



Notice of Annual General Meeting in Bravida Holding AB (publ)

The shareholders of Bravida Holding AB (publ), reg. no. 556891-5390, with its registered office in Stockholm, Sweden, are summoned to the Annual General Meeting to be held on Monday 26 April 2021.

Due to the extraordinary situation resulting from the covid-19 pandemic, the Annual General Meeting in Bravida will be carried out through advance voting (postal voting) pursuant to temporary legislation. No meeting with the possibility to attend in person or to be represented by a proxy will take place. Hence, the Annual General Meeting will be held without physical presence.

Preconditions for participation

For a shareholder to be entitled to participate in the Annual General Meeting such shareholder must be entered in the share register maintained by Euroclear Sweden AB on Friday 16 April 2021, and have notified its intention to participate no later than on Friday 23 April 2021 by casting its advance vote in accordance with the instructions under the heading "Advance voting" below so that the advance voting form is received by Euroclear Sweden AB no later than that day.

To be entitled to participate in the Annual General Meeting, in addition to providing notification of participation, a shareholder whose shares are held in the name of a nominee must register its shares in its own name so that the shareholder is recorded in the share register as at 16 April 2021. Such registration may be temporary (so-called voting right registration) and is requested from the nominee in accordance with the nominee's procedures and such time in advance as the nominee determines. Voting right registrations completed not later than the second banking day after 16 April 2021 are taken into account when preparing the register of shareholders.

Advance voting

The shareholders may exercise their voting rights at the Annual General Meeting only by voting in advance, so-called postal voting in accordance with Section 22 of the Act (2020:198) on temporary exceptions to facilitate the execution of general meetings in companies and other associations. A special form shall be used for advance voting. The form is available on Bravida's website, www.bravida.se. The advance voting form is considered as the notification of participation to the Annual General Meeting.

The completed voting form must be received by Euroclear Sweden AB (administering the forms on behalf of Bravida) no later than on Friday 23 April 2021. The form may be submitted via e-mail to GeneralMeetingServices@euroclear.com or by post to Bravida Holding AB (publ), "AGM", c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm,

Sweden. Shareholders who are natural persons may also cast their advance votes electronically through BankID verification via Euroclear Sweden AB's website, <https://anmalan.vpc.se/euroclearproxy>. The shareholder may not provide special instructions or conditions in the voting form. If so, the vote (i.e. the advance vote in its entirety) is invalid. Further instructions and conditions are included in the form for advance voting.

If the shareholder votes in advance by proxy, a power of attorney shall be enclosed to the form. If the shareholder is a legal entity, a certificate of incorporation or a corresponding document shall be enclosed to the form.

For questions about the Annual General Meeting or to have the advance voting form sent by post, please contact Euroclear Sweden AB on telephone +46 (0) 8 402 91 33 (Monday-Friday, 09.00-16.00 CEST).

Shareholders' right to obtain information

Shareholders are reminded of their right to request information in accordance with Chapter 7 Section 32 of the Swedish Companies Act. Such requests shall be made in writing to Bravida Holding AB (publ), attn. Magnus Liljefors, Mikrofonvägen 28, SE-126 81 Stockholm, Sweden or by e-mail to bolagsstamma@bravida.se, no later than Friday 16 April 2021. Information relating to such requests will be made available at Bravida Holding AB (publ), Mikrofonvägen 28, SE-126 81 Stockholm, Sweden, as well as at the company's website, www.bravida.se, no later than Monday 19 April 2021. The information will also be sent, within the same period of time, to shareholders who so request and state their address.

Proposed agenda

1. Election of chairman of the meeting.
2. Election of one or two persons who shall approve the minutes.
3. Preparation and approval of the voting list.
4. Approval of the agenda.
5. Determination of whether the Annual General Meeting has been duly convened.
6. Presentation of the annual report and the auditor's report as well as the consolidated financial statements and the auditor's report on the consolidated financial statements.
7. Resolution regarding adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet.
8. Resolution regarding allocation of the company's result pursuant to the adopted balance sheet.
9. Resolution regarding discharge from liability of the board members and the chief executive officer.
10. Determination of
 - (a) the number of board members
 - (b) the number of auditors
11. Determination of
 - (a) the fees to the board of directors
 - (b) the fees to the auditors
12. Election of board members
The nomination committee's proposal

