This is an unofficial translation of the Swedish document. In case of any discrepancies between the Swedish document and this English translation, the Swedish document shall prevail.

The Board of Directors' proposal regarding resolution on the establishment of incentive program 2026/2030 through the issue of warrants to subsidiary and approval of the transfer of warrants to employees

The Board of Directors of Green Landscaping Group AB (publ), reg.no. 556771–3465 (the "**Company**"), proposes that the Extraordinary General Meeting ("**EGM**") resolves on the establishment of incentive program 2026/2030 through a directed issue of warrants and transfer of warrants to certain key employees in the Group on the below terms ("**Incentive Program 2026/2030**").

The issue of the warrants shall, with deviation from the shareholders' preferential rights, be directed to the wholly owned subsidiary, Green Landscaping Incentive AB, reg. no. 559148–3242, (the "**Subsidiary**"). The warrants shall be issued without consideration. The Subsidiary has the right to subscribe for the warrants with the right and obligation for the Subsidiary to offer the Company's CEO and Group management and certain key employees within the Company's Group (the "**Management**") to acquire the warrants for consideration on the terms set out below.

The proposed incentive program forms part of the Company's Green Performance initiative and is intended to support the new Group management team, including country managers. The Board of Directors considers it to be in the interests of the Company and its shareholders to provide Management with strong, long-term incentives to create shareholder value. A personal, long-term ownership commitment will align Management's interests more closely with those of the shareholders and is expected to strengthen their motivation to develop the business and improve the Group's results.

The maximum number of additional shares is estimated to a maximum of 4,000,000 shares, provided full subscription and full exercise of all warrants. This corresponds to approximately 3.41 percent of the total number of shares in the Company, if fully exercised and provided full subscription and allotment of the issue of a maximum of 56,458,975 shares with preferential rights for existing shareholders resolved upon by the Board of Directors on November 19, 2026 (the "**Rights Issue**"), which is proposed to be approved by the EGM of the Company on December 15, 2026.

Statement regarding the Company's other outstanding share-related incentive programs, preparation of the proposal, costs of the program and effects on important key figures are described in Appendix A.

A. Issue of warrants to the Subsidiary

The issue, which consist of a maximum of 4,000,000 warrants of series 2026/2030, shall be made with deviation from the shareholders' preferential rights and on the following terms.

1. Number of warrants issued

The Company shall issue a maximum of 4,000,000 warrants of series 2026/2030. Each warrant confers the holder a right to subscribe for one (1) new share in the Company.

2. Subscription right and allotment

The warrants shall, with deviation from the shareholders' preferential rights, only be able to be subscribed for by the Company's wholly-owned Subsidiary.
Oversubscription is not possible. After subscription, the Subsidiary shall offer the Management to acquire the warrants.

3. Issue price

The warrants shall be issued without consideration.

4. Subscription period

The warrants shall be subscribed for on a separate subscription list no later than January 15, 2027. The Board of Directors is authorised to extend the subscription period.

5. Increase of the share capital

Provided that the warrants are fully exercised, the Company's share capital can increase with a maximum of SEK 284,000.000358 (provided the current quota value and that no re-calculation has been made in accordance with Appendix B).

6. Subscription price

The subscription price for a share when exercising a warrant shall be 200 percent of the volume-weighted average price for the Company's share on Nasdaq Stockholm during the period from December 17, 2026, up to and including December 23, 2026, but not below the share's current quota value. If the subscription price exceeds the previous shares' quota value, the excess amount (premium) shall be recognised under the unrestricted share premium reserve in the Company's balance sheet.

7. Exercising period for warrants

The warrants can be exercised by notification of subscription for new shares during the period from February 1, 2030, up to and including March 31, 2030.

8. Reason for deviation from the shareholders' preferential rights

The reason for deviating from the shareholders' preferential rights is that the Company wishes to promote the Company's long-term interests by providing Management with a well-considered incentive program, which gives them the opportunity to take part in a positive value development in the Company.

9. Dividend

Shares subscribed for by way of exercising warrants entitles to dividend for the first time on the record date for dividend that falls immediately after the subscription has been executed.

10. Articles of Association

The Articles of Association are kept available for the subscribers at the Company's address in Stockholm.

The complete terms and conditions for the warrants are set out in Appendix B – "Terms and conditions for Green Landscaping Group AB (publ) warrants 2026/2030". For instance, it is stated in § 8 in Appendix B that the subscription price, as well as the number of shares each warrant entitles to subscribe for, may be recalculated in the event of a bonus issue, rights issue and in some other cases.

