

GREEN LANDSCAPING GROUP AB (PUBL)

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# Corporate Governance Report



# Corporate Governance Report

## Corporate governance

Green Landscaping Group AB is a Swedish public limited company that is governed by Swedish legislation, primarily the Swedish Companies Act (2005:551), the Annual Accounts Act (1995:1554), and EU Regulation 596/2014 on Market Abuse (MAR), which has provided the foundation for preparation of this corporate governance report. Because the company's shares are listed on Nasdaq Stockholm, the company also complies with the Nasdaq Stockholm's rules and regulations.

Besides the legislation and Nasdaq Stockholm's rules and regulations, Green Landscaping Group AB is governed by its Articles of Association, which provide the foundation for the company's corporate governance. The Articles of Association stipulate such things as the Board of Directors' registered office, the focus of operations, limitations on share capital, the number of shares and prerequisites for being allowed to participate in the AGM. The full version of the Articles of Association are published on the company's website.

The company also applies internal governance documents adopted by the Board of Directors each year. Examples are the rules of procedure for the Board of Directors, instructions for the Board's committees, instructions for the CEO, instructions for financial reporting and policies.

### Swedish Corporate Governance Code

The Swedish Corporate Governance Code states higher standards for good corporate governance than the minimum requirements in the Companies Act and it must be applied by all companies whose shares are traded on a regulated market in Sweden. The Code thus supplements the Companies Act by, in some areas, stating higher requirements. However, it simultaneously enables the company to deviate from those requirements if, in individual cases, doing so would result in better corporate governance ("comply or explain"). Such a deviation, along with a reason for the deviation and alternative solution, must be reported each year in a Corporate Governance Report.

Green Landscaping Group AB applies the Swedish Corporate Governance Code and there were no deviations from the Code in 2024.

### Sustainability governance at Green Landscaping Group AB

Green Landscaping Group AB's sustainability efforts are characterized by responsibility, openness, ethical behavior and respect

for our stakeholders. The Group achieves sustainable development via our work with continual improvements, long-term customer relationships, skilled employees and planning of our operations.

The Board of Directors and CEO have ultimate responsibility for sustainability efforts within the Group. However, they have delegated some of that responsibility to the various subsidiaries. The Sustainability Report for Green Landscaping Group is presented on page 24-41 of the 2024 Annual Report.

### Share capital and shareholders

Share capital amounts to SEK 4.0 million, allocated to a total of 56,799,575 shares with a quotient value of SEK 0.071. At the end of 2024, Green Landscaping Group had 3,594 known shareholders. At year-end, the 10 largest shareholders controlled 66.8 percent of the share capital. The three largest owners were: Staffan Salén with family via Westindia AB (16.5%), Byggmästare Anders J Ahlström Invest AB (16.1%), and CEO Johan Nordström via Johan Nordström Invest AB (6.3%).

There are no limits on the number of votes that each shareholder may cast at the annual general meeting.

The AGM granted the Board of Directors authority to repurchase own shares and to carry out a new issue of shares.

The stock is listed on Nasdaq Stockholm Mid Cap. For more information on the Green Landscaping stock and shareholders, please see page 42.

### Annual General Meeting

The shareholders exercise their influence in Green Landscaping Group AB at the Annual General Meeting of shareholders, which is the company's highest decision-making body. At the Annual General Meeting (AGM), which, according to the Companies Act, shall be held within six months from the end of each financial year, a decision shall be made on the adoption of the income statement and balance sheet, disposition of the company's profit or loss, discharge from liability towards the company for the board members and the CEO, election of board members and auditors as well as remuneration to the board and auditor. At the Annual General Meeting, the shareholders also make decisions on other key issues in the company, such as changes to the Articles of Association, any new issue of shares and other similar matters. If the Board of Directors sees a need for holding a general meeting of shareholders before the next AGM, or if an auditor of the company or owner of at least 10 percent of all shares in the Company submits a written request

to hold such a meeting, the Board will then summon shareholders to an extraordinary general meeting.

