

12 October 2026

The nomination committees of Rejlers and Multiconsult present a proposal for the board of directors of the combined company

The nomination committees of Rejlers AB (publ) ("**Rejlers**") and Multiconsult ASA ("**Multiconsult**") present a proposal for the board composition of the combined company ("the **Combined Company**" or "**Multiconsult Rejlers**") in connection with the proposed cross-border merger between Multiconsult and Rejlers (the "**Merger**"), announced 7 September 2026.

The Merger is carried out with Rejlers as the acquiring company and Multiconsult as the transferring company. The proposal for the board of directors refers to the new board that will take office upon the Swedish Companies Registration Office's (Bolagsverket) registration of the Merger.

The nomination committees' proposal

Below is a proposal from the nomination committees of Multiconsult and Rejlers regarding board composition, remuneration and number of members of the board of directors of the Combined Company.

Number of members of the board of directors

The nomination committees propose, in accordance with the merger plan, that the board of directors of the Combined Company, for the period until the end of the next annual general meeting, shall consist of six (6) shareholder-elected members without deputy members.

Proposed composition of the board of directors

The nomination committee of Rejlers proposes the following shareholder-elected members of the board of directors of the Combined Company:

- Peter Rejler (chairman)
- Johan Lannebo
- Martina Rejler

The nomination committee of Multiconsult proposes the following shareholder-elected members of the board of directors of the Combined Company:

- Jone Torstensen
- Eva Kristensen
- Tove Raanes

Remuneration

At Rejlers' annual general meeting on 29 April 2026, it was resolved that board remuneration shall amount to SEK 966,000 for the chairman of the board and SEK 347,000 for each of the other board members. It is proposed that the remuneration resolved upon by Rejlers' annual general meeting shall continue to apply to the existing board members of Rejlers, Peter Rejler (chairman), Johan Lannebo and Martina Rejler. The existing board members of Multiconsult, Jone Torstensen, Eva Kristensen and Tove Raanes, are proposed to receive remuneration corresponding to the remuneration resolved for them at the annual general meeting of Multiconsult on 16 April 2026, in the amount of NOK 360,000 to each of them.

The remuneration is payable on an annual basis and shall be reduced proportionally considering that the new members will not serve for the entire term of office.

Remuneration for committee work is proposed to remain unchanged and shall be payable in accordance with the resolution of Rejlers' annual general meeting, with SEK 116,000 to the chairman of the Audit Committee and SEK 69,000 to each of the other members of the Audit Committee, and SEK 58,000 to the chairman of the Remuneration Committee and SEK 35,000 to each of the other members of the Remuneration Committee.

Employee representatives

The employee representatives on the board of directors of the Combined Company will be appointed in accordance with the procedure established by the Swedish Act (2008:9) on Employee Participation in Cross-Border Mergers, Divisions and Conversions. The procedure has been initiated and the employee representatives are expected to be appointed in connection with the completion of the Merger.

Presentation of proposed board members

Peter Rejler, born 1966, Chairman of the Board

Peter Rejler has been a board member of Rejlers since 2010 and Chairman since 2018 and was previously President and CEO of Rejlers. Peter holds a Master of Science in Engineering. Peter Rejler holds 1,159,750 Class A shares in Rejlers privately as well as 485,250 Class A shares and 180,340 Class B shares through the company Jangunnar AB. Peter Rejler holds no shares in Multiconsult.

Peter Rejler is considered independent in relation to the Combined Company and its management, but not in relation to major shareholders.

Johan Lannebo, born 1964, Board member

Johan Lannebo has been a board member of Rejlers since 2026. Johan holds a Master of Science in Economics. Co-founder of Lannebo Fonder and has worked as a fund manager and board member since its inception in 2000. Prior to that, Johan worked as an equity analyst, broker, and equity fund manager since 1989. Other assignments: Board member of E. Öhman J:or Asset Management AB, Lannebo Kapitalförvaltning AB, Pacy AB, Linc AB and Berner Industrier AB, as well as Chairman of the Board of Zubizuri AB. Johan Lannebo holds 365,000 Class B shares in Rejlers held privately and through companies. Johan Lannebo holds no shares in Multiconsult.

Johan Lannebo is considered independent in relation to the Combined Company, its management and major shareholders.

Martina Rejler, born 1971, Board member

Martina Rejler has been a board member of Rejlers since 2025. Martina was also a board member of Rejlers between 2021 and 2023 and Chair of the Nomination Committee between 2023 and 2025. Martina holds a Bachelor's degree in Political Science and International Relations from Richmond University, London, as well as Psychotherapy training (GPU) in CBT/ACT from Huma Nova. Extensive experience from SEB with a focus on leadership and HR. Other assignments: Board member of Save a Coordinate (SAC) and Senior Advisor in People and Culture through her own company, Mood Society AB. Martina Rejler holds 13,125 Class A shares and 801,139 Class B shares held privately, as well as 485,250 Class A shares and 180,340 Class B shares held indirectly through the company Jangunnar AB. Martina Rejler holds no shares in Multiconsult.

