



*The English text is an unofficial translation of the Swedish original. In case of any discrepancies between the Swedish text and the English translation, the Swedish text shall prevail.*

## Item 16 – The Board of Directors' complete proposal regarding issue of warrants

1. The Board of Directors proposes that the General Meeting resolves on an issue of not more than 650,000 warrants.
2. With deviation from the shareholders' pre-emptive rights, Attendo Intressenter AB, reg. no, 556703-2650, a wholly-owned subsidiary of Attendo AB (publ) ("Attendo"), shall be entitled to subscribe for the warrants.
3. Each warrant entitles to subscription of one new share in Attendo during the two-week period from the day of publication of the interim report for the period 1 January- 30 June (Q2) 2026 and during the two-week period from the day of publication of the interim report for the period 1 January – 30 September (Q3) 2026, at an exercise price corresponding to 120 per cent of the average volume weighted share price for the Attendo share as quoted on Nasdaq Stockholm during the period five trading days from 5 May 2023 (the first trading day after the publication of Attendo's first interim report for 2023). The exercise price shall be rounded to the nearest SEK 0.10, whereby SEK 0.05 shall be rounded upwards. The exercise price may never be less than the quota value of the share. If the exercise price exceeds the shares' quota value, the part of the exercise price which exceeds the shares' quota value (share premium) shall be allocated to the free share premium reserve.
4. In accordance with customary conditions, the exercise price and the number of shares that each warrant entitles to will be recalculated in the event of a share split, consolidation of shares, share issue, etc. The warrants shall, in accordance with customary conditions, be possible to exercise in advance in the event of e.g. liquidation, change of control or merger whereby Attendo is absorbed by another company. At full subscription of the warrants, Attendo's share capital will be increased by SEK 3,562.615259.
5. Subscription of warrants shall take place no later than 30 June 2023. However, the Board of Directors shall have the right to extend the subscription period. There can be no over-subscription.

The warrants shall be issued free of charge. The full terms and conditions for the warrants are set out in Appendix A. The reason for the deviation from the shareholders' pre-emptive rights is to implement an incentive program for senior executives in Attendo.

The CEO, or anyone appointed by the CEO, shall be authorized to make such changes to the resolution above that may be necessary in relation to registration thereof and otherwise take such actions that are required to execute the resolution.