Summons to a general meeting of shareholders must, in accordance with the Articles of Association, be published in the Swedish Gazette and on the company's website. It is also necessary to publish that the summons has been issued in Dagens Industri (newspaper). Notice of the Annual General Meeting must be issued at least six weeks, but no less than four weeks prior to the meeting. Notice of an extraordinary general meeting, where the question of amendment to the Articles of Association will be dealt with shall be issued no earlier than six and no later than four weeks before the meeting, while notice of any other type of extraordinary general meeting shall be issued no earlier than six weeks and no later than three weeks before the meeting.

Shareholders who wish to participate in the negotiations at the Annual General Meeting must be entered in the share register in the manner prescribed in the Swedish Companies Act, and make a notification to the company no later than the day specified in the notice convening the meeting. That final day for making notification may not be a Sunday, other public holiday, Saturday, Midsummer's Eve, Christmas Eve or New Year's Eve. Furthermore, it may not fall earlier than the fifth weekday before the meeting. Shareholders may bring assistants with them to the AGM only if they notify the company of the number of assistants they would like to bring, in accordance with the procedures that apply for shareholder registration to the AGM.

Notices, minutes and press releases from general meetings are available on the Green Landscaping Group AB's website. The 2024 AGM resolved, among other things, on the establishment of an incentive program 2024-2027, authorization for the Board to make private placements up to 10% of the share capital and authorization for the Board to acquire and transfer own shares.

### Nomination Committee

The Nomination Committee submits to the Annual General Meeting, proposals on the person who should serve as the Chairman of the Annual General Meeting, the number of Board members to be elected by the AGM, the person who should be elected Chairman of the Board and others who should be elected as Directors, fees and other remuneration to each of the Board members elected by the AGM and to members of the Board's committees. Board members submit proposals for the election of auditors, fees to auditors, election of members to serve on the Nomination Committee or decisions on principles for appointing the members to the Nomination Committee, as well as remuneration to its members.

According to a resolution at the 2019 Annual General Meeting,

the Nomination Committee shall consist of the Chairman of the Board and three members appointed by the three largest shareholders in the company (in terms of the number of votes that they control). If any of these shareholders chooses to waive their right to appoint a member, the privilege will go to the next largest shareholder (in terms of the number of votes that they control).

The nomination committee consists of:

- Erik Salén  
(appointed by the Salén family via company)
- Tomas Bergström  
(appointed by Byggmästare Anders J Ahlström Holding AB)
- Anders Thomasson  
(appointed by Johan Nordström via company)
- Per Sjöstrand  
(Chairman of the Board)

The Nomination Committee bases its work on the Swedish Corporate Governance Code when preparing proposals to Board members, all of it aimed at setting up the best possible Board of Directors. Selection is based on such factors as expertise, experience, etc.

### Board of Directors

After the AGM, the Board of Directors is Green Landscaping Group AB's highest decision-making body. The Board is also the company's highest decision-making body and the company's representative. The Board is also responsible for the company's organization and administration of its affairs, along with assessing the company's and Group's financial situation on an ongoing basis and ensuring that the company is organized such that there are adequate controls on its bookkeeping, fund management and other financial matters. The Chairman of the Board has a special responsibility to lead the work of the Board and to ensure that the Board complies with its statutory requirements.

The Board's registered office is in Stockholm. According to Green Landscaping Group AB's Articles of Association, the Board of Directors shall consist of at least 3 and at most 10 Board members (without deputies). The Board of Directors currently consists of 6 ordinary members elected for the period until the end of the next AGM.

Of the six Board members elected by the AGM, six of them are independent in relation to the company and its senior executives. Accordingly, there is compliance with the Code in that the majority of the members are independent of the company and its senior executives and at least two of these members are also independent of major shareholders. More information on the members of the Board of Directors is provided on page 50.

