N.B. This is an unofficial translation of the Swedish original wording. In case of differences between the English translation and the Swedish original, the Swedish text shall prevail.

The Nomination Committee's proposals and reasoned statement for the extraordinary general meeting 2026 in BICO Group AB (publ)

The Nomination Committee of BICO Group AB (publ) ("**BICO**" or the "**Company**") ahead of the extraordinary general meeting on 7 December 2026 ("**EGM**") consists of Anders Strid (Chairman, appointed by Erik Gatenholm) and Carl-Johan Krusell (appointed by Héctor Martínez). The Nomination Committee has been convened by the acting Chairman of the Board, Erik Gatenholm, following the decision of three of the Board members elected at the Annual General Meeting 2026 to leave the Board as of 31 July 2026.

Shareholders have been able to submit proposals to the Nomination Committee according to the instructions on the Company's webpage.

The Nomination Committee's proposals for the EGM 2026

The Nomination Committee submits the following proposals to the EGM 2026. The item numbering below follows the agenda for the EGM.

Item 2 – Election of Chairman at the EGM

The Nomination Committee proposes that attorney-at-law Edin Agic, Advokatfirman Vinge, is appointed Chairman at the EGM.

Item 7 – Determination of the number of Board members

The Nomination Committee proposes that the Board shall consist of five (5) ordinary members without deputies.

Item 8 – Election of Board members

The Nomination Committee proposes the election of Susanne Ekblom and Åsa Hedin as new Board members for the period until the end of the next annual general meeting.

Item 9 – Election of Chairman of the Board

The Nomination Committee proposes the election of Erik Gatenholm as Chairman of the Board for the period until the end of the next annual general meeting.

Item 10 – Determination of fees to the Board of Directors

The Nomination Committee proposes that the fees resolved by the Annual General Meeting 2026, covering a term of office from one annual general meeting to the next, remain unchanged. The fees referred to above are therefore proposed to be paid pro rata to each Board member based on the number of months that each Board member serves from and including the Annual General Meeting 2026 to and including the Annual General Meeting 2027.

The Nomination Committee's work and reasoned statement

The Nomination Committee was constituted ahead of the Annual General Meeting 2026 in accordance with the principles for the appointment of the Nomination Committee adopted by the Annual General Meeting 2025 and consisted of Anders Strid (Chairman, appointed by Erik Gatenholm), Carl-Johan Krusell (appointed by Héctor Martínez), Jannis Kitsakis (appointed by Fjärde AP-Fonden) and Malin Björkmo (appointed by Handelsbanken Fonder). Ahead of the

EGM, Handelsbanken Fonder and Fjärde AP-Fonden have stated that they do not wish to participate in the Nomination Committee. The Nomination Committee ahead of the EGM has therefore consisted of Anders Strid (Chairman) and Carl-Johan Krusell.

The Nomination Committee commenced its work immediately after the announcement that three Board members intended to leave the Board as of 31 July 2026. Following initial contacts with the acting Chairman of the Board and management, it was established that the Company needed Board members who, at least during the next 12 months, are able to devote the requisite time to their assignments. It was also established that the Board needed to be supplemented with experience and competence in auditing or accounting, as well as in life science, covering both strategy and commercialization. To ensure an independent selection and evaluation process and access to a broad pool of qualified candidates, Alumni Global was engaged to be responsible for the recruitment process.

The Nomination Committee has, together with the Chairman of the Board, discussed the size of the Board and concluded that it should propose a reduction in the number of members so that the Board consists of five members. The Nomination Committee considers that this number is sufficient to compose a Board with relevant competencies and experience and provides the conditions for effective board work.

The Nomination Committee has, on an ongoing basis together with Alumni Global, the acting Chairman of the Board, the CEO and the CFO, discussed the competence needs of the Board in light of the Company's operations, position and future. Furthermore, the Nomination Committee has discussed the gender equality and diversity perspective based on the view that they are essential in the composition of the Board. The long-term goal is for the Board to be composed of members of varying ages, genders and geographical origins, as well as with diversified educational and professional backgrounds. The Nomination Committee applies section 4.1 of the Swedish Code of Corporate Governance as a diversity policy.

With regard to the selection process, the Nomination Committee has considered it important that this process be conducted as independently as possible in relation to the Company's major shareholders, current Board and management. For this reason, Alumni Global has worked independently and, following interviews, identified a number of candidates who were interviewed by the Nomination Committee without anyone else present.

Following interviews and deliberations, the Nomination Committee has decided to propose the following new Board members to the EGM:

Susanne Ekblom holds a degree in business and economics from Stockholm University.

Susanne has extensive experience in both operational management roles and board work in listed and unlisted companies. During her operational career, Susanne has served as CFO of Investor and SVT and as CEO of Vectura Fastigheter. She is a Board member and Chairman of the Audit Committee of Sjunde AP-fonden and Mio, and a Board member of C-RAD. She has previously been a Board member and Chairman of the Audit Committee of Cint, Norstat and Assemblin.

During her career, Susanne has driven extensive change and efficiency initiatives and developed strong competence in financial management, capital markets, business development and value creation. In addition to serving as Chairman of BICO's Audit Committee, Susanne will, among other things, contribute to identifying areas for improvement and following up on the implementation of measures.

Susanne currently holds no shares in BICO.

Susanne is independent in relation to the Company and its management as well as in relation to the Company's major shareholders.

Åsa Hedin holds a master's degree in biophysics/biotechnology and a bachelor's degree in physics.

Åsa has extensive experience in international technology and medical technology companies, both as an operational leader and as a Board member. She has held senior roles as CEO of Elekta Instrument AB and with responsibility for Corporate Strategy at Elekta and Gambro AB. Åsa is Chairman of the Board of PDSVision and QBTech, and a Board member of Acuvi and Industrifonden. She has previously been Chairman of the Board of Tobii Dynavox and a Board member of, among others, Nolato, Biotage, C-Rad MedCap and Cellavision. Åsa has very broad experience in life science and extensive experience of strategy work in companies undergoing change. The Nomination Committee considers Åsa a great asset to the Board in terms of international commercialization and growth.

Åsa currently holds no shares in BICO.

Åsa is independent in relation to the Company and its management as well as in relation to the Company's major shareholders.

Erik Gatenholm was appointed Chairman of the Board by the Board on 31 July 2026. To ensure continuity, the Nomination Committee proposes that Erik Gatenholm remains Chairman of the Board for the period until the end of the next annual general meeting.

More detailed information about the proposed Board members can be found on the Company's website, www.bico.com.

The Nomination Committee has ascertained that the proposed members have the time and availability required to fulfill their assignments. The Nomination Committee makes the assessment that the proposed Board of Directors, taking into account the Company's operations, stage of development and conditions in general, has an appropriate composition. In assessing the independence of the proposed Board members, the Nomination Committee has found that its proposal for the composition of the Board of Directors of BICO meets the requirements for independence set out in the Swedish Code of Corporate Governance.

Provided that the EGM resolves in accordance with the Nomination Committee's proposal, 40% of the Board members will be women and 60% men.

Gothenburg, November 2026
The Nomination Committee of BICO Group AB (publ)