Martina Rejler is not considered independent in relation to major shareholders, but is considered independent in relation to the Combined Company and its management.

Jone Torstensen, born 1961, Board member

Jone Torstensen holds a Master of Science (MSc) from the University of Bergen and the University of Stavanger, specializing in petroleum finance, as well as a background in executive roles in technology and project-driven companies, including Aker Solutions, Odfjell Drilling, and most recently as CFO of Odfjell Technology. Jone also brings experience in financial strategies, including capital allocation, governance and risk management in complex organisations. Jone has a proven track record in business development and improvement from both Aker and Odfjell. Member of the board of directors of Stiftelsen Multiconsult. Jone Torstensen holds no shares or options in Multiconsult or Rejlers.

Jone Torstensen is not considered independent in relation to major shareholders (member of the board of Stiftelsen Multiconsult) but is considered independent in relation to the Combined Company and its management.

Eva Kristensen, born 1969, Board member

Eva Kristensen holds a Master of Science (MSc) from the Norwegian University of Science and Technology (NTNU), specializing in naval architecture and marine technology, as well as a background in executive roles in technology and project-driven companies, including Altera Infrastructure Production, Ulstein Design and Solutions, and GE Oil & Gas. Eva also brings experience in strategic planning and leadership, stakeholder engagement, business transformation and growth. Eva has strategic vision, project management expertise, and a proven track record in driving business growth and digital transformation. Eva Kristensen holds no shares or options in Multiconsult or Rejlers.

Eva Kristensen is considered independent in relation to the Combined Company, its management and major shareholders.

Tove Raanes, born 1977, Board member

Tove Raanes holds a Master's degree in finance with a background in consulting and investment activities. Tove also brings extensive experience from boards and board committees and for the past five to six years has served on the boards of two medium-sized knowledge-based companies that have shown good development. Expertise in finance and analysis, with a focus on capital allocation and transactions. During the most recent term, Tove was chair of the audit committee of Multiconsult. Tove Raanes holds 413 shares in Multiconsult held privately, as well as 4,900 shares held indirectly through the company Trane AS, and no options. Tove Raanes holds no shares in Rejlers.

Tove Raanes is considered independent in relation to the Combined Company, its management and major shareholders.

The nomination committees' reasoned statement

The nomination committees of Rejlers and Multiconsult have, in accordance with the merger plan, prepared a proposal for the board composition of the Combined Company. In preparing the proposal, the nomination committees have considered the requirements for board composition under the Swedish Companies Act and the Swedish Corporate Governance Code.

The proposed board composition reflects the cross-border merger and includes members from both the Rejlers and Multiconsult existing boards. The proposed composition combines

continuity with broad expertise, providing the Combined Company with a strong foundation for future growth and value creation.

The proposed board covers expertise in engineering, finance, investments, HR and people management, technology and project management. All proposed board members are considered independent in relation to the Combined Company and its management. Three of the six proposed board members are considered independent in relation to the major shareholders of the Combined Company.

The Swedish Corporate Governance Code further stipulates that an equal gender distribution is to be strived for. The nomination committees note that the proposed board composition achieves an equal gender distribution with three men and three women among the shareholder-elected members.

Overall, the nomination committees consider the proposed board to be well suited to lead the Combined Company through the integration phase and into the next growth phase.

For further information, please contact

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About Multiconsult

Multiconsult is a multidisciplinary engineering and consulting company operating in four business areas: Buildings & Properties, Mobility & Transport, Energy & Industry, and Water & Environment. Multiconsult has operations in Norway, Sweden, Denmark, Poland, the United Kingdom and East Africa with more than 4,200 employees. In 2025, Multiconsult reported net operating revenues of approximately NOK 5.7 billion and EBITA of approximately NOK 395 million. Multiconsult is listed on Euronext Oslo Børs and has its registered office in Oslo, Norway. Read more about Multiconsult at www.multiconsultgroup.com.

About Rejlers

Rejlers is a leading engineering consultancy with operations in Sweden, Finland, Norway and the United Arab Emirates. We are 3,600 experts with specialist expertise in energy, industry, buildings, infrastructure and defence. Rejlers acts as a catalyst for sustainable transformation and we help our customers meet the challenges of the future. The vision “Home of the Learning Minds” guides the entire group. In 2025, Rejlers had revenue of SEK 4.7 billion. The company’s Class B share is listed on Mid Cap, Nasdaq Stockholm. For more information, visit www.rejlers.com.