

## NOTICE OF AGM IN THULE GROUP AB

The shareholders of Thule Group AB (publ), reg. no 556770-6311, are hereby given notice of the Annual General Meeting ("AGM") to be held on Thursday 27 April 2023, at 11.00 am. CET at Quality Hotel View, Hyllie Stationstorg 29, Malmö. Registration for the AGM will begin at 10.00 am. CET.

The Board of Directors has resolved, in accordance with the provisions of the company's articles of association, that shareholders, may exercise voting rights in advance by so-called postal voting.

### A. RIGHT TO PARTICIPATE, NOTIFICATION OF ATTENDANCE AND POSTAL VOTING

Shareholders who wish to attend the AGM venue or who wishes to exercise its voting rights by postal voting, must be recorded in the share register maintained by Euroclear Sweden AB ("Euroclear") as per Wednesday 19 April 2023; and must

- (i) in the event of participation at the AGM venue: give notice of attendance to the company no later than by Friday 21 April 2023, kindly before 4.00 pm. CET.

Notice of attendance is submitted by mail to Thule Group AB (publ), "AGM", c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm, by email to [generalmeetingservice@euroclear.com](mailto:generalmeetingservice@euroclear.com), by telephone +46 8-402 92 95, or through Euroclear's website, <https://anmalan.vpc.se/EuroclearProxy/>. The notice of attendance shall include name of shareholder, personal or corporate identity number, address, telephone number, and if relevant, name of proxy holder and number of any assistants (not more than two); *and/or*

- (ii) in the event of exercising voting rights by postal voting: give notice by casting its postal vote to the company no later than by Friday 21 April 2023, kindly before 4.00 pm. CET.

A special form must be used for the postal vote. The form for postal voting is available on the company's website [www.thulegroup.com](http://www.thulegroup.com). Completed and signed form for postal voting can be sent by mail to Thule Group AB (publ), "AGM", c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm or by email to [generalmeetingservice@euroclear.com](mailto:generalmeetingservice@euroclear.com). Shareholders may also cast their votes electronically through verification with BankID via Euroclear Sweden AB's website <https://anmalan.vpc.se/euroclearproxy?sprak=1>.

A shareholder who wishes to attend the AGM venue in person or by proxy must give notice of this in accordance with the instructions in (i) above. Hence, a notice of participation only through postal voting is not sufficient for a person who wishes to attend the AGM venue.

If a shareholder is represented by proxy, a written and dated Power of Attorney signed by the shareholder must be issued to the proxy and submitted to the company. Proxy forms are available on the company's website [www.thulegroup.com](http://www.thulegroup.com). If the shareholder is a legal entity, a registration certificate or other authorization document must be attached to the form. In order to facilitate the registration at the AGM, proxies and registration certificates and any other authorization documents is requested to be received by the company at the above address in connection with submitting the notice of attendance or postal vote, as the case may be.

Shareholders may not provide special instructions or conditions to the postal vote. If so, the postal vote in its entirety is invalid. Further instructions and conditions can be found in the postal voting form.

In order to be entitled to participate in the meeting, a shareholder whose shares are nominee-registered must, in addition to giving notice of participation, temporarily re-register their shares in their own name in the shareholders' register maintained by Euroclear (so-called voting rights registration).

The shareholders' registers as of the record date 19 April 2023 will include voting rights registrations made not later than 21 April 2023. Therefore, shareholders must, in accordance with the respective nominee's routines, in due time before said date request their nominee to carry out such voting rights registration.