- (a) Fredrik Arp (re-election)
 - (b) Cecilia Daun Wennborg (re-election)
 - (c) Jan Johansson (re-election)
 - (d) Marie Nygren (re-election)
 - (e) Staffan Pålsson (re-election)
 - (f) Karin Ståhlhandske (re-election)
13. Election of the chairman of the board of directors
The nomination committee's proposal
Fredrik Arp (re-election)
 14. Election of the auditors.
 15. Presentation of the remuneration report for approval.
 16. Resolution regarding amendment to the Articles of Association.
 17. Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares.
 18. Resolution regarding authorization for the board of directors to issue new shares.
 19. Resolution regarding introduction of a long term incentive programme.
 - a. Adoption of an incentive programme.
 - b. (i) Authorization for the board of directors to resolve on the issue of new C-shares.
(ii) Authorization for the board of directors to resolve on the repurchase of own C-shares.
(iii) Transfer of own shares.
 - c. Equity swap agreement with third party.

Proposed resolutions

Election of chairman of the meeting (item 1) The nomination committee proposes Fredrik Arp, chairman of the board of directors, or the one person proposed by the nomination committee if he has an impediment to attend, is elected as chairman of the Annual General Meeting.

Election of one or two persons who shall approve the minutes (item 2) Marianne Flink and Peter Lagerlöf, or if one or both of them have an impediment to attend, the person or persons instead appointed by the nomination committee, are proposed to be elected to approve the minutes of the Annual General Meeting together with the chairman. The task of approving the minutes of the Annual General Meeting also includes verifying the voting list and that the advance votes received are correctly stated in the minutes of the Annual General Meeting.

Preparation and approval of the voting list (item 3) The voting list proposed for approval under item 3 of the agenda is the voting list drawn up by Euroclear Sweden AB on behalf of Bravida, based on the Annual General Meeting's share register and advance votes received, as verified and recommended by the persons approving the minutes of the Annual General Meeting.

Allocation of the company's result (item 8)

The board of directors proposes a dividend of SEK 2.50 per ordinary share. The record date is proposed to be on Wednesday 28 April 2021. If the Annual General Meeting resolves in accordance with the proposal, the dividend is estimated to be paid out to the shareholders on Monday 3 May 2021.

The proposed dividend amounts to a total of SEK 507,363,020. The amount indicated is calculated on the total number of ordinary shares in the company less the company's holding of treasury shares. The board of directors proposes that the remaining profits

are distributed so that SEK 3,517,757,028 are transferred to the share premium reserve and that the remaining SEK 70,425,576 are carried forward.

Determination of the number of board members (items 10a)

The nomination committee proposes that the number of board members should be six without any deputy board members.

Determination of the number of auditors (items 10b)

The nomination committee proposes that the number of auditors should be one without any deputy auditors.

Determination of the fees to the board of directors (items 11a)

The nomination committee proposes that the fees to the board of directors, including compensation for committee work, shall amount to maximum SEK 4,050,000, to be allocated as follows: SEK 1,240,000 (1,200,000) to the chairman and SEK 490,000 (475,000) to each of the other board members, SEK 200,000 (190,000) to the chairman of the audit committee and SEK 100,000 (100,000) to each of the other members of the audit committee and SEK 110,000 (110,000) to the chairman of the remuneration committee and SEK 80,000 (80,000) to each of the other members of the remuneration committee.

Determination of the fees to the auditors (items 11b)

The nomination committee proposes that the fees for the auditor shall be in accordance with the approved accounts.

Election of the board members and chairman of the board of directors (items 12-13)

The nomination committee's proposals are set out in the proposed agenda. A presentation of the persons proposed by the nomination committee to be re-elected board members is available at the company's website www.bravida.se.

Election of the auditors (items 14)

The nomination committee proposes that KPMG AB is re-elected as auditor, in accordance with the recommendation from the audit committee, for the period up until the end of the next Annual General Meeting. KPMG AB has informed that Mattias Lötborn is intended to be appointed as responsible auditor.

Resolution regarding amendment of the Articles of Association (items 16)

The board of directors proposes that the Meeting resolves to include a new §10 in the Articles of Association in accordance with the below.

