

A close-up, slightly blurred photograph of a white rectangular sign mounted on a wall. The sign features the NYAB logo in a dark blue, bold, sans-serif font. The sign is held in place by two silver-colored metal fasteners on the right side. The background is a plain, light-colored wall.

**Corporate  
Governance**

# Corporate Governance

NYAB Plc ("Company") is a Finnish limited liability company, whose shares are traded on Nasdaq First North Growth Market Finland. External framework for NYAB's Corporate Governance is set by, among others, Finnish Limited Liability Companies Act, Securities Markets Act, EU Market Abuse Regulation (MAR), and Nasdaq First North Growth Market Rulebook. NYAB's internal framework for Corporate Governance is set by, among others, Articles of Association, Charters of the Board of Directors and the Audit Committee, as well as a structure of governing documents adopted by NYAB's Board of Directors, such as Code of Conduct, decision-making authorities, financial handbook, and guidelines for disclosures and insider management.

NYAB aims for a listing on Nasdaq First North Premier Growth Market in Sweden, where it will apply the Swedish Corporate Governance Code that complements legislation and other regulations by setting a standard for good corporate governance at a higher level of ambition. NYAB is developing its governance to become aligned with the Code and general practices for listed companies in Sweden. This Corporate Governance section has been drafted to describe NYAB's governance during the financial year 2023, and there may be discrepancies between its current practices and provisions of the Code that are not separately mentioned

in this report. The Corporate Governance section has not been reviewed by NYAB's auditor.

## General Meeting

NYAB Plc's General Meeting is the highest decision-making body of the Company, at which shareholders exercise their voting rights. The Annual General Meeting ("AGM") is held within six months of the end of the previous financial year. At the AGM the shareholders vote on, among other things, the adoption of the income statement and balance sheet for the parent company and the Group, the distribution of profits, the matter of discharge from liability of the members of the Board of Directors and CEO, as well as the election and remuneration of the members of the Board of Directors and auditors. Extraordinary General Meetings are held when the Board of Directors considers it necessary or when either auditors or shareholders representing at least 10 percent of all issued shares request such a meeting in writing for specific reasons.

NYAB's AGM 2023 was held on 26 April in Helsinki. Participation in the meeting was possible through a physical participation, beside which NYAB held a template for a power of attorney available for shareholders prior to the meeting. Date for the meeting had been published as a part of NYAB's investor

calendar that was published on 7 December 2022 as Investor News and on the Company website. Notice to the meeting, including proposals of the Board of Directors and Shareholders' Nomination Committee, was published on 4 April 2023 as Company Announcement and on the Company website.

Beside NYAB's shareholders, participants of the AGM included 7 out of 8 members of NYAB's Board of Directors, all new members that were proposed to be elected, CEO, key audit partner for the Company, and 2 out of 3 members of the Shareholders' Nomination Committee. Total of 61.1% of all shares and votes in the Company were represented. An external attorney-at-law was appointed to chair the meeting, and a shareholder, who was independent of the Company and its major shareholders, was appointed to verify and sign the minutes. Decisions made in the AGM have been presented in the Board of Directors' report.

NYAB's Annual General Meeting 2024 is scheduled to take place on 11 April. Notice and registration instructions for the meeting will be published no later than three weeks prior to the meeting. Minutes and notices to the General Meetings are available at <https://nyabgroup.com/en/administration/general-meeting/>.

## Shareholders' Nomination Committee

NYAB's Annual General Meeting established a Shareholders' Nomination Committee and validated a Charter for the Committee on 3 May 2022. The Nomination Committee consists of three members, of which three largest shareholders of the Company are each entitled to appoint one, and it has a responsibility of preparing proposals to General Meetings regarding composition and remuneration of the Board of Directors. Members of the Nomination Committee are appointed annually based on the shareholdings at the end of August.