Upon full subscription and full exercise of the warrants, the Company's share capital may increase by a maximum of SEK 284,000.000358 through the issuance of a maximum of 4,000,000 shares, each with a quota value of approximately SEK 0.071, however, subject to the increase that may be caused by recalculation according to the warrant terms and conditions as a result of issues etc. These new shares constitute, if fully exercised and provided full subscription and allotment of the Rights Issue, 3.41 percent of the total number of shares in the Company after the Rights Issue.

B. Approval of transfer of warrants to Management

The Board of Directors proposes that the EGM resolves to approve that the Subsidiary may transfer a maximum of 4,000,000 warrants in the Company of series 2026/2030 to the Management, or otherwise dispose of the warrants to fulfil the commitments in connection with Incentive Program 2026/2030.

The right to acquire warrants within Incentive Program 2026/2030 shall be offered to the following categories:

Category	Maximum number of warrants per person	Maximum number of warrants for the category
The Company's CEO (maximum one person)	1,400,000	1,400,000
The Company's CFO and COO (maximum two people)	550,000	1,100,000
Other key employees within the Company's Group (maximum five people)	375,000	1,500,000

The warrants shall be transferred to the Management at a price corresponding to the estimated market value at the time of the transfer using Black & Scholes or another accepted valuation model.

The warrants shall be transferred to the Management no later than before the 2027 Annual General Meeting, after which non-transferred warrants shall be cancelled.

The reason for deviating from the shareholders' preferential rights is that the Company wishes to promote the Company's long-term interests by providing the Management with a well-considered incentive program, which gives them the opportunity to take part in a positive value development in the Company.

Condition for the validity of the resolution

The General Meeting's resolution on Incentive Program 2026/2030 in accordance with this proposal shall be conditional upon the General Meeting also approving the Rights Issue.

Majority requirement

A valid resolution for this item requires that the proposal is supported by shareholders with at least nine-tenth of both the votes cast and the shares represented at the meeting.

Authorisation

The Board of Directors, or the person appointed by the Board of Directors, shall be authorised to make the minor changes in the decision that may be required for registration with the Swedish Companies Registration Office and Euroclear Nordics AB.

Stockholm, November 2026
The Board of Directors

Other outstanding share-related incentive programs

Incentive program 2024/2027

The Company decided on April 25, 2024 to offer the Company's CEO, group management as well as CEOs and certain other key employees in the Company's subsidiaries to acquire warrants in the Company. A total of 550,000 warrants were issued. Each warrant gives the holder the right to subscribe for 1 new share in the Company during the period from and including May 7, 2027 up to and including May 21, 2027 at a price of SEK 94.70 per new share. The total option premium paid was SEK 5,467,719.

Incentive program 2025/2028

The Company decided on May 9, 2025 to offer the Company's CEO, group management as well as regional managers and certain other key employees in the Company's subsidiaries to acquire warrants in the Company. A total of 550,000 warrants were issued. Each warrant gives the holder the right to subscribe for 1 new share in the Company during the period from and including May 19, 2028 up to and including June 2, 2028 at a price of SEK 76.45 per new share. The total option premium paid was SEK 3,216,930.

Incentive program 2026/2029

The Company decided on May 7, 2026 to offer the Company's CEO as well as group management and certain key employees to acquire warrants in the Company. A total of 500,000 warrants were issued. Each warrant gives the holder the right to subscribe for 1 new share in the Company during the period from and including May 18, 2029 up to and including May 31, 2029 at a price of SEK 38.17 per new share. The total option premium paid was SEK 934,900.

Preparation of the Board of Directors' proposal for a warrant program for employees

The proposed warrant program has been prepared by the Board of Directors after obtaining opinions from shareholders and independent experts.

Valuation etc.

The Management's acquisition shall be made at market value. Valuation of the warrants shall be based on calculation according to Black & Scholes or another accepted valuation model.

Assuming that the value of the Company's share at the time of the valuation of the warrants amounts to SEK 18.82, that the exercise price amounts to SEK 35.10, a

term of 3 years, a risk-free interest rate of 2.81 percent, a volatility of 29 percent and no expected dividend during the term, the value per warrant will be SEK 0.62. The final valuation of the warrants will take place in connection with the participants' acquisition of the warrants and will be based on market conditions prevailing at the time. The preliminary valuation has been carried out by Svalner Skatt & Transaktion.

Costs and impact on key figures

Taking into account that the warrants are to be acquired by the Management at an estimated market price, the warrant program is not deemed to entail any costs beyond certain minor costs for establishment and administration. The dilution effect of the warrants may, however, affect earnings per share in accordance with the accounting standard IAS 33.

In case of full subscription at a price corresponding to the calculated value in the example above under "Valuation etc.", the Company receives total transfer proceeds of SEK 2,480,000. In the event of full exercise of the warrants and at an assumed subscription price of SEK 35.10, the Company will additionally receive issue proceeds of SEK 140,400,000.