## **B. AGENDA FOR THE MEETING**

### PROPOSAL FOR AGENDA

1. Opening of the Meeting
2. Election of Chairman of the Meeting
3. Preparation and approval of the voting list
4. Approval of the agenda
5. Election of person(s) to check the minutes
6. Determination of compliance with the rules of convocation
7. The CEO's report
8. Report on the work of the Board of Directors, including the work and functions of the Remuneration Committee and the Audit Committee appointed by the Board
9. Presentation of
  - a. the Annual Report and the Auditor's Report
  - b. the Consolidated Accounts and the Group Auditor's Report
  - c. the statement by the auditor on the compliance of the Guidelines for Remuneration to Senior Executives
  - d. the Board of Directors' proposal for distribution of the company's profit and the Board of Directors' reasoned statement thereon
10. Resolution regarding
  - a. adoption of the Income Statement and the Balance Sheet as well as the Consolidated Income Statement and the Consolidated Balance Sheet
  - b. dispositions in respect of the company's profit according to the adopted Balance Sheet and determination of the record date
  - c. discharge from liability of the Board of Directors and CEO
  - d. approval of remuneration report
11. Establishment of the number of Board members
12. Establishment of fees to the Board members
13. Election of the Board of Directors and the Chairman of the Board  
The Nomination Committees' proposals:
  - a. Hans Eckerström (re-election)
  - b. Mattias Ankarberg (re-election)
  - c. Sarah McPhee (re-election)
  - d. Heléne Mellquist (re-election)
  - e. Johan Westman (re-election)
  - f. Helene Willberg (re-election)
  - g. Anders Jensen (new election)
  - h. Hans Eckerström as Chairman of the Board (re-election)
14. Establishment of the auditor's fee
15. Election of auditor
16. Resolution regarding Guidelines for Remuneration to Senior Executives
17. Resolution regarding an incentive program for executive management and key employees by way of (A) directed issue of subscription warrants, (B) approval of transfer of subscription warrants and (C) payment of retention bonus
18. Closing of the Meeting

## NOMINATION COMMITTEE'S PROPOSALS (items 2 and 11-15)

According to the resolution of the general meeting, the Nomination Committee in respect of the AGM shall consist of representatives of the four largest shareholders registered in the share register kept by Euroclear Sweden AB as at 31 August every year and the Chairman of the Board. Accordingly, the Nomination Committee has consisted of Anders Oscarsson (appointed by AMF Försäkring och Fonder), Bo Lundgren (appointed by Swedbank Robur Fonder), Andreas Wollheim (appointed by SEB Fonder), Henrik Didner (appointed by Didner & Gerge Fonder) and Hans Eckerström, in his capacity as Chairman of the Board of Thule Group. The Nomination Committee has proposed as follows:

**Chairman of the AGM:** The Nomination Committee proposes that Hans Eckerström, Chairman of the Board of Directors, is elected Chairman of the AGM.

**Board of Directors:** The number of Board members shall be seven, without any deputies. Re-election of the Board members Hans Eckerström, Mattias Ankarberg, Sarah McPhee, Heléne Mellquist, Johan Westman and Helene Willberg and new election of Anders Jensen. The Nomination Committee has proposed re-election of Hans Eckerström as Chairman of the Board. Therese Reuterswärd has declined re-election.

Information on all Board members proposed for re-election as well as proposal for new election is available on the company's website, [www.thulegroup.com](http://www.thulegroup.com).

### **Board member proposed for new election:**

**Anders Jensen**, born 1977, holds a Bachelor in Marketing from IHM Business School. Anders is currently CEO and President of Cary Group Holding AB. Anders previously founded the company Samglas AB, where he also was CEO and board member. He was appointed CEO of the company when Samglas was later acquired by Ryds Bilglas. During his time as CEO of the various companies, Anders has led the companies through three sales, numerous acquisitions and an IPO. He is to be regarded as independent in relation to major shareholders, the company and company management. Anders owns 2,222 shares in Thule Group.

**Board and Committee fees:** Board fees, excluding remuneration for Committee work, shall be paid by SEK 1,390,000 (1,345,000) to the Chairman of the Board and SEK 430,000 (415,000) to each of the Board members elected by the AGM. Work in the Audit Committee shall be remunerated by SEK 240,000 (220,000) to the Chairman and SEK 100,000 (80,000) to each of the other members. Work in the Remuneration Committee shall continue to be remunerated by SEK 90,000 to the Chairman and SEK 45,000 to each of the other members.

**Auditor and Auditor's fee:** PricewaterhouseCoopers AB shall be re-elected auditor for the period until the end of the 2024 AGM, in accordance with the recommendation of the Audit Committee. If elected, PricewaterhouseCoopers AB has informed that Eric Salander will be auditor-in-charge. The auditor's fee shall be paid according to approved invoice.

## PREPARATION AND APPROVAL OF VOTING LIST (item 3)

The voting list proposed to be approved is the voting list prepared by Euroclear Sweden AB on behalf of the company, based on the general meeting share register, shareholders having given notice of participation and being present at the meeting venue, and postal votes received.

## DIVIDEND (item 10 (b))

The Board of Directors has proposed that a dividend of SEK 9.20 per share for 2022 shall be declared. It is proposed that the dividend shall be paid in two partial payments for a more favourable adaptation to the group's cash flow profile. The Board of Directors has proposed 2 May 2023 as

record date for the first payment of SEK 4.60 per share and 5 October 2023 as record date for the second payment of SEK 4.60 per share. If the AGM resolves in accordance with the proposal, the first payment by Euroclear is expected to start on 5 May 2023 and the second payment on 10 October 2023.

