

Nomination Committee's Proposal and Statement Ahead of the 2024 Annual General Meeting of eEducation Albert AB (publ)

The Nomination Committee of eEducation Albert AB (publ) ('Albert' or 'the Company') for the 2024 Annual General Meeting consists of Jussi Lystimäki (Chairman of the Nomination Committee) (appointed by Schibsted A/S), Sebastian Burmeister (appointed by Ahlström Invest BV), Helene Broms (appointed by RoosGruppen AB), and Peter Grytterhielm (Chairman of the Board).

The Nomination Committee members represent shareholders holding more than 26.82 percent of the Company's shares and votes.

Shareholders have had the opportunity to submit proposals in accordance with instructions on the Company's website. No proposals from shareholders have been received.

The Nomination Committee's Proposal for the 2024 Annual General Meeting

The Nomination Committee presents the following proposals for the 2024 Annual General Meeting. The numbering below refers to the agenda in the notice of the Annual General Meeting.

Item 2 – Election of Chairman of the Annual General Meeting

The Nomination Committee proposes that Wibeke Sorling, lawyer at Advokatfirman Vinge, be elected as Chairman of the Annual General Meeting.

Item 12 – Decision on the number of board members and auditors

The Nomination Committee proposes that the board should consist of five (5) ordinary members without deputies. The Nomination Committee proposes that a registered audit firm without deputy auditors be appointed as auditor.

Item 13 – Election of board members

The Nomination Committee proposes re-election of board members Richard Sandenskog, Peter Grytterhielm, Andrea Carr, and Carl Kinell, and the election of new member Björn Bengtsson. All elections are for the period until the end of the next Annual General Meeting.

Eva Nilsagård has declined re-election.

Information about the proposed board members:

Björn Bengtsson, born 1975

Background: Björn has over 14 years of experience working as a senior leader in EF Language and Corporate Education Group in various positions as VP Finance & Operations, CFO and President/CEO in London, Stockholm and Zurich. He had led transformational programs during his tenure from mergers and post-integrations of international assets, turnaround projects for portfolio companies and focused on fast growth and profitability. His experience is a great fit for Albert and will complement the skills in place already.

Shareholding in eEducation Albert AB: 248,730 shares

Ownership: 0.99%

Voting rights: 0.99 %

Björn Bengtsson is independent in relation to both the Company and its management, as well as to major shareholders.

More information about the members of the board that are proposed for reelection can be found on the Company's website, investors.hejalbert.se.

Item 14 – Election of Chairman of the Board

The Nomination Committee proposes the election of Björn Bengtsson as Chairman of the Board.

Item 15 – Election of Auditor

The Nomination Committee proposes that, until the end of the next Annual General Meeting, the registered audit firm Ernst & Young AB be re-elected as auditor. If Ernst & Young AB is re-elected, the Nomination Committee notes that Ernst & Young AB has informed that authorized auditor Linda Elisabeth Sallander is re-elected as the principal auditor.

Item 16 – Decision on fees for the board and auditor

For comparison, amounts from the previous year are stated in ().

The Nomination Committee proposes that board remuneration be paid at 350,000 kronor (300,000 kronor) to the chairman of the board, 150,000 kronor (65,625 kronor) to board member Richard Sandenskog, 150,000 kronor (300,000 kronor) to board member Peter Grytterhielm, and 12,600 GBP (12,600 GBP) to board member Andrea Carr. Other board members are not remunerated for their board duties in the Company.

Remuneration to the auditor is proposed to be paid according to an approved invoice.

Punkt 17 - Principles for the appointment of Nomination Committee members

The Nomination Committee has reviewed the current Nomination Committee instruction and has decided not to propose any changes.

Statement from the Nomination Committee

The Nomination Committee has had several discussions and contacts via email. The Nomination Committee has evaluated the work of the board, including conducting individual discussions with each board member. When developing proposals for the board, the Nomination Committee has worked based on the requirements that the Company's operations, development, and other conditions place on the board's collective competence, experience, and background. The Nomination Committee has also discussed with the board the importance of the Company conducting thoughtful and developing sustainability work.

The Nomination Committee's assessment is that it has a good overview of the board's work. The conclusion is that the board is functioning well and is composed of individuals whose competencies effectively meet the strategic and operational requirements placed on the Company. In light of Eva

Nilsagård declining re-election, the Nomination Committee has proposed the election of Björn Bengtsson. The Nomination Committee believes that the proposed board members for the Annual General Meeting complement each other well in terms of competence and experience, and that board work will continue to be conducted professionally and efficiently. The Nomination Committee has assessed that the members have the time and availability required to fulfill their duties. Furthermore, the Nomination Committee has continued to discuss gender equality and diversity perspectives based on the understanding that they are essential in board composition. The long-term goal is for the board to be composed of members of varying ages, genders, geographical origins, and with diversified educational and professional backgrounds.

The Nomination Committee has evaluated the current remuneration of the board and has, among other things, compared the fees with those in similar companies. Based on this, the Nomination Committee proposes increases in the fees in the Company.

The Nomination Committee has evaluated the principles for the appointment of the Nomination Committee and proposes no changes for this year's meeting.

Göteborg in April 2024

Nomination Committee for eEducation Albert AB (publ)