

## **The Nomination Committee's work ahead of the annual general meeting 2026 of Dynavox Group AB**

### **Composition of the Nomination Committee**

The Nomination Committee of Dynavox Group AB (the "Company"), which was appointed during the autumn of 2025 according to the principles adopted at the general meeting on 5 May 2025, shall prepare proposals for the annual general meeting 2026. According to the principles adopted at the general meeting 2025, the Nomination Committee shall consist of the Company's three largest shareholders in terms of votes who wish to appoint a member. In addition, the Chair of the Board of Directors shall be a co-opted member of the Nomination Committee.

Ahead of the annual general meeting 2026, the Nomination Committee has consisted of:

- Joachim Spetz, Chair of the Nomination Committee, appointed by Swedbank Robur Fonder,
- Helen Fasth Gillstedt, appointed by Handelsbanken Fonder,
- Gustaf Runius, appointed by SEB Fonder, and
- Gitte Pugholm Aabo, Chair of the Board of Directors.

Together, the Nomination Committee represents approximately 19 percent of the votes in the Company. Ahead of the annual general meeting, the Nomination Committee's task is, according to the instruction, to submit proposals on:

- the Chair of the annual general meeting,
- the number of ordinary members of the Board of Directors as well as election of members of the Board of Directors and the Chair of the Board of Directors,
- fees to the Board of Directors, the Chair of the Board of Directors and any remuneration for committee work,
- auditor and auditor fees, and
- any changes to the principles for appointing the Nomination Committee.

As per common practice, the Company's shareholders were given the opportunity to nominate members of the Board of Directors. No such proposal has been received.

### **The Nomination Committee's proposal for the Board of Directors**

The Board of Directors appointed at the annual general meeting 2025 consists of six members: Gitte Pugholm Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre, with Gitte Pugholm Aabo as Chair of the Board of Directors.

The Nomination Committee unanimously proposes to the annual general meeting 2026 that:

- the Board of Directors shall continue to consist of six ordinary members, with no deputy members,
- Gitte Pugholm Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson and Caroline Ingre are re-elected as members of the Board of Directors, and Ingrid Bojner is elected as new member of the Board of Directors, and Gitte Pugholm Aabo is re-elected as Chair of the Board of Directors.

It is with great pleasure that the Nomination Committee can propose Ingrid Bojner to the Board of Directors of Dynavox Group AB. Ingrid was born in 1973 and holds a degree in economics from the Stockholm School of Economics. Ingrid has broad experience from various board assignments which the Nomination Committee believes will complement the Board of Directors of Dynavox Group AB in an excellent manner. Ingrid has also held senior operational positions in both unlisted and listed companies, including Storytel. Ingrid is independent in relation to the Company and executive

management as well as in relation to major shareholders. Ingrid holds 400 ordinary shares in Dynavox Group AB.

The Nomination Committee thanks Charlotta Falvin for her valuable contributions to the Company, from the spin-off from Tobii until today.

A more detailed presentation of the members of the Board of Directors proposed for re-election and their board assignments in other companies is available on the Company's website.

### **The Nomination Committee's motivated statement**

**The election of the Board of Directors.** Dynavox Group AB is a leading global player in the market for complete solutions for assistive technology for communication. The Company offers integrated solutions with hardware and software, clinically developed language systems, education and dedicated support. This places high demands on the Company's Board of Directors to have an understanding for technology development, how the technology can be used, as well as an understanding of reimbursement systems in different markets and a good understanding of customers' requirements for product design and user-friendliness. In addition, the Board of Directors must have good insight into, and experience of, the challenges faced by companies in rapid growth, not least in being able to lead a substantially larger company going forward and having the ability to scale up operations while simultaneously increasing efficiency, as the objective is to increase both revenue and profitability.

It is the opinion of the Nomination Committee that the proposed Board of Directors possesses a broad and complementary knowledge and experience in dealing with the Company's key challenges.

As before, the Nomination Committee has discussed the requirements for diversity. In this regard, rule 4.1 of the Swedish Corporate Governance Code has been applied as diversity policy. The rule states that the members of the Board of Directors are collectively to exhibit diversity and breadth of qualifications, experience and background. In addition, companies should strive for gender balance on the Board of Directors.

- The Nomination Committee is of the opinion that the proposed Board of Directors fulfils the requirements for diversity and breadth in terms of qualifications, background and gender balance. The proposed Board of Directors consists of three women and three men, i.e. gender balance.
- The Nomination Committee has also analysed the independence of the members of the Board of Directors. The Nomination Committee assesses that all proposed members of the Board of Directors, except for Henrik Eskilsson, are to be considered independent of the Company, its executive management, and major shareholders. Henrik Eskilsson is independent in relation to major shareholders, but not in relation to the Company and its executive management. The composition of the Board of Directors meets all requirements with regard to independence.

**Remuneration matters.** The Nomination Committee places great importance on ensuring that the remuneration of the Board of Directors is in line with the market, which is a prerequisite for the recruitment and retention of key expertise on the Board of Directors in the long term. In evaluating the size and scope of the fees, comparisons have been made with fees in companies of similar size and complexity. Against this background, the Nomination Committee considers the proposed increase in Board and Committee fees to be reasonable and well justified.

The fees to the Board of Directors are proposed to be allocated with SEK 1,100,000 (previously 1,000,000) to the Chair of the Board of Directors and with SEK 350,000 (previously 325,000) to

each of the other members of the Board of Directors not employed by the Company. For work in the audit committee, a fee of SEK 150,000 (previously 140,000) is proposed to the Chair and a fee of SEK 70,000 (previously 65,000) to each other member. For work in the remuneration committee, a fee of SEK 50,000 (previously 45,000) is proposed to the Chair and SEK 30,000 (previously 28,000) to each other member.

**The Nomination Committee's other proposals to the annual general meeting 2026**

In addition, the Nomination Committee proposes to the annual general meeting 2026 that:

- Amanda Knutsson, member of the Swedish Bar Association, Advokatfirman Vinge, is elected as Chair of the annual general meeting 2026,
- the Company shall have an accounting firm as auditor and that, in accordance with the audit committee's recommendation, the accounting firm Öhrlings PricewaterhouseCoopers AB is elected as auditor for the time until the end of the next annual general meeting, and
- fees to the auditor shall be paid in accordance with approved invoices.

Stockholm, March 2026

THE NOMINATION COMMITTEE OF DYNAVOX GROUP AB