“10§ Collection of powers of attorney and postal voting”

The board of directors may collect powers of attorney in accordance with the procedures described in Chapter 7, Section 4, second paragraph of the Swedish Companies Act (2005:551).

The board of directors may decide, prior to a shareholders' meeting, that the shareholders be permitted to exercise their voting rights by post prior to the shareholders' meeting.

Resolution regarding authorization for the board of directors to resolve to repurchase and transfer of own shares (items 17)

The board of directors proposes that the Meeting authorizes the board of directors to resolve to repurchase, on one or several occasions until the next Annual General Meeting, as many own shares as may be purchased without the company's holding at any time exceeding 10 per cent of the total number of shares in the company. The shares shall be purchased on Nasdaq Stockholm and only at a price per share within the price range applicable, i.e. the range between the highest purchase price and the lowest selling price.

The board of directors also proposes that the meeting authorizes the board of directors to resolve, on one or several occasions until the next Annual General Meeting, to transfer (sell) own shares. Transfers may be carried out on Nasdaq Stockholm at a price within the price range applicable, i.e. the range between the highest purchase price and the lowest selling price. Transfers may also be made in other ways, with or without preferential rights for the shareholders, against cash payment or against payment through set-off or in kind, or otherwise on special conditions. Upon such transfers, the price shall be established so that it is not below market terms. However, a discount to the stock market price may apply, in line with market practice. Transfers of own shares may be made of up to such number of shares as is held by the company at the time of the board of directors' resolution regarding the transfer.

The purpose of the authorization to repurchase own shares is to promote efficient capital usage in the company and to enable the board to finance acquisitions with own shares. The purpose of the authorization to transfer own shares is to enable the board of directors to finance acquisitions with own shares.

The CEO shall be authorized to make such minor adjustments to this resolution that may be necessary in connection with the registration.

Resolution on authorization for the board of directors to issue shares (items 18)

The board of directors proposes that the Meeting authorizes the board of directors to, up until the next Annual General Meeting, on one or several occasions, resolve to increase the company's share capital by way of share issue to such an extent that it corresponds to a dilution which corresponds to 10 percent, based on the number of shares that are outstanding at the time of the Annual General Meeting's resolution on the authorization, after full exercise of the hereby proposed authorization.

New share issues may be made with or without deviation from the shareholders' preferential rights and with or without provisions for contribution in kind, set-off or other conditions. The purpose of the authorization is to increase the company's financial flexibility and to enable the company to make payment with own shares in connection with any acquisition of a company or business operations. Cash issuance with deviation from the shareholders' preferential rights may only be made to finance the purchase price to be paid in cash in connection with the acquisition of a company or business operations. In the event of issuances that deviate from the shareholders' preferential rights, the starting point for determining the issuance price shall be the prevailing market conditions at the time when shares are issued.

The CEO shall be authorised to make such minor adjustments to this resolution that may be necessary in connection with the registration thereof.

Resolution regarding introduction of a long-term incentive programme (item 19)

The board of directors proposes that the Annual General Meeting resolves to introduce a long-term incentive programme for senior executives and other key employees within the Bravida group (“**LTIP 2021**”) in accordance with the below.

LTIP 2021 is a three-year performance based incentive program, primarily in line with the incentive programmes adopted in connection with Annual General Meetings and Extraordinary General Meetings since 2016.

Adoption of an incentive programme (item 19(a))

The programme in summary

The board of directors proposes that the Meeting resolves to adopt LTIP 2021. LTIP 2021 is proposed to include approximately 200 senior executives and other key employees within the Bravida group. The participants in LTIP 2021 are required to invest in the group by acquiring shares in Bravida Holding AB (publ) (“**Saving Shares**”). These Saving Shares are received by way of purchase of ordinary shares in Bravida at market value in accordance with the terms set out under “Personal investment” below or transfer of ordinary shares that such participant already holds. The participants will thereafter be granted the opportunity to receive ordinary shares free of charge in accordance with LTIP 2021, so called “**Performance Shares**” in accordance with the terms set out below.

In the event that delivery of Performance Shares cannot be achieved at reasonable costs, with reasonable administrative efforts or due to market conditions, participants may instead be offered a cash-based settlement.

