

**MEMORANDUM**

8.5.2026

**Arctic Blue Beverages AB Nomination Committee**

**Background:**

The large shareholders of Arctic Blue Beverage AB summoned to convene as the Nomination Committee to the company and prepare certain matters/proposals to the upcoming Annual General Meeting.

Meeting was held virtually on 8 of May, 2026 on Teams at 11:00 CET.

**Participants:**

Petri Heino, Heino Group Oy  
Gustaf Björnberg, Grizzly Hill Capital Ab  
Matti Nikkola, Venture Gym Oy

**The Nomination Committee's proposals for the annual shareholders' meeting 2026:**

**Election of Chairman of the meeting:**

The committee proposes Johan Engström/Eversheds Sutherland

**Number of Board Members:**

The committee proposes four members of which one is elected Chairman of the Board

**Members of the Board of Directors:**

The committee proposes re-election of Gustaf Björnberg, Petri Heino, Matti Nikkola and Antti Villanen. All proposed persons have given their consent for the nomination.

The committee proposes re-election of Antti Villanen as Chairperson of the Board.

**Remuneration:**

The committee proposes annual remuneration for the board members as follows: 12.000 EUR/year for ordinary members and 24.000 EUR/year for the Chairman of the board.

The committee proposes meeting-based remuneration for possible working committees named by the board as follows: Ordinary committee member 200 EUR/meeting and Chairman of the committee 500 EUR/meeting.

The proposed remuneration policy proposed by the committee is the same as it has been the previous year.

**Auditor:**

The committee proposes that the current auditor is re-elected and compensated according to fair invoicing.

**Board's intention to propose dissolution of the Nomination Committee:**

The Nomination Committee was informed that the Board of Directors intends to propose to the Annual General Meeting that the Nomination Committee be dissolved. The background to the proposal is that the company has, on a recurring basis, encountered difficulties in assembling a nomination committee that meets the requirements of the Swedish Corporate Governance Code, in particular the requirement that no more than one member of the nomination committee may be a member of the board of directors. In light of these

recurring difficulties, the Board has concluded that it is justified to propose the discontinuation of the Nomination Committee.

It is also noted that the company is not required to comply with the Swedish Corporate Governance Code and, consequently, is not required to maintain a Nomination Committee. In light of the administrative burden associated with maintaining such a committee, the Board has proposed that the Nomination Committee be dissolved.

**All committee proposal were made unanimously.**

In Fidem:

Signed by:  
  
8BCF84437643479...  
Petri Heino