## GUIDELINES FOR REMUNERATION TO SENIOR EXECUTIVES (item 16)

The Board of Directors of Thule Group AB (publ) proposes that the Annual General Meeting ("AGM") 2023 resolves to adopt the following guidelines for executive remuneration.

The executives covered by the guidelines are the CEO and the other members of the Group Management. The basis for the remuneration to members of the Group Management shall be the sustainability of the company within a commercial financial development, organizational structure to provide for a professionalism that is adapted to the company's strategic objectives and also to provide the company with the adequate competence and resources at any given time. The remuneration to the Group Management shall comprise of fixed salary on market terms and variable remuneration, intended to stimulate the fulfilment of objectives of the company's commercial and sustainable development, pension benefits and competitive other benefits. The total remuneration shall be on market terms, be competitive and reflect the individual's performance and responsibilities.

For employments governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory such rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

In accordance with separate resolutions by the general meeting, long-term share-based incentive schemes are established in the company. These schemes are excluded from these guidelines. The purpose of the share-based incentive schemes is, among other things, to stimulate a sustainable and favourable value development of Thule Group's share that will benefit the shareholders. The basis of the incentive schemes is the company's strategic plan and sustainable development and constitute an incentive to fulfil the growth objectives that the company stipulated in its strategic three year plan.

Fixed salary shall be on market terms. The variable remuneration may comprise of annual variable cash remuneration and long-term variable cash remuneration. Annual variable cash remuneration shall be measured during a calendar year and be conditional upon the fulfilment of predefined and measurable objectives, whereby EBIT results are weighted between 40-90 per cent, sales development or other financial objectives such as cash flow, capital tied up or similar are weighted between 0-50 per cent and sustainability development objectives with 10-50 per cent. Set personal objectives may correspond to a maximum of 20 per cent. The annual variable remuneration shall amount to a maximum of 75 per cent of the annual fixed salary for the CEO and 60 per cent for the other executives.

If and to the extent the general meeting does not resolve to implement long-term share-based incentive schemes, variable remuneration may also consist of a long-term variable cash remuneration that is implemented annually. To participate in the scheme for long-term variable remuneration, an own investment is required by the participant. Long-term variable remuneration must be measured over a period of at least three calendar years and be conditional upon the fulfilment of predefined and measurable objectives during the measurement period, and the payment is conditional on a pre-determined fulfilment of objectives within sustainability. The long-term variable remuneration must, with regard to each measurement period, be amount to a maximum of 150 percent of the fixed salary.

The terms and conditions for variable remuneration shall be designed so that the Board of Directors may choose, under exceptional economic circumstances, to limit or refrain from payment of variable remuneration if such a measure is considered reasonable.

For members of the Group Management, pension benefits, including health insurance (Sw: *sjukförsäkring*), shall be premium defined. Variable cash remuneration shall not qualify for pension benefits. The pension premiums for premium defined pension shall amount to not more than 35 per cent of the annual fixed salary.

Other benefits may include, among other things, life insurance, medical insurance (Sw: *sjukvårdsförsäkring*), company car and fuel benefit. Such benefits may amount to a maximum of 15 per cent of the annual fixed salary.

Severance payments may be made when the employment is terminated by Thule Group. Members of the Group Management shall have a period of notice of not more than 12 months, in combination with severance pay corresponding to a maximum of 12 months fixed salary. No severance payment will be made when the employment is terminated by the employee.

In the preparation of the Board of Directors' proposal for these remuneration guidelines, remuneration and employment conditions for employees of the company have been taken into account, in that information on the employees' total income, the components of the remuneration and increase and growth rate over time has constituted part of the basis of decision in the Remuneration Committee and the Board of Directors in evaluating the reasonableness of the guidelines and the limitations following from these. The development of the gap between the remuneration to executives and remuneration to other employees will be disclosed in the remuneration report.

The Board of Directors has established a Remuneration Committee. The Committee's tasks include preparing the Board of Directors' decision to propose guidelines for executive remuneration. The Board of Directors shall prepare a proposal for new guidelines at least every four years and submit it to the AGM. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the Group Management, the application of the guidelines for executive remuneration as well as the current remuneration structures and compensation levels in the company. The members of the Remuneration Committee are independent of the company and its management. The CEO and other members of the Group Management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

The Board of Directors may temporarily resolve to derogate from the guidelines, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests and sustainability, or to ensure the company's financial viability.

