

Micro Systemation AB (publ) (“MSAB” or the “Company”), the Nomination Committee's proposals and motivated statement for the Annual General Meeting 2025

MSAB's Nomination Committee for the Annual General Meeting (“AGM”) 2025 was constituted based on the ownership structure in the Company as of 30 September 2024.

The composition of the Nomination Committee has been adjusted and consisted of the following persons. The Chairman of the Nomination Committee is Emil Hjalmarsson (appointed by AB Grenspecialisten). Other members are Petter Mattsson Hamilton (appointed by ALCUR Fonder) and Gustav Norrström (appointed by Edastra AB). Erik Ivarsson and Christian Hellman have chosen to resign from the Nomination Committee and are proposed to be elected as new Board members.

Shareholders have had the opportunity to submit proposals to the Nomination Committee by e-mail.

No proposals regarding Board members have been received from anyone other than the members of the Nomination Committee.

Proposal for resolution

- Jesper Kärrbrink is proposed as chairman of the meeting.
- The number of members of the Board of Directors shall be increased by one person and amount to seven members.
- The Nomination Committee proposes election of Patrik Fältström, Christian Hellman and Erik Ivarsson as new Board members.
- Helena Holmgren, Fredrik Nilsson, Andreas Hedskog and Jesper Kärrbrink are proposed to be re-elected as Board members. Charlotte Stjerngren has declined re-election.
- Jesper Kärrbrink is proposed to be re-elected as Chairman of the Board of Directors.
- The proposed fees for Board members shall amount to a total of SEK 2,110,000 (2024: SEK 1,750,000) of which:
 - SEK 550,000 to the Chairman of the Board of Directors (2024: SEK 500,000)
 - SEK 260,000 to each Board member (2024: SEK 250,000)
- The Nomination Committee further proposes re-election of the registered auditing company KPMG AB as auditor for the period up to and including the next AGM in accordance with the Board of Directors' recommendation. KPMG AB has announced that the Authorized Public Accountant Mattias Lötbörn will be proposed as the continuing auditor in charge in the event the accounting firm is elected as auditor.
- The Nomination Committee proposes that audit fees be paid on the basis of approved invoices.

The Nomination Committee's motivated statement regarding proposals for the Board of Directors

In the nomination process for this year's AGM, the Nomination Committee has assessed both the composition and size of the current Board of Directors in relation to MSAB's operations, development stage, future direction and conditions in general. Furthermore, the Nomination Committee has discussed the Board of Directors' diversity and composition in terms of industry experience, competence and international experience. As a basis for its decisions, the Nomination Committee has taken note of the Chairman of the Board of Directors' report

on the Board of Directors' work, studied the results of the external Board of Directors evaluation carried out, and interviewed Board members and the Company's CEO. Prior to the AGM 2025, the Nomination Committee held five meetings. In addition, the members of the Nomination Committee have had ongoing discussions.

Based on its evaluation, the Nomination Committee considers that MSAB's Board of Directors is functioning well. There is a high degree of attendance at Board meetings and Board members are well-prepared for the meetings and the working environment is open and constructive.

The Nomination Committee considers that the composition of the proposed Board of Directors is appropriate for MSAB and that it is considered positive to have a clearer ownership perspective represented on the Board of Directors. The Nomination Committee sees this, combined with the Board members' extensive experience from successful software and technology companies, technical depth, internationalization and from building sales organization, as strong foundations for driving long-term profitable growth. Furthermore, the Nomination Committee considers that the proposed Board members will be able to devote the time necessary to fulfill their assignments as Board members in MSAB. Two of the seven proposed Board members are dependent in relation to major shareholders. The Nomination Committee therefore considers that the independence requirement is met.

Presentation of Board members

Patrik Fältström, born 1965, has been working on technical matters related to internet since internet arrived in Sweden in the second half of the 1980s. He serves or has served on several boards, mainly organizations or companies related to the governance or construction of Internet. Patrik Fältström has worked with the development of standards and has been the one who came up with e.g. ENUM (routing of telephone calls over Internet) and International Domain Names (IDN). He has also for many years been part of the management teams of the organizations (IETF, ISOC and ICANN) that set these standards. He started his career within SUNET, which is the foundation of internet in Sweden, continued by participating in the start of Swipnet, which later became part of Tele2. In the 2000s, he has been part of the management team of Cisco in San José and for the last 13 years as head of security at Netnod, which provides wholesale services related to Internet. He has been an advisor to the EU, as well as to the US and Swedish governments, and in Sweden, he started his role as advisor to Ulrica Messing in 2003. He has been working with security since he worked with election results on election night 1994, and he has been involved in all major incidents in Sweden or the surrounding regions such as the storm Gudrun, the Tsunami, the attacks on Estonia and most recently TietoEvry. He is a part-time employee at the Swedish Armed Forces and has assisted, or is assisting, some startups such as HotSip, Gatorhole and Tentixo. Today, he is a board member of both the Internet Foundation and the TU-Foundation and chairman of the Swedish Network Users Society.

Education: Master's degree in Mathematics from Stockholm University. Command and Staff Course at the Swedish Defense University.

Independent in relation to the Company and its management, as well as major shareholders.

Shareholding in MSAB: 0 shares.

Other appointments: Board member of the Foundation for Internet Infrastructure, Board member of the TU-Foundation, Chairman of the Swedish Network Users Society, Board member of Idonex Security and CEO of Paftech AB and Fältström Holding AB.

Christian Hellman, born 1981, is the CEO of Edastra AB since 2020. Edastra is a privately held investment company that primarily invests in listed and private technology companies.

Education: Master's degree in Economics, Lund University

Dependent in relation to major shareholders and independent in relation to the Company and its management.

Shareholding in MSAB: 7,500 shares (through related parties).

Other appointments: Board member of CombinedX AB, Matsmart in Scandinavia AB and Glas Scandinavia AB.

Erik Ivarsson, born 1992, is an Investment Manager at Grenspecialisten since 2018. Grenspecialisten is a privately owned investment company that primarily invests in listed technology companies. Grenspecialisten is the largest shareholder in MSAB in terms of votes.

Education: MSc Economics, Lund University

Dependent in relation to major shareholders and independent in relation to the Company and its management.

Shareholding in MSAB: 7,500 shares.

Other appointments: Board member of Generic Sweden, Formpipe Software, 4C Group and Precio Fishbone AB.

The Nomination Committee has applied rule 4.1 of the Swedish Code of Corporate Governance for its diversity policy in the preparation of proposals for the Board of Directors. The Nomination Committee considers that a breadth and diversity regarding age, nationality, educational background, gender, experience, competence and term of office are represented among the proposed Board members. The Nomination Committee further considers that the diversity issue is important and that it is important that future Nomination Committees continue to work actively to increase diversity and achieve a more even gender distribution in the Board of Directors.

Information on the proposed Board members can be found on MSAB's website: www.msab.com.

It has been noted that the Nomination Committee has found that the proposed Board of Directors is deemed to meet relevant requirements for independence. The Nomination Committee has reviewed the current instructions for the Nomination Committee, which were resolved at the AGM 2024, and resolved to propose to the AGM 2025 that the instruction shall continue to apply, with the addition that that it shall henceforth consist of the four (three) largest shareholders in terms of votes.

Stockholm in April 2025

Micro Systemation AB (publ)

The Nomination Committee