The Board's tasks include establishing the company's overall objectives and strategies, monitoring major investments, ensur-



ing that there is a satisfactory control of compliance with laws and other rules that apply to the company's operations as well as compliance with internal guidelines. The tasks of the Board also include ensuring that the company's information disclosure to the market and investors is characterized by openness and that it is correct, relevant and reliable, as well as appointing, evaluating and, if necessary, dismissing the company's CEO. In accordance with the Swedish Companies Act, the Board of Directors has established a written rules of procedure for its work, which is evaluated, updated and re-established annually. The Board meets regularly according to a program established in the Rules of Procedure that contains certain fixed decision items and other matters to be taken up, when necessary.

## Work done by the Board in 2024

- Eight companies were acquired during the year, of which five in Germany, one in Switzerland, one in Norway and one in Finland.
- Adoption of the interim reports and annual report
- Annual strategy day with management.
- Continuously monitored and evaluated the company's internal control environment.

## Remuneration to the Board of Directors

The 2024 AGM resolved that the fees paid to the Board of Directors through the next AGM shall amount to SEK 1,475,000 (unchanged), of which SEK 350,000 (unchanged) to the Chairman of the Board and SEK 225,000 (unchanged) to each of the ordinary Board members. The AGM also resolved that a fee of SEK 75,000 (unchanged) shall be paid to the Chairman of the Audit Committee. Otherwise, no fees are paid to members of the Board's committees.

## Evaluation of the Board

To ensure and develop the quality of the work done by the Board, an evaluation of its efforts as a whole and of its individual members is carried out annually, under the Chairman's leadership. The evaluation for the year was conducted through a questionnaire that each member was asked to complete. The results of the evaluation were issued in writing to the members, who subsequently discussed this as a group at one of the Board meetings.

The Chairman of the Board has also presented the results of the evaluation at a meeting with the Nomination Committee.

## The Board's committees

The Board of Directors may set up committees with the task of preparing matters within a specific area and may also delegate decision-making rights to such a committee. However, the Board may not dismiss itself from responsibility for the decisions

made on the basis thereof.

## Audit Committee

The Board has established an Audit Committee consisting of two members: Åsa Källenius and Per Sjöstrand. The Audit Committee shall, without it impacting the Board's responsibilities and tasks in general, among other things, monitor the company's financial reporting, monitor the effectiveness of the company's internal control, internal audit (if such function is established in the future) and risk management, keep informed about the audit of the annual report and the consolidated financial statements and on the conclusions of the Swedish Inspectorate of Auditors' quality control.

The committee shall also review and monitor the auditor's impartiality and independence and pay special attention to whether the auditor provides the company with services other than auditing. To the extent that the nomination committee is not given this task, the committee shall also assist in the preparation of proposals for the AGM's decision on the election of auditors.

The Audit Committee is headed by Åsa Källenius (committee chairman).

## Remuneration committee

The Board has set up a Remuneration Committee, consisting of the entire Board. The main tasks of the Remuneration Committee are to (i) prepare the Board's decisions on matters concerning remuneration principles, remuneration and other terms of employment for the senior executives, (ii) follow and evaluate ongoing and completed programs for variable remuneration for the senior executives during the year, and (iii) follow and evaluate the application of any guidelines for remuneration to senior executives established by the Annual General Meeting along with applicable remuneration structures and remuneration levels. The Remuneration Committee is headed by Per Sjöstrand (committee chairman).

## CEO and other senior executives

The company's CEO is responsible for, in accordance with the Swedish Companies Act, the day-to-day management of the company in accordance with the Board's guidelines and instructions. The CEO is also responsible for taking the actions necessary to ensure that the company's accounting complies with law and that assets are managed in a satisfactory manner. In relation to the Board of Directors, the CEO has a subordinated position and the Board may also decide itself on matters having to do with day-to-day management of the company. The CEO's work and role, as well as the division of labor between the Board of Directors and the CEO on the one hand, are stated in a written instruction adopted by the Board (the CEO instructions) and the Board of Directors regularly evaluates the work

done by the CEO.

### Guidelines on remuneration to senior executives

Guidelines for remuneration to senior executives were decided at the 2023 AGM. The guidelines are presented in the Directors' Report, on pages 53-61 of the Annual Report. Remuneration to the CEO and executive management team, along with other benefits and employment terms are detailed in Note 6.