Details of the total remuneration to the Group Management, including previous commitments not yet due for payment, is included in the annual report. In addition, the company's remuneration report contains information on how the company has applied the guidelines for remuneration to the CEO and other senior executives.

## **Description of significant changes to the guidelines and comments from shareholders**

In relation to current guidelines, resolved by the 2022 AGM, the proposal for the 2023 AGM means that the company has added a long-term variable remuneration for executives, which can be implemented if the general meeting does not resolve to implement a share-based incentive scheme and that other benefits may correspond to a maximum of 15 (10 ) per cent of fixed salary. Furthermore, the Guidelines have been supplemented with how different objectives are weighted when measuring fulfilment of objectives in the case of variable remuneration.

The Board of Directors has not received any comments from shareholders on the guidelines for executive remuneration.

## RESOLUTION REGARDING AN INCENTIVE PROGRAM FOR EXECUTIVE MANAGEMENT AND KEY EMPLOYEES BY WAY OF (A) DIRECTED ISSUE OF SUBSCRIPTION WARRANTS, (B) APPROVAL OF TRANSFER OF SUBSCRIPTION WARRANTS AND (C) PAYMENT OF RETENTION BONUS (item 17)

The Board of Directors of Thule Group AB (publ) (the "**Company**") proposes that the general meeting resolves on an incentive program for executive management and key employees in the group by issuing and transferring to participants in the program, a maximum of 2,778,000 subscription warrants distributed in equal parts in the series TO 2023/2026 ("**TO 2023/2026**"), TO 2024/2027 ("**TO 2024/2027**") and TO 2025/2028 ("**TO 2025/2028**"), on the following terms and conditions.

### **A. Issue of subscription warrants**

1. Entitled to subscribe for all subscription warrants shall, with deviation from the shareholders' preferential right, be the Company's wholly-owned subsidiary Thule AB, with the right and obligation for the subsidiary to transfer the subscription warrants to executive management and key employees within Thule Group and its subsidiaries in accordance with what is stated herein. The subsidiary shall not be entitled to dispose of the subscription warrants in any other way.
2. The subscription warrants shall be issued free of charge to Thule AB.
3. Subscription of all subscription warrants shall be made on a separate subscription list no later than 30 June 2023, with the right for the Board of Directors to extend the subscription period.
4. Each subscription warrant shall entitle to subscription for one (1) new share in the Company.
5. Subscription of shares by virtue of the subscription warrants may be effected (i) regarding TO 2023/2026 during the period from and including 15 June 2026 up to and including 15 December 2026; (ii) regarding TO 2024/2027 from and including 15 June 2027 up to and including 15 December 2027 and (iii) regarding TO 2025/2028 from and including 15 June 2028 up to and including 15 December 2028.
6. The subscription price per share in each series shall correspond to 120 per cent of the volume-weighted average price according to Nasdaq Stockholm's official price list for shares in the Company during five trading days preceding the time when executive management and key employees in the Thule Group group covered by the subscription warrant programs acquire subscription warrants from Thule AB in each series, however, never less than the quota value of the Company's Shares. The calculated subscription price shall be rounded to the nearest SEK 0.01, whereupon SEK 0.005 shall be rounded upwards.
7. If acquisition takes place on more than one occasion, the subscription price for each series is determined on the first occasion of transfer. If, upon subscription of a share, the price last paid for the Company's share at the close of the stock exchange on the trading day immediately preceding the subscription of shares exceeds 164.1 per cent of the average price on which the subscription price has been determined, as set out above, the subscription price shall be increased accordingly, i.e. by an amount corresponding to the amount by which the said closing price exceeds 164.1 per cent of the average price on which the subscription price has been determined.
8. The number of subscription warrants in TO 2023/2026, TO 2024/2027 and TO 2025/2028 amounts each series to a maximum of 926,000. Assuming that all 926,000 subscription warrants each series are exercised for subscription of new shares, the Company's share capital will increase by a maximum of SEK 10,349.301186 each series.