Nomination Committee consists of Johan Larsson (appointed by Holding Investment Förvaltning i Luleå AB), Stefan Sätergren (appointed by Sätergrens Entreprenad AB), and Jukka Juola (appointed by Andament Oy). Nomination Committee has elected Johan Larsson as its Chairman. Current composition of the Nomination Committee was published as a Company Announcement on 13 October 2023.

Members of the Nomination Committee do not currently fulfil independency provisions included in the Swedish Corporate Governance Code. Johan Larsson is NYAB's CEO and member of the Board of Directors, Stefan Sätergren is employed by Group company NYAB

Sverige AB, and Jukka Juola has been the Managing Director of Group company NYAB Finland Oy until 1 April 2022 and member of the Board of Directors of NYAB Plc until 26 April 2023. Due to NYAB's centralized ownership and history of acquisitions through exchanges of shares, representatives of the largest shareholders have decided to represent themselves in the Nomination Committee. The Committee intends to reassess its composition during the financial year 2024.

Nomination Committee has provided proposals regarding the composition and remuneration of the Board of Directors for the Annual General Meeting 2024. NYAB published the proposals as a Company Announcement on 14 March 2024. They are also available on the Company website at <https://nyabgroup.com/en/administration/general-meeting/>. The Nomination Committee proposes that current members of the Board of Directors Jan Öhman, Markku Kankaala, Anders Berg, Lars-Eric Aaro, Barbro Frisch, Johan Larsson, Johan K Nilsson, and Jari Suominen shall be re-elected. In addition, Kim Wiio is proposed to be elected to the Board of Directors as a new member. Nomination Committee proposes to the organizing meeting of the Board of Directors that Jan Öhman is re-elected as Chairman of the Board, and Markku Kankaala as Vice Chairman. Mikael Ritola, who is

currently a member of both the Board of Directors and Executive Management Team, is not proposed to be re-elected as a member of the Board of Directors to meet the requirements of the Swedish Corporate Governance Code.

While the Nomination Committee strives for a gender balance in the Board of Directors and has identified the need to increase diversity among the members, it has decided not to propose further changes to the composition of the Board of Directors. The composition was largely modified during the year 2023 and includes a versatile entirety of expertise and experience in NYAB's business sectors and geographical markets, as well as listed company administration. Considering also NYAB's ongoing re-domiciliation and listing transfer to Sweden, the Nomination Committee wants to ensure the smooth completion of these projects and sees that additional changes to the composition would not be in the best interest of NYAB's shareholders.

NYAB has summoned an Extraordinary General Meeting to decide on approving the cross-border conversion plan of the Company on 29 April 2024. In the same meeting, it is also proposed that new instructions are adopted for the Nomination Committee to replace the current Charter of the Nomination Committee. The

new instructions have been drafted in accordance with the Swedish Corporate Governance Code and general practices for listed companies in Sweden. Additional responsibilities to be set for the Nomination Committee include proposals regarding electing the Chair for a General Meeting, as well as the election and remuneration of auditors. Proposed instructions for the Nomination Committee are available at <https://nyabgroup.com/en/administration/general-meeting/>.

### Auditors

NYAB's auditors are elected annually on the Annual General Meeting. Based on a proposal of the Board of Directors, Authorized Public Accountant Osmo Valovirta and audit firm Ernst & Young Oy, Authorized Public Accountant Anders Forsström being the key audit partner, were re-elected on the Annual General Meeting 2023. They have served as auditors of the Company since July 2021. Ernst & Young is also the auditor of NYAB's subsidiary companies.

NYAB's Board of Directors has proposed to the Extraordinary General Meeting that is held on 29 April 2024 that Ernst & Young AB is elected as auditor of the parent company following NYAB's re-domiciliation to Sweden. Current auditors are proposed to

continue as auditors until the completion of the cross-border conversion.

