

The Nomination Committee of Systemair AB's proposal and reasoned statement prior to the Annual General Meeting on 25 August 2022

Systemair's Nomination Committee consists of Lennart Francke, Swedbank Robur fonder, Chairman of the Nomination Committee, Chairman of the Board Gerald Engström, Färna Invest, and William McKechnie, Alecta

Shareholders have had the opportunity to submit proposals to the Nomination Committee by e-mail. No proposals have been received.

The Nomination Committee has held three meetings at which minutes were recorded, a few additional e-mail contacts and interviewed all Board members, thereby gathering information on the work of the Board and on the company's stage of development and other relevant circumstances. Our conclusion is that the work of the Board has been highly effective and that the Board members have shown great commitment and represent a broad spectrum of experience and expertise.

The Nomination Committee proposes the re-election of Carina Andersson, Gerald Engström, Patrik Nolåker, Gunilla Spongh, and Niklas Engström. Svein Nilsen has declined re-election. The Nomination Committee proposes that the number of members be reduced from six to five.

The Nomination Committee proposes that Gerald Engström be elected Chairman of the Board and that Patrik Nolåker be elected Deputy Chairman.

The Nomination Committee's diversity policy is to apply Rule 4.1 of the Swedish Corporate Governance Code (the "Code") in preparing its proposal for the election of Board members. The Nominating Committee considers that, as proposed above, the Board of Directors is of an appropriate composition with regard to the Company's business, stage of development and other circumstances. It provides broadly-based and multi-faceted experience and amply satisfies the requirements that may be placed on the Board with regard to the Company's future needs and development.

The Company's directors' fees have been analysed to ensure that they are in line with market conditions. For board fees, a well-considered increase of 5-7% is proposed, while committee fees are proposed to remain unchanged. The proposed fee amounts are stated in the notice convening the Annual General Meeting.

With the approval of the Audit Committee, it is proposed that Ernst & Young be re-elected as the company's auditor. EY has announced that Johan Holmberg will then continue as endorsement auditor.

A more detailed presentation of the members proposed for re-election to the Board can be found on Systemair's website: group.systemair.com/investor-relations/information/board-of-directors/

Skinnskatteberg, June 2022

The Nominating Committee, Systemair AB (publ)