9. Subscription price that exceeds the quota value of the shares shall be transferred to the unrestricted premium reserve.
10. Those share, which have been issued upon subscription, will entitle to dividends for the first time on the first record date for dividend occurring after subscription of shares through exercise of subscription warrants has been executed.
11. Applicable terms for re-calculation and other terms and conditions for the subscription warrants are set forth regarding TO 2023/2026 in the "*Terms and conditions for subscription warrants TO 2023/2026 regarding subscription for shares in Thule Group AB (publ)*", regarding TO 2024/2027 in the "*Terms and conditions for subscription warrants TO 2024/2027 regarding subscription for shares in Thule Group AB (publ)*" and regarding TO 2025/2028 in the "*Terms and conditions for subscription warrants TO 2025/2028 regarding subscription for shares in Thule Group AB (publ)*".
12. The Board of Directors, or anyone appointed by the Board of Directors, shall be authorized to make such minor adjustments of the resolutions of the general meeting, including appendices, that may be necessary in connection with registration with the Swedish Companies Registration Office and Euroclear Sweden AB.

The reason for the deviation from the shareholders' preferential right are that the Board of Directors considers that an warrant program which offers executive management and key employees the opportunity to participate in the Company's long-term value development promotes participation and responsibility, and results in an increased motivation and loyalty to work for a favorable financial development of the Company. An incentive program is also expected to improve the possibilities to recruit and retain competent, motivated and committed employees and, by extension, to the fulfilment of the Company's business strategy, long-term interests and sustainability.

## **B. Transfer of subscription warrants**

TO 2023/2026, TO 2024/2027 and TO 2025/2028 shall principally be carried out in accordance with what is stated below.

1. The subscription warrants shall be transferred by Thule AB to employees within Thule Group and its subsidiaries, in accordance with the guidelines stated below.
2. Transfer of TO 2023/2026 can take place during 2023, as soon as practically possible after the 2023 annual general meeting. Transfer of TO 2024/2027 can take place during 2024, but no later than 15 June 2024. Transfer of TO 2025/2028 can take place during 2025, but no later than 15 June 2025.
3. Transfer shall be made at market value at the time of transfer, which shall be determined by PricewaterhouseCoopers (or another independent valuation institute if PricewaterhouseCoopers cannot undertake the assignment), using the Black & Scholes valuation method based on the market conditions at the time of transfer. The calculation is based on a risk-free interest rate determined at the time of transfer, the share's estimated volatility at the time of transfer, currently approximately 30 per cent, the term of the subscription warrants, expected share dividends during the term of the subscription warrants, the stock exchange price at the time of transfer and the subscription price for shares when exercising the subscription warrants.
4. On each occasion when the subscription warrants shall be transferred by Thule AB to employees in the group, allotment of subscription warrants shall be made in accordance with the following guidelines:

<b>Position</b>	<b>Number of subscription warrants per person and series</b>	<b>Maximum investment per person and series (SEK)</b>
<i>CEO</i>	Maximum 110,000	Maximum 3,000,000
<i>Corporate Management</i> (currently 8 persons)	Maximum 40,000	Maximum 1,100,000
<i>Regional VP</i> (currently 3 persons)	Maximum 30,000	Maximum 800,000
<i>Directors</i> (currently 58 persons)	Maximum 7,000	Maximum 200,000

5. Right to allotment in TO 2023/2026, TO 2024/2027 and TO 2025/2028 requires that the employee, at the time for allotment, holds its position or has signed an agreement regarding it and has not, at such time, informed or been informed that the employment is intended to be terminated.
6. When acquiring the subscription warrants, the subscription warrant holder shall enter into a pre-emption agreement with Thule AB on customary terms and conditions determined by the Board of Directors.

**C. Retention bonus**

As part of TO 2023/2026, TO 2024/2027 and TO 2025/2028, respectively, participants receive a retention bonus in the form of a gross salary addition from the Company that in total corresponds to the amount paid by the participant for its subscription warrants, provided that the participant at the time of payment remains in its employment within the group and has not terminated its employment. The bonus is payable in connection with the regular salary payment in December 2026 regarding TO 2023/2026, in December 2027 regarding TO 2024/2027 and in December 2028 regarding TO 2025/2028. The Board of Directors may, if deemed necessary in individual cases, resolve on alternative payment schedules or that bonus under certain circumstances will not be paid in whole or in part or may be reclaimed, subject to the limitations which may follow from applicable law.