### Board of Directors

NYAB's Board of Directors has an overall responsibility for the administration of NYAB and the proper organization of its operations. The Board of Directors is responsible for, among other things, establishing strategy and objectives, continuously monitoring financial performance and position, deciding on main governance systems and guidelines, monitoring risk assessment and risk management related to strategy and operations, and evaluating the management of the Company. According to NYAB's Articles of Association, the Board of Directors consists of a minimum of three and a maximum of nine members, whose term of office ends at the end of the Annual General Meeting following the election.

Work of the Board of Directors is based on a written Charter that was approved by the Board in June 2023 and is reassessed at least on an annual basis. The Charter regulates, among other things, the duties of the Board, the functions of the Board, and the responsibilities of the Chairman of the Board. The Board also adopts instructions for the CEO, instructions for financial reporting, and instructions for its committees.

During the financial year 2023, composition of NYAB's Board of Directors was as follows:

- Markku Kankaala, Johan K Nilsson, Johan Larsson, Mikael Ritola, Jari Suominen and Lars-Eric Aaro were members for the entire financial year
- Jukka Juola and Aarne Simula were members until 26 April 2023
- Anders Berg, Barbro Frisch and Jan Öhman were members as of 26 April 2023

Markku Kankaala was the Chairman of the Board until 27 September 2023, after which Jan Öhman has been the Chairman of the Board and Kankaala the Vice Chairman. The Board of Directors has made the elections among its members.

According to the assessment of the Board of Directors, 6 of the current 9 members (66.7%); Jan Öhman, Lars-Eric Aaro, Anders Berg, Barbro Frisch, Markku Kankaala, and Jari Suominen; are independent of both the Company and its major shareholders. Johan K Nilsson is not independent of the Company, as he is a partner of an attorney firm that provides legal services for NYAB companies regarding projects that belong to their business operations. Johan Larsson and Mikael Ritola are not independent of the Company nor its

major shareholders, as they have a joint control over the largest shareholder of the Company and belong to its Executive Management Team.

NYAB's Board of Directors had a total of 22 meetings during the financial year 2023. 13 meetings were held as physical meetings or through remote participation, and 9 meetings as meetings per capsulam. All members were present in the meetings except for Aarne Simula and Markku Kankaala, who were both absent from one meeting. In addition to the meetings, members have had several discussions with NYAB's management, have been given presentations on NYAB's operations in Sweden and Finland, and have attended visits in NYAB's working sites in both countries.

The Board of Directors conducted a self-evaluation at the end of the financial year. The self-evaluation was conducted through a questionnaire that was submitted to all members, and results were gone through in a physical Board meeting. In the self-evaluation, the Board of Directors addressed, among other things, its composition and competence, working methods and efficiency, responsibilities and targets, governance and risks, as well as communication with the executive management.

The Board of Directors has also evaluated the work of the CEO and Executive Management Team. The evaluation was conducted as a discussion in a physical Board meeting, where only non-executive members of the Board were present. In the same meeting, the Board of Directors also discussed with auditors of the Company without members of the Executive Management Team being present.

### Board Committees

The Board of Directors has established an Audit Committee and a Remuneration Committee. The Committees do not have independent decision-making authorities, but they assist the Board in preparing specific matters that the Board makes decisions on.

#### Audit Committee

Work of the Audit Committee is based on a written Charter that was approved by the Board of Directors in June 2023 and is reassessed at least on an annual basis. Primary duties of the Audit Committee are to assist the Board in fulfilling its responsibilities regarding internal controls, risk management, accounting, financial reporting, and compliance, and evaluates the need for an internal audit function. Furthermore, the Audit Committee ensures a qualified, efficient, and independent external audit of the Company and that the

communication between the Board of Directors and the auditor is satisfactory.

Audit Committee consists of Jan Öhman (Chairman), Barbro Frisch, Johan K Nilsson and Markku Kankaala. During the financial year 2023, Audit Committee held two meetings, where it discussed NYAB's financial reports and forecasts, audit plan for the financial year, and certain internal governing documents. Furthermore, Audit Committee monitored NYAB's progress in its targeted re-domiciliation and listing transfer to Sweden, as well as alignment with upcoming CSRD requirements.