The basic principle is that remuneration and other terms of employment for senior executives must be market-based and competitive in order to ensure that the Group can attract and retain competent senior executives at a reasonable expense for the company.

### Incentive programs

The company has three ongoing incentive programs for key people in the Group.

2022/25. With full utilization of the program, a maximum of 500,000 shares will be issued (after the rights issue), which would have a maximum dilutive effect of approximately 0.9 percent. The subscription price for shares that are subscribed to via the warrants is SEK 87.00 per share. The premium per warrant, which has been calculated in accordance with the Black & Scholes model amounted to SEK 6.77. Subscription of shares may occur during the period 28 March 2025 through 30 June 2025. With full utilization of the warrants, the Parent Company's share capital will increase by SEK 35,500.

2023/26. With full utilization of the program, a maximum of 550,000 shares will be issued (after the rights issue), which would have a maximum dilutive effect of approximately 1.0 percent. The subscription price for shares that are subscribed to via the warrants is SEK 96.00 per share. The premium per warrant, which has been calculated in accordance with the Black & Scholes model amounted to SEK 7.49. Subscription of shares

may occur during the period 29 March 2026 through 12 June 2026. With full utilization of the warrants, the Parent Company's share capital will increase by SEK 39,051.

2024/2027. With full utilization of the program, a maximum of 550,000 shares will be issued (after the rights issue), which would have a maximum dilutive effect of approximately 1.0 percent.

The subscription price for shares that are subscribed to via the warrants is SEK 94.70 per share. The premium per warrant, which has been calculated in accordance with the Black & Scholes model, amounted to SEK 9.99. Subscription of shares may occur during the period 7 March 2027 through 21 May 2027. With full utilization of the warrants, the Parent Company's share capital will increase by SEK 39,051.

### Audit

The company is, in its capacity as a public company, required to have at least one authorized public accountant for auditing the company's and the Group's annual report and accounts, as well as the administration of the Board and the CEO. The scope of the audit shall be in accordance with what is customary for generally accepted auditing standards. The company's auditors are, in accordance with the Swedish Companies Act, elected at the AGM. An auditor in a Swedish limited liability company is thus appointed by, and reports to, the Annual General Meeting. The auditor may thus not allow his or her work to be governed by the Board or any of the senior executives. The auditor's reporting to the Annual General Meeting takes place at the Annual General Meeting via presentation of the audit report.

According to Green Landscaping Group AB's Articles of Association, the company must have at least one (1) and no more than two (2) auditors with a maximum of two (2) deputy auditors. The auditor and any deputy auditor must be an authorized public accountant or a registered accounting firm. The current auditor for the Company is Grant Thornton Sweden AB. The audi-

## Composition of the Board of Directors in 2024 and attendance at Board and committee meetings

Board members	Board meetings	Audit meetings	Remuneration meetings	Independent to the company and management team	Independent of the major shareholders
Per Sjöstrand, Chairman	8/8	3/4	1/1	Yes	Yes
Tomas Bergström	8/8	-	1/1	Yes	No
Björn Jansson*	5/8	-	1/1	Yes	Yes
Åsa Källenius	8/8	4/4	1/1	Yes	Yes
Staffan Salén	8/8	-	1/1	Yes	No
Monica Trolle	8/8	-	1/1	Yes	Yes

\* elected to the Board of Directors at the AGM on 25 April 2024

tor-in-charge is Camilla Nilsson, authorized public accountant and member of FAR (the institute for the accountancy profession in Sweden).

Both the Board and management team had various meetings with the auditor-in-charge during the year.

### **The Board's report on internal control over financial reporting**

The Board's responsibility for internal control is regulated in the Swedish Companies Act, the Annual Accounts Act and the Swedish Corporate Governance Code. Among other things, the Board shall ensure that the company has good internal control and formalized procedures to ensure that established principles for financial reporting and internal control are complied with, and that there are appropriate systems for monitoring and controlling the company's operations along with the risks associated with the company and its operations.

