

Minutes kept at the annual general meeting of the shareholders of Concentric AB (publ), reg. no. 556828-4995, held on Tuesday 18 April 2023, in Stockholm.

1. Opening of the general meeting

The general meeting was opened by the chair of the board, Anders Nielsen, who greeted the participants of the general meeting.

2. Election of chair of the general meeting

It was resolved, in accordance with the Nomination Committee's proposal, to elect Anders Nielsen as chair of the general meeting.

It was noted that Victoria Skoglund, attorney-at-law, had been assigned to keep the minutes at the general meeting.

It was resolved that certain persons who are not shareholders were allowed to attend the general meeting as guests.

The chair of the general meeting concluded that the annual report, the preliminary voting list as well as the other general meeting documents were presented at the general meeting.

3. Drawing up and approval of the voting list

It was resolved to adopt the list of registered shareholders that had been adjusted at the entrance to the general meeting as the voting list for the general meeting, [Appendix 1](#).

4. Approval of the agenda

It was resolved to approve the proposed agenda which had been included in the notice of the general meeting.

5. Election of one or two persons to approve the minutes

It was resolved to elect Madeline Ericson and Maria Rengefors to approve the minutes.

6. Determination of whether the general meeting was duly convened

It was resolved to declare the general meeting duly convened.

7. Presentation of the annual report and the auditor's report and the consolidated financial statements and the consolidated auditor's report

The chair concluded that the annual report and the auditor's report, as well as the consolidated financial statements and the consolidated auditor's report were presented at the general meeting.

The CEO, Martin Kunz, and the CFO, Marcus Whitehouse, held speeches on the company's business and the group's development during 2022.

8. Resolutions on:

a) Adoption of the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet

It was resolved to adopt the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet for 2022.

b) appropriation of the company's result according to the adopted balance sheet and on record date for dividend

It was resolved, in accordance with the board's proposal, to distribute a dividend for the financial year 2022 of SEK 4.00 per share, totaling SEK 151,918,000 and that the remaining profits available for distribution, SEK 2,042,117,000 is to be carried forward.

It was also resolved, in accordance with the board's proposal, that the record date for the dividend will be Thursday 20 April 2022.

c) Discharge of personal liability for the board members and the CEO for the financial year 2022

It was resolved to discharge each who had held the position as CEO or board member from personal liability during the financial year 2022.

It was noted, that the board members and the CEO, who own shares in the company, did not participate in this resolution in respect to their own part.

9. Resolution on the number of board members

It was resolved, in accordance with the Nomination Committee's proposal, that the board shall be composed of seven board members elected at the general meeting, with no alternates, for the period until the next annual general meeting.

10. Resolution on fees to the board members and the auditor

It was resolved, in accordance with the Nomination Committee's proposal, that fees to the board members for the period up to and including the annual general meeting 2024 will be paid with SEK 900,000 to the chair of the board and SEK 375,000 to each of the other board members. In addition, the chair of the Compensation Committee will receive SEK 125,000 and member of the Compensation Committee will receive SEK 50,000. Further, the chair of the Audit Committee will receive SEK 175,000 and member of the Audit Committee will receive SEK 75,000,

It was resolved, in accordance with the Nomination Committee's proposal, that fees to the auditor for services performed is to be paid against, by the company, approved current account.

11. Election of the board members and chair of the board

It was noted that the general meeting had been provided with a presentation of the proposed board members including information on assignments held in other companies.

It was resolved, in accordance with the Nomination Committee's proposal, to re-elect Karin Gunnarsson, Anders Nielsen, Susanna Schneeberger, Martin Sköld, Claes Magnus Åkesson, Petra Sundström and Joachim Rosenberg as board members until the next annual general meeting. It was resolved to re-elect Anders Nielsen as chair of the board.

12. Election of auditor

It was resolved, in accordance with the Nomination Committee's proposal, that the registered accounting firm KPMG AB shall be re-elected as the company's auditor until the end of the annual general meeting 2024.

It was noted that KPMG AB had informed that authorized public accountant Joakim Thilstedt will continue to be the auditor-in-charge of the company.

13. Resolution on approval of guidelines for salaries and other remuneration

It was resolved, in accordance with the board's proposal, to approve guidelines for salaries and other remuneration in accordance with [Appendix 2](#).

14. Resolution on approval of Remuneration Report

It was resolved, in accordance with the board's proposal, to approve the board's report on remuneration in accordance with [Appendix 3](#).

15. Resolution on performance based incentive programme (LTI 2023)

It was resolved, in accordance with the board's proposal, to implement the long-term incentive programme LTI 2023 in accordance with [Appendix 4](#).

16. Resolution on a directed issue of warrants and approval of transfer of warrants

It was resolved, in accordance with the board's proposal, on a directed issue of warrants as well as approval of transfer of warrants in accordance with [Appendix 5](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least nine tenths of both the votes cast and the shares represented at the general meeting.

17. Resolutions on:

a) authorization for the board to resolve on acquisition of own shares

It was resolved, in accordance with the board's proposal, to authorize the board to resolve on acquisition of own shares in accordance with [Appendix 6](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least two thirds of both the votes cast and the shares represented at the general meeting.

b) authorization for the board to resolve on transfer of own shares

It was resolved, in accordance with the board's proposal, to authorize the board to resolve on transfers of own shares in accordance with [Appendix 7](#).

It was noted that the resolution was passed with the required majority, i.e. by shareholders representing at least two thirds of both the votes cast and the shares represented at the general meeting.

c) transfers of own shares to participants in LTI 2023

It was resolved, in accordance with the board's proposal, to transfer own shares to participants in LTI 2023 in accordance with [Appendix 8](#).

It was noted that the resolution was approved with the required majority, i.e. by shareholders representing at least nine tenths of both the votes cast and the shares represented at the general meeting.

18. Closing of the general meeting

The chair closed the general meeting.

(Signature page follows)

At the minutes:

Victoria Skoglund

Approved:

Anders Nielsen

Madeleine Ericson

Maria Rengefors