#### Remuneration Committee

Remuneration Committee consists of Jari Suominen (Chairman), Johan Larsson and Mikael Ritola. During the financial year 2023, Remuneration Committee held four meetings, where it prepared proposals for the Board of Directors regarding NYAB's share-based incentive schemes. Johan Larsson and Mikael Ritola, who are also members of NYAB's Executive Management Team and have a joint control of the largest shareholder in the Company, do not participate in the share-based incentive schemes.

NYAB has strengthened its resources in human resources management during the financial year

2023 and will develop procedures and composition of the Remuneration Committee during 2024 to strengthen its alignment with the Swedish Corporate Governance Code.

### CEO and Executive Management Team

NYAB's CEO is responsible for managing day-to-day operations of the Group and coordinating the business operations in accordance with the instructions and other directives by the Board. CEO reports to the Board and shall ensure that the members of the Board are continuously informed in such a manner as necessary for the Board to take well-informed decisions and be able to follow the situation and development of the Company and the Group.

Johan Larsson (born in 1980) has been the CEO of NYAB Plc since 1 April 2022 and member of the Board of Directors since 31 March 2022. He was previously the CEO of Group company NYAB Sverige AB between 2012-2022 and has been an entrepreneur in several growth companies in different industries.

Larsson is the founder of NYAB's largest shareholder Holding Investment Förvaltning i Luleå AB, of which he owns 50% and which owned 242,349,800 shares in NYAB Plc at the end of financial year 2023. In addition,

he owned 392,480 shares personally and 2,635,492 shares through his own investment company BINGAB Barents Investment Group AB. His total ownership in NYAB, including his related party companies, amounted to 34.7%.

CEO has appointed an Executive Management Team to support his work. The Executive Management Team consists of the following members with said responsibilities:

- Aku Väliäho, CFO, responsible for strategic planning, implementation, managing and running of all the finance activities including governance within the Company
- Mikael Ritola, Senior Vice President, responsible for managing day-to-day operations and performance relating to NYAB's business operations in Finland
- Magnus Granljung, Senior Vice President, responsible for managing day-to-day operations and performance relating to NYAB's business operations in Sweden
- Erik Petersen, Vice President of Corporate Affairs, responsible for communications, sustainability, brand, as well as investor and stakeholder relation functions
- Elin Åhrberg, Director of HR & Environment, responsible for HR and HSEQ functions

Remuneration of the CEO and Executive Management Team is based on fixed monthly salaries that are in line with market terms and based on everyone's responsibilities, competences, and experience. In addition, those members of the Executive Management Team, who are independent of NYAB's major shareholders, participate in the share-based incentive schemes of the Group in accordance with allocations and performance criteria approved by the Board of Directors.

### Risk management and internal controls

NYAB's risk management is based on a risk management policy that is approved by the Board of Directors. In addition, the Board of Directors approves internal governing documents that define processes relating to strategy, operations, compliance, and external reporting, as well as related internal controls, roles, and responsibilities. NYAB's governing documents and policies are continuously updated by designated document owners and adopted by the authorized body at least annually. Each document owner is responsible for ensuring that relevant information is distributed to relevant parties. More information on NYAB's risk management and most significant risks has been presented in the Board of Directors' report.

### Internal controls

NYAB's internal controls refer to a cycle of activities to ensure that efficient controls are in place to manage key risks for each of the following areas: strategy, operations, compliance, as well as financial and non-financial reporting. NYAB's internal control process includes setting up the internal control framework, risk-based evaluation of control activities, remediation, and follow-up/tracking of identified gaps and weaknesses, as well as reporting on the status of internal control activities to the Audit Committee and the Board of Directors.