Personal investment

In order to participate in LTIP 2021, the participant must have made a private investment by acquiring Saving Shares at market value and for a value of not less than SEK 30,000 and up to SEK 300,000 depending on the participants’ position in the group and in accordance with what is further described below. For each Saving Share held under LTIP 2021, the company will grant the participants a certain amount of rights to Performance Shares, meaning rights to receive Performance Shares free of charge (“Rights”). The number of Rights each participant’s Saving Shares entitles to depends on (i) which category each participant belongs to and (ii) the company’s fulfilment of the performance conditions. A participant cannot receive more than five Performance Shares per Saving Share.

General terms and conditions

Subject to the fulfilment of certain performance based conditions for the financial year 2023 and provided that the participant has kept its investment in Saving Shares during the period from the day of allocation of the Rights until the day of the release of the interim report for the period 1 January to 31 March 2024 (the vesting period) and, with certain exceptions, kept its employment within the Bravida group and not given notice of termination at such point in time, each Right entitles the participant to receive one Performance Share free of charge in the company.

Retention and performance conditions

The number of Rights each of the participant’s Saving Share entitles to depends on how the company has fulfilled the performance conditions during the measurement period. The measurement period is three years and covers 2021, 2022 and 2023. The performance conditions are based on the company’s normalised accumulated EBITA

("Group EBITA"). EBITA is the result before interest, and amortisations, also called operating profit.

The determined levels of the conditions include a "minimum" level and a "maximum" level with a linear interpolation applied between those levels as regards the number of Rights that vest. The minimum level constitutes the minimum level which must be exceeded in order to enable vesting of Rights. If the maximum level is reached, all Performance Shares will be allotted. Should the degree of fulfilment exceed the minimum level but still be between the minimum level and the maximum target, a linear proportional number of Performance Shares will be allotted.

The board of directors intends to disclose the outcome of the performance based conditions in the annual report for the financial year 2023.

The Rights

The Rights shall moreover be governed by the following terms and conditions:

- Rights are granted free of charge as soon as possible after the Annual General Meeting of 2021 and not later than 30 June 2021.
- May not be transferred or pledged.
- Each Right entitles the participant to receive one Performance Share at the end of the vesting period, i.e. at the time of the release of the interim report for the period 1 January – 31 March 2024, if the participant at the end of the vesting period, with certain exceptions, maintains its employment within the Bravida group, has not given notice of termination and maintains the invested Saving Shares.

Preparation and administration

The board of directors, or a committee established by the board of directors for these purposes, shall be responsible for preparing the detailed terms and conditions of LTIP 2021, in accordance with the mentioned terms and guidelines. To this end, the board of directors shall be entitled to make adjustments to meet foreign regulations or market conditions. The board of directors may also make other adjustments if significant changes in the Bravida group or its operating environment would result in a situation where the decided terms and conditions of LTIP 2021 no longer serve their purpose. The board of directors' possibility to make such adjustments does not include the grant of continued participation for senior executives in the company's long-term incentive programmes after the termination of their respective employments.

Allocation

The participants are divided into different categories and in accordance with the above, LTIP 2021 will comprise the following number of Saving Shares and maximum number of Rights for the different categories:

- the CEO: may acquire SEK 300,000 worth of Saving Shares within LTIP 2021, entitling the holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- the CFO: may acquire SEK 240,000 worth of Saving Shares within LTIP 2021, entitling the holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;

- other members of the management (approximately 11 individuals): may acquire SEK 200,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- regional managers (approximately 35 individuals): may acquire up to SEK 50,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- department managers and branch managers, whose departments or branches have earned more than 7 per cent Group EBITA and have had a turnover over SEK 50 million over the last three years (approximately 60 individuals): may acquire up to SEK 50,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to five (5) Rights per Saving Share;
- department managers and branch managers, whose departments or branches have earned more than 4 per cent Group EBITA (but less than 7 per cent) and have had a turnover over SEK 30 million (but less than SEK 50 million) over the last three years (approximately 60 individuals): may acquire up to SEK 30,000 worth of Saving Shares within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to three (3) Rights per Saving Share; and
- certain other managers on group, division or regional level as well as certain key persons (for example in connection with acquisitions) (approximately 32 individuals in total): may acquire either up to SEK 30,000 or up to SEK 50,000 worth of Saving Shares each within LTIP 2021, entitling each holder to allotment of not less than one (1) and up to three (3), alternatively five (5) Rights per Saving Share. The maximum worth of Saving Shares allocated to this category is SEK 1,280,000.

