

PROPOSED BOARD MEMBERS 2025

RE-ELECTION



HANS LINNARSSON

Born 1952

Member of the Board since 2006-
Became Chairman of the Board in 2015. Chair-
man of the Remuneration Committee.

EDUCATION: B.Sc. (Electrical Engineering),
Teknikum, Växjö and B.A. Växjö University-

EXPERIENCE: Several different positions
as CEO of international Swedish industrial
companies over more than 30 years, such
as Enertec Component AB, CTC AB and Askö
Cylinda AB. Executive positions in the Elec-
trolux Group and President & CEO of Husq-
varna AB.

OTHER CURRENT BOARD ASSIGNMENTS: Chair-
man of the Board of HP Tronic AB. Board
member of Eolusvind AB, Inission AB, NP Nils-
son AB, Nordiska Plast AB and Zinkteknik AB.

PREVIOUS BOARD ASSIGNMENTS:

Chairman of the Board of K. Hartwall Oy,
Scandbio AB, Dahrén AB, and Board member
of Beijer Electronics AB (publ).

PRESENT AT BOARD MEETINGS: 9/9.

PRESENT AT REMUNERATION COMMITTEE: 1/1.

CURRENT SHAREHOLDING IN NIBE INDUSTRIER:
9,556 Class B shares.

Independent of the company and its manage-
ment and major shareholders.

RE-ELECTION



JAMES AHRGREN

Born 1979

Member of the Board since 2024.

EDUCATION: M.Sc. Engineering Mechanics at
KTH Royal Institute of Technology, Stockholm

CURRENT POSITION: CEO AQ Group (publ)-

EXPERIENCE: Worked in product development,
purchasing, production, marketing, sales and
acquisitions and in senior positions at Xylem,
Huber+Suhner, AB Traction and AQ Group. 10
years' experience of working and managing
companies in China. Founder of Nash Invest
AB, Lejla Invest AB and Elbilsvaruhuset.se i
Sverige AB.

OTHER CURRENT BOARD ASSIGNMENTS: Chair-
man of the Board of Lejla Invest AB. Board
member of Nash Invest AB and Chairman of
the Board and Board member of around 40
different subsidiaries in AQ Group AB.

PREVIOUS BOARD ASSIGNMENTS: Chairman of
the Board of Ankarsrum Industrier AB. Board
member of Sigicom AB and Drillcon AB.

PRESENT AT BOARD MEETINGS: 3/9.

CURRENT SHAREHOLDING IN NIBE INDUSTRIER:
12,015 Class B shares.

Independent of the company and its manage-
ment and major shareholders.

RE-ELECTION



CAMILLA EKDAHL

Born 1967

Member of the Board since 2024.
Member of the Audit Committee.

EDUCATION: M.Sc. in Engineering Mechanics, Chalmers University of Technology, Gothenburg.

CURRENT POSITION: CEO Balco Group AB (publ).

EXPERIENCE: Extensive industrial experience as CEO, local manager, COO, logistics manager in a number of companies with international operations, including Isaberg Rapid AB, Pelly Group AB, Thule Sweden AB, Rapid Granulator AB, Continental Gislaved Däck AB, Balco Group AB.

OTHER CURRENT BOARD ASSIGNMENTS: Board member of Haglund Industri AB.

PRESENT AT BOARD MEETINGS: 3/9.

PRESENT AT AUDIT COMMITTEE: 2/2.

CURRENT SHAREHOLDING IN

NIBE INDUSTRIER: 5,600 Class B shares.

Independent of the company and its management and major shareholders.

RE-ELECTION



EVA KARLSSON

Born 1966

Member of the Board since 2022.

EDUCATION: M.Sc. in Engineering Mechanics, Chalmers University of Technology, Gothenburg.

CURRENT POSITION: President EMEA Dometic Group (publ).

EXPERIENCE: More than 30 years' experience in international industrial companies, including Dometic, ASSA ABLOY and ABB. In these companies she has held senior management positions, including COO of Dometic Group and Head of business area Pedestrian Door Solutions at ASSA ABLOY.

PREVIOUS BOARD ASSIGNMENTS: Board member of Itab Group AB.

PRESENT AT BOARD MEETINGS: 9/9.

CURRENT SHAREHOLDING IN NIBE

INDUSTRIER: 9,323 Class B shares.

Independent of the company and its management and major shareholders.

RE-ELECTION



GERTERIC LINDQUIST

Born 1951

Member of the Board since 1989.

EDUCATION: M.Sc. in Engineering and M.Sc. in Business & Economics, Chalmers University of Technology and Uppsala University.

CURRENT POSITION: Managing Director & CEO of NIBE Industrier AB and NIBE AB. Employed at NIBE since 1988.

EXPERIENCE: More than 35 years' experience of international industrial operations, including as Exports Director of ASSA Stenman AB, now ASSA Abloy.

OTHER CURRENT BOARD ASSIGNMENTS: A number of assignments as Chairman and Board member at Group-wide companies in NIBE Group. Board member.

PRESENT AT BOARD MEETINGS: 9/9.

CURRENT SHAREHOLDING IN NIBE INDUSTRIER:

27,511,952 Class A shares, and 65,160,044 Class B shares.

Not independent due to his position, his shareholding and the length of his Board service.

PROPOSED BOARD MEMBERS 2025

RE-ELECTION



ANDERS PÅLSSON

Born 1958

Member of the Board since 2010.
Chairman of the Audit Committee.

EDUCATION: M.Sc. in Business & Economics,
Lund University.

EXPERIENCE: More than 35 years' experience in international industrial companies, including President & CEO of Hilding Anders and divisional manager at Trelleborg AB and in PLM/Rexam. Worked at Gambro and the E.ON Groups.

OTHER CURRENT BOARD ASSIGNMENTS:
Chairman of Malmö FF football club.

PREVIOUS BOARD ASSIGNMENTS: Chairman of GARO AB, Lammhults Design Group AB, Elektro Sandberg AB and Hilding Anders AB. Board member of OKG Oskarshamns Kärnkraftverk AB, Midway Holdings AB, Trioplast AB and Bergendahls Food AB.

PRESENT AT BOARD MEETINGS: 9/9.

PRESENT AT AUDIT COMMITTEE: 2/2.

CURRENT SHAREHOLDING IN NIBE

INDUSTRIER: 91,428 Class B shares.

Independent of the company and its management and major shareholders.

RE-ELECTION



EVA THUNHOLM

Born 1966

Member of the Board since 2022. Member of the Remuneration Committee.

EDUCATION: M.Sc. in Chemical and Administrative Sciences, Karlstad.

CURRENT POSITION: Vice President Business. Unit Technical Materials, Ahlstrom Group.

EXPERIENCE: Considerable experience of international business and solid industrial experience, including in the ventilation industry. Has worked at e.g. Stora Enso, Södra Skogsägarna and Volution Group.

OTHER CURRENT BOARD ASSIGNMENTS: Board member of Sydved AB, Alutrade AB and the trade association Skogsindustrierna.

PREVIOUS BOARD ASSIGNMENTS:

Uni4 Marketing AB.

PRESENT AT BOARD MEETINGS: 9/9.

PRESENT AT REMUNERATION COMMITTEE: 1/1.

CURRENT SHAREHOLDING IN NIBE

INDUSTRIER: 2,000 Class B shares.

Independent of the company and its management and major shareholders.