NYAB's internal control framework covers three dimensions: overall control environment, processing of financial transactions, and IT environment supporting financial processes. Controls are divided into preventive controls that are designed to proactively review the actions to avoid the occurrence of misstatements, as well as detective controls that are designed to reveal irregularities after they occur.

The framework NYAB applies in the work with internal controls is the COSO framework (The Committee of Sponsoring Organizations of the Treadway Commission). COSO describes the work based on the following five components: control environment, risk assessment,

control activities, information & communication, and monitoring. These components shall permeate what NYAB does at all levels of the Group to manage the risks that arise in the business, and to support the Company achieve its objectives and results.

#### Financial reporting

NYAB's procedures and systems for external information and communication aims to provide the market with relevant, reliable, and accurate information on the Group's development and financial position. A central part of the internal control process is to ensure effective dissemination of information to relevant stakeholders. In addition to group-wide risk management process, NYAB performs a separate, targeted risk assessment to identify risks of material errors in internal processes and procedures related to financial reporting, thereby minimizing the risks of incorrect financial reporting within the Group, as well as ensuring effective internal controls.

NYAB's Board of Directors is responsible for ensuring that the Company's financial reports are prepared in accordance with applicable legislation, accounting standards and other requirements, and that the Company has adequate internal controls and formalized routines to ensure that approved principles for financial reporting and internal controls are applied. Group CFO

is responsible for ensuring the reliability of NYAB's external reporting, as well as the implementation of risk management and internal control processes.

NYAB's consolidated financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS). Financial statements of the parent company are prepared in accordance with Finnish Accounting Standards (FAS).

NYAB's half-yearly report that was published on 25 August 2023 and financial statement release that was published on 28 February 2024 were prepared in accordance with the IAS 34 Interim Financial Reporting standard. Regarding first and third quarters of the year, NYAB published business reviews that were not interim financial reports within the meaning of IAS standards but included essential information on NYAB's financial performance.

The auditor's report included in the financial statements covers both the consolidated and the parent company's financial statements. NYAB's interim financial reports have not been audited but have been subject to a general review of the Company's auditors. In addition, NYAB has a Certified Adviser, as defined in the rulebook of Nasdaq First North Growth Market, who monitors

NYAB's fulfilment of the disclosure requirements in the trading venue by reviewing NYAB's financial reports before they are published.

#### Monitoring of internal controls

As part of NYAB's efforts to maintain a sound and effective internal control environment, the internal control framework is evaluated and reported to the Audit Committee and the Board of Directors at least annually. The evaluation is mainly carried out through self-assessments to identify which control activities are effective, and to identify any deficiencies in the design or execution of the controls. Monitoring the internal control environment provides reasonable assurance that the Company produces accurate financial reports.

In 2023, NYAB has made significant progress in improving its risk management and internal control activities. NYAB has, among other things, identified key financial processes by identifying risks in the financial reporting, adopted risk management and internal control policies, and documented key financial processes and related controls. At the end of the year, a self-assessment of the processes was conducted to assess the design and effectiveness of the internal controls, and remediation plans for non-effective and missing controls were established. Results of the self-assessment were

reported to the Board of Directors. NYAB will proceed with its continuous work to develop and improve the control framework in 2024.

#### Internal audit

The Board of Directors has not established a separate internal audit function. According to the assessment of the Audit Committee, NYAB's existing independent review practices that consist of an extensive external audit, as well as audits to operating companies in accordance with their certification systems, provide adequate assurance on NYAB's risk management, internal controls, and governance processes. In addition, NYAB has carried out an extensive work with independent advisors during the financial year 2023 to evaluate and develop its risk management, internal control, and governance processes. Taken also into account the limited geographical scope of NYAB's business operations, the Audit Committee sees that a separate internal audit function would not provide sufficient additional value in the current standing of the company. Audit Committee will reassess the need for an internal audit function on a regular basis.