The company has not established any special function for internal control. Instead, the Board of Directors as a whole performs that task. Internal control includes control of the company's organization, procedures and measures. The purpose is to ensure that reliable and accurate financial reporting takes place, that the company's and the Group's financial reporting is prepared in accordance with law and applicable accounting standards and that other requirements are complied with. The internal control system also aims to monitor compliance with the company's policies, guidelines and principles.

In addition, the company's assets are monitored and the company's resources are used in a cost-effective and appropriate manner. Furthermore, internal control takes place through follow-up in IT and ERP systems and through continuous analysis of risks.

The control environment provides the basis for the internal control, which also includes risk assessment, control activities, information & communication and follow-up.

### **Control environment**

The Board of Directors has overall responsibility for internal control over the financial reporting. In order to create and maintain a functioning control environment, the Board has adopted a number of policies and governance documents that regulate the financial reporting. These mainly consist of the Board's rules of procedure, instructions for the CEO, instructions for committees established by the Board and instructions for financial reporting. The Board has also adopted a special authorization/approval hierarchy and a finance policy. The company has an HR policy that also covers diversity. Furthermore, the company has an accounting & finance handbook containing principles, guidelines and descriptions of the processes for accounting and financial reporting. The Board has also set up an Audit Committee

which has the main task of monitoring the company's financial reporting and effectiveness of its internal control and risk management, as well as reviewing and monitoring the auditor's impartiality and independence.

The CEO is responsible for the day-to-day work of maintaining the control environment, and reports on an ongoing basis to the Board in accordance with established instructions.

Each local unit is organized as a subsidiary with its own board and CEO that has responsibility for managing the local operations according to guidelines and instructions from the Group level. In addition to the internal follow-up and reporting, the company's external auditors report to the CEO and Board of Directors during the financial year.

The auditors' reporting provides the Board with a good understanding and a reliable basis for the financial reporting in the annual report.

The Board of Directors has considered setting up a special committee for internal audit, but has concluded that doing so is not necessary. The entire Board of Directors serves as the control body for the company.

### **Risk assessment and control activities**

Risk assessment involves identifying and evaluating the risk of a material misstatement in the financial statements and reporting at the Group and subsidiary levels. Risk assessment is carried out on an ongoing basis and according to established guidelines with focus on individual projects. Within the Board, the Audit Committee is primarily responsible for continuously evaluating the company's risk situation, after which the Board carries out its own annual review of the same.

Control activities are aimed at identifying and limiting risks. The Board is responsible for internal control and follow-up of the company management. This is done through both internal and external control activities, as well as through review and follow-up of the company's policies and governance documents. The Group-wide guidelines for internal control are followed up during the year by all operating companies.

Uniform accounting and reporting instructions are applied by all units within the Group. The financial performance of the local units is continuously monitored through monthly reporting, which primarily focuses on sales, earnings trends and order backlog, but also includes legal and operational follow-up with a focus on the status of major individual projects. All units prepare an internal control report on a quarterly basis. Other important components of the internal control are the annual business planning process and forecasting processes. Forecasts are followed up in the Group's monthly reporting.

## Information and communication

The company has information and communication paths aimed at promoting correct financial reporting and enabling reporting and feedback from operations to the Board and management, for example by issuing governing documents in the form of internal policies, guidelines and instructions on financial reporting and which have been made available and understood by the employees concerned. Financial reporting takes place in a Group-wide system with predefined report templates.

As a listed company, Green Landscaping Group AB must comply with EU Regulation 596/2014 on Market Abuse (MAR). MAR dictates, for example, how inside information may be published, under which conditions the publication may be postponed, and how the company shall keep a register of persons who have access to inside information about the company. The company uses a digital tool for ensuring that its management of inside information meets the requirements stated in both MAR and its own policy on inside information. Only authorized individuals in the company have access to the tool.

The company's financial reporting complies with the laws and regulations that apply in Sweden. The company's information to the shareholders and other stakeholders is made available through the annual report and via interim reports, press releases and ongoing contacts.