Scope and costs of LTIP 2021

LTIP 2021 will be accounted for in accordance with IFRS 2 which stipulates that the Rights should be recorded as a personnel expense in the income statement during the vesting period. The costs for LTIP 2021 is estimated to amount to approximately SEK 27 million, excluding social security costs, calculated in accordance with IFRS 2. The costs for social security charges are calculated to approximately SEK 6 million, based on the above assumptions. In addition to what is set forth above, the costs for LTIP 2021 have been based on that LTIP 2021 comprises 200 participants and that each participant makes a maximum investment. If the maximum result is reached, and all invested Saving Shares are retained under LTIP 2021 and a fulfilment of the performance conditions of 100 per cent, the maximum cost of LTIP 2021 as defined in IFRS 2 is approximately SEK 46 million and the maximum social security cost is estimated to approximately SEK 10 million. The costs are expected to have marginal effect on key ratios of the Bravida group.

Upon maximum allotment of Performance Shares, and based on a share price of SEK 90 per share at the start of the program, maximum 520,000 ordinary shares may be allotted within the framework of LTIP 2021, which would mean a dilution effect of approximately 0.26 per cent of the share capital and the votes in the company in respect of the company's ordinary shares. The dilution effect including existing long-term incentive programs would then equal maximum approximately 1.0 per cent. Within the framework of LTIP 2021, maximum 600,000 ordinary shares may be issued, which would mean a dilution effect of approximately 0.29 per cent of the share capital and the votes in the company in respect of the company's ordinary shares. The dilution effect including existing long-term incentive programs would then equal maximum approximately 1.0 per cent.

Information on Bravida's existing incentive programs can be found in the Annual Report 2020 and on the company's website, www.bravida.se.

Delivery of Performance shares under LTIP 2021

In order to implement LTIP 2021 in a cost-efficient and flexible manner, the board of directors has considered different methods to ensure delivery of Performance Shares in accordance with LTIP 2021. The board of directors has found the most cost-efficient alternative to be, and thus proposes that the general meeting as a main alternative, resolves to authorise the board of directors to resolve on a directed issue of Class C shares to a bank in accordance with item 19(b)(i) and further to authorise the board of directors to subsequently resolve to repurchase the Class C shares from said bank in accordance with item 19(b)(ii). The Class C shares will then be held by the company, whereafter the appropriate number of Class C shares will be reclassified into ordinary shares and subsequently be delivered to the participants under LTIP 2021. The board of directors further proposes that the general meeting resolves that a maximum of 600,000 ordinary shares may be transferred to the participants in accordance with the terms of LTIP 2021.

Should the majority requirement for item 19(b) below not be met, the board of directors proposes that Bravida shall be able to enter into an equity swap agreement with a third party in accordance with item 19(c) below.

The rationale for the proposal

The objective of LTIP 2021 is to create conditions for retaining competent employees in the Bravida group. LTIP 2021 has been designed based on the view that it is desirable that senior executives and other key employees within the group are shareholders in the company and that they see that working with a long term horizon pays off. Participation in LTIP 2021 requires a personal investment in Saving Shares. By offering an allotment of Rights which are based on the fulfilment of performance based conditions, the participants are rewarded for increased shareholder value. Further, LTIP 2021 rewards employees' loyalty and long-term value growth in the company. Against this background, the board of directors is of the opinion that the adoption of LTIP 2021 will have a positive effect on the Bravida group's future development and thus be beneficial for both the company and its shareholders.

Preparation

The company's board of directors has prepared LTIP 2021 in consultation with external advisors.

Hedging arrangements in respect of LTIP 2021

Authorisation for the board of directors to issue Class C shares, authorisation for the board of directors to repurchase own Class C shares, as well as, resolution to transfer own ordinary shares (items 19(b)(i)-(iii))

All resolutions under item 19(b)(i)-(iii) are proposed to be conditioned upon each other.