# Board of Directors



**Jan Öhman**  
Chairman of the Board

**Year of Birth:**  
1960

**Elected:**  
2023

**Committee work:**  
Chairman of the Audit Committee

**Main education:**  
Senior High School, Business economics

**Selected experience and other assignments:**  
CFO, Industrivärden AB  
CFO, IPCO AB  
CFO, Indutrade AB  
CFO positions at Sandvik Group

**Holdings in NYAB (including related parties)**  
210,000 shares



**Markku Kankaala**  
Vice Chairman of the Board

**Year of Birth:**  
1963

**Elected:**  
2021

**Committee work:**  
Member of the Audit Committee

**Main education:**  
Engineer in mechanical and metal engineering

**Selected experience and other assignments:**  
Chairman and founder, PM Ruukki Oy\*  
Chairman of the Board, Wetteri Oyj\*  
Founder and several positions, Afarak Group Oyj (formerly Ruukki Group Oyj)  
Board member, Enersense International Oyj

**Holdings in NYAB (including related parties)**  
27,117,491 shares



**Anders Berg**  
Board member

**Year of Birth:**  
1972

**Elected:**  
2023

**Committee work:**

**Main education:**  
M.Sc., Industrial and Management Engineering

**Selected experience and other assignments:**  
Chairman and founder, Backgatan Industri AB\*  
Board member: Runway Safe Group\*, Mobilaris AB\*  
Senior advisor: Air Spiralo Group\*  
CEO, OXE Marine AB  
Board member, Byggmax AB  
President & CEO, Lindab Group AB  
President & CEO, Plannja AB

**Holdings in NYAB (including related parties)**  
303,592 shares



**Lars-Eric Aaro**  
Board member

**Year of Birth:**  
1956

**Elected:**  
2022

**Committee work:**

**Main education:**  
Mining engineer (M.Sc.),  
Honorary Doctorate in Engineering Science

**Selected experience and other assignments:**  
Chairman of the Board: Luleå Näringsliv\*,  
Mobilaris AB\*, Blaistr Green Steel\*, LTU Holding AB\*  
Board member: WIBAX AB\*, Predge AB\*,  
Vanir Green Industries A/S\*, PartnerInvest Norr AB\*,  
Johrika AB\*  
President & CEO, LKAB  
EVP & Head of Corporate Sales, AFRY

**Holdings in NYAB (including related parties)**  
-



**Barbro Frisch**  
Board member

**Year of Birth:**  
1957

**Elected:**  
2023

**Committee work:**  
Member of the Audit Committee

**Main education:**  
M.Sc., Economics

**Selected experience and other assignments:**  
Entrepreneur, Barbro Frisch Consulting AB\*  
Interim CEO, Einar Mattson Project AB  
Head of Purchasing Sweden, Veidekke Sverige AB  
Head of Strategy & Business Development, AstraZeneca

**Holdings in NYAB (including related parties)**  
17,800 shares

\*ongoing assignments

# Board of Directors



**Johan Larsson**  
Board member, CEO

**Year of Birth:**  
1980

**Elected:**  
2022

**Committee work:**  
Member of the Remuneration Committee

**Main education:**  
Elementary school

**Selected experience and other assignments:**  
CEO, NYAB Plc\*  
Chairman and founder: Holding Investment Förvaltning i Luleå AB\*, BINGAB Barents Investment Group AB\*  
Board member, Luleå Business Region AB\*  
CEO, NYAB Sverige AB

**Holdings in NYAB (including related parties)**  
4,048,160 shares and 242,349,800 shares through Holding Investment Förvaltning i Luleå AB, where Larsson owns 50%



**Johan K Nilsson**  
Board member

**Year of Birth:**  
1960

**Elected:**  
2022

**Committee work:**  
Member of the Audit Committee

**Main education:**  
LL.M.

**Selected experience and other assignments:**  
Partner, JKN Attorneys\*  
Chief Legal Officer, PEAB  
Corporate lawyer, PEAB  
Corporate lawyer, Skanska