## Follow-up

Compliance with, and effectiveness of, internal controls are monitored on an ongoing basis. The CEO ensures that the Board regularly receives reports on the company's performance, which includes its earnings and position, along with information on important events. The CEO also reports on these matters at each board meeting. The Board of Directors and Audit Committee review the annual report and interim reports. They also carry out financial evaluations in accordance with an established plan. The Audit Committee monitors the financial reporting and other related issues and regularly discusses these issues with the external auditors.

# Board of Directors



**PER SJÖSTRAND**  
Chairman of the Board

When elected: 2015  
Born: 1958

Holdings: 200,576 shares (via company).

Other ongoing assignments:  
Chairman of the Board for Instalco AB (publ.), Uniwater AB and Håndverksgruppen AS. Board member of ByggPartner Gruppen AB and Nordic Climate Group.

Experience:  
Many years of experience as the CEO of Instalco AB, PEAB Nord AB, Midroc Electro AB and NEA Group. Has also headed major projects run by the Swedish Transport Administration. M.Sc. in Engineering from Chalmers University of Technology, Gothenburg.



**TOMAS BERGSTRÖM**  
Director

When elected: 2020  
Born: 1971

Holdings: Represents 9,160,12 shares owned by Byggmästare Anders J Ahlström Invest AB.

Other ongoing assignments:  
CEO of the investment company, Byggmästare A J Ahlström Holding AB (publ), Chairman of the Board for Infrea AB, Fasticon, AB, Safe Life and the economic association, TalangAkademin. He is also a member of the Board of Directors at Team Olivia AB, Ge-Te Media AB and Byggmästare A J Ahlström Holding AB.

Experience:  
More than 25 years of experience in transactions, investments, strategic business development and other leading positions, such as Senior Vice President at OptiGroup and CEO at Textilia, partner at Erneholm Haskel and Associate at Enskilda Securities. M.Sc. in Business and Economics from the Stockholm School of Economics.



**BJÖRN JANSSON**  
Director

When elected: 2024  
Born: 1963

Holdings: 5,000 shares

Other ongoing assignments:  
Senior Partner at Carnegie Investment Bank AB. Chairman of Carnegie Inc and Carnegie AB, Stiftelsen D.Carnegie & Co and in the non-profit association Carnegie Social Initiative. Board member of Optise AB.

Experience:  
Many years of experience from Nordic investment banking, with positions including CEO at Carnegie and Chief Analyst at both Alfred Berg and Enskilda Securities. M.Sc. in Business and Economics from the Stockholm School of Economics.



**ÅSA KÄLLENIOUS**  
Director

When elected: 2018  
Born: 1967

Holdings: 60,000 shares

Other ongoing assignments:  
CFO for Polygon Group. Chairman of the Board for Do My Pizza Sweden AB and Board member at Cinis Fertilizer AB. Deputy Board member at Källenius Invest AB, KAAAX Investment AB with subsidiaries, Scylla, Charybdis AB, and ANNMAKA AB. Member of the Board of Directors at subsidiaries of Polygon Group.

Experience:  
Extensive experience in the position of CFO at several companies and in several industries and owner constellations. M.Sc. in Business and Economics from Stockholm University. She has also completed the Executive Management Program at the Stockholm School of Economics, Novare Management Program and Michael Berglund Board Value.



**STAFFAN SALÉN**  
Director

When elected: 2018  
Born: 1967

Holdings: 9,132,298 shares (via company).

Other ongoing assignments:  
CEO at Salénia AB. Chairman of the Board at AB Sagax, eWork AB, Westindia AB (and assignments at subsidiaries) and Investment AB Jamaica along with CEO and Deputy Board Member of Sven Salén Aktiebolag (including subsidiaries). Member of the Board of Directors at Strand Kapitalförvaltning AB, Investment AB Antigua, Investment AB Pilhamn, Landauer Ltd and Merim AB

also Deputy Board Member at Aktiebolaget Godolphin.

Experience:  
Previously Deputy CEO and CIO at FöreningsSparbanken AB, Editorial Manager for Finansstidningen (newspaper) and financial analyst at Procter & Gamble. M.Sc. in Business and Economics from the Stockholm University.



