: 4,000 B shares.

Susanne Blanke

Board member

Born: 1979¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **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: 966 B shares.

Martina Rejler

Board member

Born: 1971¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **Elected:** 2025

Bachelor of Arts in Political Science and International Relations, as well as psychotherapy training (CBT/ACT). Extensive experience from SEB with a focus on leadership and HR.

Other important assignments: Board member of Save a Coordinate and senior advisor in People and Culture.

Rejlers shareholding: 13,125 Class A shares and 800,458 Class B shares privately, and 485,250 Class A shares and 173,638 Class B shares indirectly through the company Jangunnar AB.

Peter Johansson

Board member

Born: 1957¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **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: 1965¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **Elected:** 1998

Bachelor of Science in Economics.

Other important assignments: Economist at Rejlers Sverige AB.

Rejlers shareholding: –

Åke Forslund

Employee representative

Born: 1960¹⁾ **Nationality:** Swedish¹⁾
Resident in: Sweden¹⁾ **Elected:** 2025

Master of Science in Economics, Stockholm University. Building engineer, Åsö Gymnasium, Stockholm.

Other important assignments: Senior Project Manager in Buildings at Rejlers Sverige AB.

Rejlers shareholding: 20 Class B shares

¹⁾ ERS 2 GOV-1 21d

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MANAGEMENT



Viktor Svensson

President and CEO, 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:

105,000 B shares.



Anna Jennehov

Chief Financial Officer, Rejlers AB

Born: 1964

Employed since: 2019

Other important assignments:

Board member of CAG Group AB and Lime Technologies AB.

Rejlers shareholding:

6,250 B shares.



Malin Sparf Rydberg

Communications Director, Rejlers AB

Born: 1969

Employed since: 2018

Other important assignments:

Member of the Board of Gomerio Group AB.

Rejlers shareholding:

3,250 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:

2,500 B shares.



Jenny Edfast

Country Manager, Rejlers Sverige AB

Born: 1975

Employed since: 2015

Other important assignments:

Board member of Acuvi, Ferroamp and Stena Trade & Industry AB.

Rejlers shareholding:

3,200 B shares.



Mikko Vaahersalo

Country Manager, Rejlers Finland Oy

Born: 1979

Employed since: 2021

Other important assignments:

—

Rejlers shareholding:

1,000 B shares.



Ragnar Holtan

Country Manager, Rejlers Norway AS

Born: 1983

Employed since: 2022

Other important assignments:

—

Rejlers shareholding:

3,960 B shares.

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AUDITOR'S OPINION ON THE CORPORATE GOVERNANCE STATEMENT

To the General Meeting of Shareholders of Rejlers AB (publ) corp. ID no. 556349-8426

Assignment and allocation of responsibilities

It is the Board of Directors who is responsible for the Corporate Governance Report for 2025 on pages 22–27 and for it being prepared in accordance with the Annual Accounts Act.

The focus and scope of the review

Our review has been conducted in accordance with FAR's recommendation RevR 16 Auditor's review of the corporate governance report. This means that our review of the corporate governance report has another direction and is substantially more limited in scope than an audit conducted in accordance with the International Standards on Auditing and generally accepted auditing practice in Sweden. We consider that this review provides us adequate grounds for our opinions.

Opinion

A corporate governance report has been prepared. Disclosures in accordance with Chapter 6, Section 6, Paragraph 2, Points 2–6 of the Annual Accounts Act and Chapter 7, Section 31, Paragraph 2 of the same Act are consistent with the annual accounts and the consolidated accounts and are in compliance with the Annual Accounts Act.

Stockholm, 7 April 2026

Ernst & Young AB

Åsa Lundvall
Authorised Public Accountant