**Holdings in NYAB (including related parties)**  
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**Mikael Ritola**  
Board member

**Year of Birth:**  
1989

**Elected:**  
2022

**Committee work:**  
Member of the Remuneration Committee

**Main education:**  
Elementary school

**Selected experience and other assignments:**  
Senior Vice President Finland, NYAB\*  
Founder and Board member: Holding Investment Förvaltning i Luleå AB\*, OLARIT Invest AB\*  
Head of Special Construction, NYAB Sverige AB

**Holdings in NYAB (including related parties)**  
188,820 shares and 242,349,800 shares through Holding Investment Förvaltning i Luleå AB, where Ritola owns 50%



**Jari Suominen**  
Board member

**Year of Birth:**  
1957

**Elected:**  
2021

**Committee work:**  
Chairman of the Remuneration Committee

**Main education:**  
Engineer

**Selected experience and other assignments:**  
Senior Advisor, St1  
Director, Renewable Energy, St1  
CEO, Tuuliwatti  
Chairman of the Board, Finnish Wind Power Association  
Several management positions, ExxonMobil

**Holdings in NYAB (including related parties)**  
39,000 shares

\*ongoing assignments



# Executive Management



**Johan Larsson**

CEO since April 2022

**Year of Birth:**  
1980

**Main education:**  
Elementary school

**Selected experience:**  
Founder and Chairman, Holding Investment Förvaltning i Luleå AB & BINGAB Barents Investment Group AB\*  
Board member, Luleå Business Region AB\*  
CEO, NYAB Sverige AB

**Holdings in NYAB (including related parties)**  
4,048,160 shares and 242,349,800 shares through Holding Investment Förvaltning i Luleå AB, where Larsson owns 50%



**Aku Väliäho**

CFO since January 2022

**Year of Birth:**  
1985

**Main education:**  
M.Sc. (Econ.)

**Selected experience:**  
Head of Real Estate, Finnair Oyj  
Executive Director of Pension Fund, Finnair Oyj  
Head of Treasury Operations, Finnair Oyj  
Assistant Treasurer, Oriola Group

**Holdings in NYAB (including related parties)**  
7,500 shares



**Mikael Ritola**

Senior Vice President, Finland since October 2022

**Year of Birth:**  
1989

**Main education:**  
Elementary school

**Selected experience:**  
Head of Special Construction, NYAB Sverige AB

**Holdings in NYAB (including related parties)**  
188,820 shares and 242,349,800 shares through Holding Investment Förvaltning i Luleå AB, where Ritola owns 50%



**Magnus Granljung**

Magnus Granljung  
Senior Vice President, Sweden since April 2022

**Year of Birth:**  
1973

**Main education:**  
M.Sc. (Tech.)

**Selected experience:**  
CEO, NYAB Infrastruktur AB  
COO, BDx Företagen AB  
District Manager, Skanska Sverige AB

**Holdings in NYAB (including related parties)**  
24,339,872 shares



**Erik Petersen**

Vice President of Corporate Affairs since August 2023

**Year of Birth:**  
1979

**Main education:**  
Bachelor of Social Sciences, Marketing

**Selected experience:**  
Head of New Business, Paramount Global  
Head of KAM and Partnerships, Visit Sweden  
Senior Business Development Manager, Visit Sweden

**Holdings in NYAB (including related parties)**  
22,000 shares



**Elin Åhrberg**

Director of HR & Environment since October 2023

**Year of Birth:**  
1981

**Main education:**  
Higher Vocational Education Degree in Marketing and Business Management

**Selected experience:**  
HR Manager, Drift division, Svevia  
HR Business Partner, NCC  
HR Manager, Mangold Fondkommission AB  
HR Recruitment Manager, ÅF Technology AB

**Holdings in NYAB (including related parties)**  
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\*ongoing assignments