

THE NOMINATION COMMITTEE'S REASONED OPINION REGARDING THE PROPOSAL TO THE BOARD OF DIRECTORS IN BONG AB

The Nomination Committee, which has consisted of Stéphane Hamelin (representative of Holdham S.A), Bengt Stillström and Per Åhlgren (representative of GoMobile Nu AB), has proposed to, as ordinary directors of the board, for the period until the end of the annual general meeting held 2027, re-elect Eric Joan, Christian Paulsson and Per Åhlgren. Stéphane Hamelin has declined re-election. Per Åhlgren has been proposed as the chairperson of the board.

The Nomination Committee has in preparation for the general meeting 2026 held one meeting at which minutes were kept.

The Nomination Committee has discussed the requirements for competency, experience and background that can be imposed on the board of directors of Bong AB, considering, among other things, the company's operations, development phase and other relevant factors. The board of directors as a collective must represent a width of competence, experience and background. Issues regarding independence and diversity, including the issue of an even gender distribution, have been highlighted. The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as a diversity policy when preparing the proposal regarding election of the board of directors.

The Nomination Committee is of the understanding that the current board of directors has been functioning well and has, against that background, chosen not to propose any changes at this time despite Stéphane Hamelin having declined re-election. The Nomination Committee has on the contrary proposed that all other directors be re-elected without any proposed new members of the board.

The Nomination Committee has assessed the independence of the proposed directors of the board as follows.

Eric Joan is independent in relation to the company, but not independent in relation to the larger shareholders in the company.

Per Åhlgren is independent in relation to the company, but not independent in relation to the larger shareholders in the company.

Christian Paulsson is independent in relation to both the company and the larger shareholders in the company.

Further information regarding the proposed directors of the board is available at the company's website, www.bong.com.

Kristianstad in April 2026
The Nomination Committee of Bong AB