

Nomination Committee work for the Annual General Meeting 2020 in BE Group AB

The Nomination Committee of the company is appointed by, and work according to instructions from, the Annual General Meeting of BE Group AB.

The Nomination Committee in respect of the Annual General Meeting 2020 has consisted of:

- Petter Stillström, chairman of the Nomination Committee, AB Traction
- Johan Ahldin, The Pure Circle AB
- Alf Svedulf, private incl. companies
- Jörgen Zahlin, chairman of the Board

Proposal for election of chairman at the meeting:

The Nomination Committee proposes that the chairman of the Board of Directors, Jörgen Zahlin, is to be elected chairman of the Annual General Meeting.

Number of Board members:

The Nomination Committee proposes that the Board shall consist of five elected members without any deputy members.

Proposal for Board of Directors and chairman of the Board:

The nomination committee proposes re-election of Board members Carina Andersson, Lars Olof Nilsson, Petter Stillström and Jörgen Zahlin and new election of Mats O Paulsson.

Mats O Paulsson, born 1958, M.Sc. (Civil Engineering). Former CEO of among other Bravida, Strabag Scandinavia and Peab Industri and former Board member of among other Acando, Paroc OY and Ramirent Plc. Current Board assignments mainly: Chairman of Caverion Oy and Nordisk Bergteknik AB; Board member of Nordic Waterproofing AS and Bösarps Grus & Torrbruk AB.

As chairman of the Board proposes re-election of Jörgen Zahlin.

If the chairman's assignment were to end prematurely, the Board shall elect a new chairman within the Board.

The Nomination Committee's work and motivated statement in respect of the proposal of the Board of Directors:

The Nomination Committee has held two meetings in order to prepare proposals for the Annual General Meeting 2020. In addition to formal meetings, the members have had separate contacts between themselves, held interviews with members of the Board, the CEO and candidates for the Board of Directors. The size and composition of the Board, in respect of business experience, competence and diversity, has been discussed and item 4 in the Code has been included. The ambition of the Nomination Committee regarding a more equal gender distribution has not been possible to achieve with the current proposal, entailing one woman and four men, which corresponds only to 20% women.

The Nomination Committee considers that the proposed Board of Directors will be appropriately composed, considering the operations of the company and other relevant circumstances, to face the challenges of the company and its development, and that the members of the Board complement each other well.

When considering the proposed Board members' independence, the Nomination Committee has concluded that all of the proposed members of the Board are independent of the company, and that all except for Petter Stillström are independent of the larger shareholders.

Fees:

The Boards fees are proposed to be unchanged with SEK 420,000 for the chairman and SEK 210,000 for each of the other four members. The fees to the members of the Audit Committee are also proposed to be unchanged amounting to SEK 70,000 to the chairman and SEK 40,000 to each of the other members.

Proposal for auditor:

Based on the recommendation from the Audit Committee, the Nomination Committee proposes re-election of the registered accounting company Öhrlings PricewaterhouseCoopers AB as the company's auditor.

Fees to the auditors:

Based on the negotiation which has been made by the Audit Committee, it is proposed that fee to the Auditor shall be paid as per approved invoice.

Upcoming Nomination Committee:

The Nomination Committee proposes that the previous decision regarding the work of the Nomination Committee and its composition remains without change. The question will therefore not be raised at the Annual General Meeting.

Malmö, March 2020

The Nomination Committee of BE Group AB (publ)