Authorisation for the board of directors to issue Class C shares (item 19(b)(i))

The board of directors proposes that the Meeting resolves to authorise the board of directors, during the period until the next Annual General Meeting, to increase the company's share capital by not more than SEK 12,000 by the issue of not more than 600,000 Class C shares, each with a ratio value of SEK 0.02. With disapplication of the shareholders' preferential rights, a bank shall be entitled to subscribe for the new Class C shares at a subscription price corresponding to the ratio value of the shares. The purpose of the authorisation and the reason for the disapplication of the shareholders' preferential rights in connection with the issue of shares is to ensure delivery of shares to employees under LTIP 2021.

Authorisation for the board of directors to resolve to repurchase own Class C shares (item 19(b)(ii))

The board of directors proposes that the Meeting resolves to authorise the board of directors, during the period until the next Annual General Meeting, to repurchase its own Class C shares. The repurchase may only be effected through a public offer directed to all holders of Class C shares and shall comprise all outstanding Class C shares. The number of shares purchased may not result in the company holding at any time more than 10 per cent of the total number of shares in the company. The purchase may be affected at a purchase price corresponding to the quota value of the share. Payment for the Class C shares shall be made in cash. The purpose of the repurchase authorisation is to ensure the company's compliance with its obligations under LTIP 2021.

Transfer of own ordinary shares (item 19(b)(iii))

The board of directors proposes that the Meeting resolves that Class C shares that the company purchases by virtue of the authorisation to repurchase its own Class C shares in accordance with item 19(b)(ii) above, following reclassification into ordinary shares, may be transferred to participants in LTIP 2021 in accordance with the approved terms. The board of directors further proposes that the Meeting resolves that a maximum of 600,000 ordinary shares may be transferred to participants in accordance with the terms of LTIP 2021.

Equity swap agreement with a third party (item 19(c))

Should the majority requirement under item 19(b) above not be met, the board of directors proposes that the Meeting resolves that the expected financial exposure of LTIP 2021 shall be hedged so that Bravida can enter into an equity swap agreement with a third party on terms in accordance with market practice, whereby the third party in its own name shall be entitled to acquire and transfer ordinary shares of Bravida to the participants in LTIP 2021.

Special majority requirements

A resolution in accordance with the board of directors' proposal in items 16, 17 and 18

shall only be valid where supported by not less than two-thirds of both the votes cast and the shares represented at the meeting. A resolution in accordance with the board of directors' proposal in item 19(b)(i) and 19(b)(ii) above shall only be valid where supported by not less than two-thirds of both the votes cast and the shares represented at the meeting. A resolution in accordance with the board of directors' proposal in item 19(b)(iii) shall only be valid where supported by not less than nine-tenths of both the votes cast and the shares represented at the meeting.

Number of shares and votes

There are 203,816,598 shares and 203,059,649.4 votes outstanding in the company, of which 841,054 shares are class C shares entitled to one-tenth vote per share and 202,975,544 shares are ordinary shares entitled to one vote per share. As of the day of this notice, the company holds all 841,054 class C shares as well as 30,336 ordinary shares.

Documentation

The annual report, the board of directors' remuneration report and all other documentation for resolutions are presented by being held available at the company's office at Mikrofonvägen 28, in Stockholm, Sweden, and at www.bravida.se no later than three weeks before the meeting. Moreover, the nomination committee's motivated statement is available at the company's above address, as well as at www.bravida.se, no later than four weeks before the meeting. Copies of the documents will be sent to shareholders who so request and who inform the company of their postal address.

The Annual General Meeting's share register is available at the company's office. Proxy forms for shareholders who would like to vote in advance through proxy are available at the company's website www.bravida.se and will be sent without charge to shareholders who so request.

Processing of personal data

For information on how your personal data is processed, see the integrity policy that is available at Euroclear's webpage <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

This notice is a translation of a Swedish notice and in case of any deviations between the both language versions, the Swedish version shall prevail.

Stockholm, March 2021

Bravida Holding AB (publ)

The board of directors

Bravida is the leading end-to-end servicing and installation provider in the Nordics, with over 11,700 employees. Bravida provides both specialist services and end-to-end

solutions within electrical, heating and plumbing, HVAC, security, cooling, sprinklers, technical service management and power supply. Bravida is present in around 170 locations in Sweden, Norway, Denmark and Finland. www.bravida.se