**MONICA TROLLE**  
Director

When elected: 2018  
Born: 1965

Holdings: 35,590 shares

Other ongoing assignments:  
Strategic Advisor for FM & Workplace Strategy at Tenant & Partner.

Experience:  
Many years of experience in Facility Management in a managerial position at companies such as Tetra Pak North Europe, WM-data Utilities AB/ CGI Sverige AB and Aktiebolaget Tetra Pak, as a consultant at

Resources Global Professionals AB and Board assignments for IFMA Sverige. Has also served as CFO and Head of Administration at EF Educational Tours, Sydkraft AB and WM-data Utilities AB and as Regional Manager for Resources Global Professionals AB. Has completed the Executive Leadership Program at Stockholm School of Economics and has studied financial accounting at Lund University.



# Executive management team



## JOHAN NORDSTRÖM

CEO since 2015

Born: 1965

Holdings: 3,551,536 shares (via company).  
31,530 warrants 22/25  
45,000 warrants 23/26  
75,000 warrants 24/27

Other ongoing assignments:  
Board member at Green Landscaping Group subsidiaries. Board member at Eitel Networks.

Experience:  
More than 25 years of experience from leading positions at several companies with international operations including CEO and Chairman of the Board at Car-O-Liner Group AB.  
MBA from Copenhagen Business School.



## MARCUS HOLMSTRÖM

CFO since 2024.

Born: 1988

Holdings: 500 shares  
18,500 warrants 23/26  
30,000 warrants 24/27

Other ongoing assignments:  
Board member at Green Landscaping Group subsidiaries.

Experience:  
Several leading positions in finance roles at AFRY, most recently as Head of Corporate Control and Investor Relations. Previously Senior Auditor at Ernst & Young. B.Sc. from Uppsala University.



## JAKOB KÖRNER

COO since 2024.

Born: 1976

Holdings: 223,001 shares  
30,000 warrants 22/25  
22,000 warrants 23/26  
42,000 warrants 24/27

Other ongoing assignments:  
Board member at Green Landscaping Group subsidiaries.

Experience:  
Has worked at Green Landscaping Group since 2012 in a number of leading positions. Most recently as Head of M&A. Previously worked at Svevia as Manager and Business Controller. M.Sc. in Engineering and M.Sc. in Business and Economics from Lund University.



## DANIEL LINDERSTÅHL

Head of Lean since 2024

Born: 1976

Holdings: 45,191 shares  
4,000 warrants 22/25  
6,000 warrants 23/26  
13,041 warrants 24/27

Other ongoing assignments:  
Board member at Green Landscaping Group subsidiaries.

Experience:  
Has worked as Head of Region Sweden at Green Landscaping since 2023. Started working at Green Landscaping in 2019 with the acquisition of Svensk Markservice, where he had held several positions since 2012. Attended the Swedish Armed Forces Staff College (trained officer and captain).



## SAM MONSÉN

Head of M&A since 2024

Born: 1992

Holdings: 6,895 shares  
10,000 warrants 22/25  
6,000 warrants 23/26  
2,000 warrants 24/27

Other ongoing assignments:  
-

Experience:  
Has worked at Green Landscaping Group with M&A since 2022. Has previously worked with M&A at Ericsson and PwC. M.Sc. in Corporate Financial Management from Lund University. B.Sc. in Business Finance from Montana State University with a minor in economics.



# Auditor's report on the corporate governance statement

*N.B. The English text is a translation of the official version in Swedish. In the event of any conflict between the Swedish and English version, the Swedish shall prevail.*

To the general meeting of the shareholders in Green Landscaping Group AB (publ), corporate identity number 556771-3465

## Engagement and responsibility

It is the board of directors who is responsible for the corporate governance statement for the year 2024 on pages 44–52 and that it has been prepared in accordance with the Annual Accounts Act.

## The scope of the audit

Our examination has been conducted in accordance with FAR's standard Rev 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

## Opinions

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Stockholm on the day stated in our electronic signature

Grant Thornton Sweden AB

Camilla Nilsson

Authorized Public Accountant