

## The Nomination Committee's statement to the AGM 2025

The Nomination Committee has had three meetings and has made one decision per capsulam ahead of this year's AGM. In line with previous years' work the Nomination Committee has actively evaluated the Board of Atlas Copco AB (the "**Board**"). The evaluation process includes taking part of the Board's internal assessment of its work as well as the Chairman's view on the Company's strategy and challenges in a medium-term perspective. In addition, the Nomination Committee has interviewed three board members. The Nomination Committee concludes that the Board continues to function well.

For several years the Nomination Committee has worked for a successive renewal, rejuvenation and increased internationalization of the Board. With the current composition of the Board, the Nomination Committee has found no need to change or expand before the 2025 AGM. The Nomination Committee therefore proposes the re-election of all members of the Board.

More detailed presentations of the proposed board members can be found in the proposal for the election of board members and at [www.atlascopcogroup.com/agm](http://www.atlascopcogroup.com/agm).

In accordance with the requirements of the Swedish corporate governance code, the Nomination Committee has paid particular attention to issues of diversity, independence and equal gender distribution. In this regard, the Nomination Committee has chosen, as before, to apply section 4.1 of the code as its diversity policy, which states that the composition of the Board should be characterized by diversity and breadth in terms of competence, experience and background. In addition, gender balance should be strived for.

The Nomination Committee believes that the proposed Board reflects a broad and complementary experience from a number of important business sectors and global markets as well as a composition characterized by diversity and breadth. Several Board members have extensive experience from mechanical engineering business with a global reach, which is the main orientation of the Atlas Copco Group.

Among the proposed Board members, who are not employees of Atlas Copco AB, four are women and four are men, which means an even gender distribution. The Nomination Committee therefore considers the goal of an even gender distribution to be met. The Nomination Committee has also assessed the Board's independence in respect to both Group Management and to major owners and hereby concluded that the proposed Board fulfils all external requirements regarding independence.

The Nomination Committee has previously noted that the Atlas Copco Board fees are low compared to other listed Swedish and European companies of similar size and complexity. It is the opinion of the Nomination Committee that the work on the Company's Board entails an attractive assignment, but that the level of remuneration does not correspond to market compensation, which in the long run may lead to a difficulty in recruiting the right skills. In order to ensure continued attractiveness, and the possibility of recruiting future Board Members, who meet the high expectations set out above, the Nomination Committee proposes a larger fee increase. The Nomination Committee also proposes a meeting fee, for Board Members who travel, to compensate for extra time spent by these Board Members to participate in physical meetings in Sweden.

Regarding the Nomination Committee's proposal to increase the Board remuneration, the Nomination Committee recommends that the Board updates the requirement for a Board member's expected holding of Atlas Copco shares. The Nomination Committee recommends that the Board adopts a guideline according to which a Board member is expected to hold, or build up over a five-year period, an aggregate exposure (in the form of e.g. shares or synthetic shares) to Atlas Copco equivalent to at least one and a half years' remuneration before tax, excluding committee fees.

The Nomination Committee's proposal to re-elect E&Y as Auditing Company follows the recommendation from the Audit Committee.