***Participants in other jurisdictions***

With regard to participants in countries other than Sweden, it is implied that the further transfer of the subscription warrants is legally possible and that further transfer, in the Board of Directors' opinion, can be carried out with reasonable administrative and financial efforts at their established market value. The Board of Directors shall have the right to adjust the terms and conditions to the extent required in order for allotment and exercise of subscription warrants to participants in other jurisdictions, to the extent practically possible, to be carried out under the same conditions imposed by TO 2023/2026, TO 2024/2027 and TO 2025/2028 respectively.

***Costs, dilution etc.***

The Company's cost for the "retention bonus" is estimated, at full initial participation, including social security contributions, and at an assumed market value for the subscription warrants on the allotment



date of SEK 20.3 per warrant regarding TO 2023/2026, SEK 22.3 per warrant regarding TO 2024/2027 and SEK 24.5 per warrant regarding TO 2025/2028, to amount to a maximum of approximately SEK 77.7 million, this corresponds to an average of SEK 12.9 million during the six years that the programs run in total. In addition, the Company may be charged minor costs for social security contributions for subscription warrants to participants in other jurisdictions. Other than that, TO 2023/2026, TO 2024/2027 and TO 2025/2028 are not expected to entail any significant costs for the Company. For this reason, no measures to secure the program has been taken.

Assuming that all 2,778,000 subscription warrants are exercised for subscription of new shares, the Company's share capital will increase by a maximum of SEK 31,047.903558, resulting in a maximum dilution effect corresponding to approximately 2.7 per cent calculated as the number of additional shares in proportion to the number of existing shares. The key figure earnings per share for the full year 2022 including dilution effect and average cost for retention bonus after tax had in such case been affected such that the result per share had been reduced by approximately SEK 0.41 from SEK 12.19 to SEK 11.79. The above applies subject to re-calculations of the subscription warrants in accordance with the customary terms stated in the complete terms and conditions. In the event of full exercise of all subscription warrants, the Company receives an issue proceeds that corresponds to the number of issued subscription warrants times the strike price. This means that at full exercise and at an assumed average strike price of SEK 285.60, the Company would receive a total of nearly SEK 800 million in equity when the warrant are exercised during 2026-2028.

### ***Existing incentive program***

There are currently 1,540,000 issued subscription warrants within an incentive program series 2020/2023 for executive management and key employees, of which 1,107,779 subscription warrants have been allotted, whereby each warrant entitles the holder to subscribe for 1.09 shares, which corresponds to a dilution of approximately 1.2 per cent and in total with TO 2023/2026, TO 2024/2027 and TO 2025/2028 approximately 3.8 per cent, calculated as the number of additional shares in proportion to the number of existing shares. Subscription warrants in series 2020/2023 can be exercised between 15 June 2023 and 15 December 2023. The subscription price is currently SEK 198.50, however, if upon subscription of shares, the price last paid for the Company's share at the close of the stock exchange on the trading day immediately preceding the subscription of shares exceeds 162.3 per cent of the subscription price, the subscription price shall be increased by an amount equivalent to the amount of said subscription price that exceeds 162.3 per cent of the subscription price.

### ***The preparation of the proposal***

The Board of Directors' proposal has been prepared by the Board of Directors' Remuneration Committee and the Board of Directors.

### ***Majority requirements***

The resolution of the general meeting above is proposed to be adopted as a joint resolution. A valid resolution requires that shareholders representing at least nine tenths (9/10) of the votes cast and shares represented at the general meeting support the resolution.

## **C. AVAILABLE DOCUMENTS ETC**

The Nomination Committee's reasoned statement, proxy forms and postal voting forms are available at the company and on the company's website [www.thulegroup.com](http://www.thulegroup.com).

The company's financial statements, auditor's report and other documents which must be kept available for shareholders in accordance with the Swedish Companies Act will be available at the company and on the company's website, [www.thulegroup.com](http://www.thulegroup.com), from Thursday 6 April 2023 at the latest and will be sent free of charge to shareholders who so request and state their postal address.

At the time of this notice, the total number of shares and votes in the company amounts to 104,562,436. The company holds no own shares.

## **D. SHAREHOLDERS' RIGHT TO REQUEST INFORMATION**

The Board of Directors and the CEO shall, if any shareholder so request and the Board of Directors believes that it can be done without material harm to the company, at the meeting provide information regarding circumstances that may affect the assessment of an item on the agenda, circumstances that can affect the assessment of the company's or its subsidiaries' financial situation and the company's relation to other companies within the Group.

## **E. PROCESSING OF PERSONAL DATA**

For information about the processing of your personal data, see <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

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Malmö in March 2023

**The Board of Directors of Thule Group AB (publ)**