

Corporate Governance Statement

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Corporate Governance at Bilia

Bilia AB (publ) is a Swedish public limited liability company listed on Nasdaq Stockholm, Large Cap. The company applies the Swedish Corporate Governance Code and hereby submits its Corporate Governance Statement for the year 2024.

The Group's corporate governance is, in addition to that set out in Swedish law, based on the Swedish Corporate Governance Code (the Code), Nasdaq Stockholm AB's Rules for Issuers and the Swedish Securities Council's rulings on what constitutes good practice on the Swedish stock market. This report summarises how the corporate governance is structured and how it has been managed and developed within the Group during the 2024 financial year. Bilja complies with the rules of the Code and there were no deviations from these rules in 2024.

Corporate governance at Bilja

Good corporate governance is about ensuring on behalf of the shareholders that Bilja is managed in a sustainable and responsible way, and as efficiently as possible. Bilja strives for a clear division of responsibilities, for transparency towards the owners and the market and for efficient governance and control of the Group's operations to ensure that the Group fulfils its commitments towards shareholders, customers, employees, suppliers, credit providers and society. It also endeavours to ensure that the operations follow set targets, applicable legislation and other regulatory frameworks, both external and internal. External regulatory frameworks include the Swedish Companies Act, the Swedish Annual Accounts Act and other relevant laws, Nasdaq Stockholm's Rules for Issuers and the Code. Internal regulatory frameworks include the Articles of Association adopted at the Annual General Meeting, the rules of procedure

for the Board of Directors and the instructions for the Managing Director, including instructions on financial reporting, and instructions for the Board Committees, policies and guidelines, and Bilja's Code of Conduct.

Shareholders

At the end of 2024 Bilja had 38 307 shareholders. Bilja's largest shareholder was Investment AB Öresund, whose holding amounted to 10,2 per cent as of 31 December 2024. The next-largest shareholders at year-end were Mats Qviberg, Anna Engebretsen and Eva Qviberg, whose holdings amounted to 6,2, 5,2 and 5,0 per cent respectively. The proportion of Swedish institutional ownership amounted to 23,8 per cent (21,6) and the proportion of foreign institutional ownership was 19,7 per cent (19,8).

General meeting of shareholders

Shareholders' influence is exercised at the Annual General Meeting (AGM) and, where applicable, at Extraordinary General Meetings, which are Bilja's highest decision-making bodies. All shareholders who are registered in the share register at the record date before the meeting and who have registered their participation in the meeting before the deadline set out in the notice are entitled to participate in the meeting with full voting rights. Shareholders who are unable to attend in person may be represented through a proxy. Any shareholder who would like an issue to be dealt with at a general meeting of shareholders must submit a written proposal to the Board in sufficient time so



To celebrate 40 years as listed company Chairman of the Board of Bilja Mats Qviberg, Member of the Board Anna Engebretsen, MD and CEO Per Avander, and Head of Investor Relations and M&A, Carl Fredrik Ewetz are ringing in the stock market opening.

that the proposal can be included in the notice to attend the meeting.

The 2024 AGM

The 2024 AGM was held on 24 April. The Board had decided that shareholders could exercise their right to vote at the AGM also by postal voting in accordance with the regulations in Bilia's articles of association. A total of 224 shareholders were represented at the meeting, who jointly represented 57 per cent of the number of shares and votes in the company. The Chairman of the Board, Mats Qviberg, was elected chairman of the AGM. The minutes from the AGM can be found on Bilia's website, www.bilia.com.

The AGM passed resolutions on the following, among other matters:

- adoption of the Parent Company and consolidated Income Statements and Balance Sheets for the 2023 financial year in the Annual Report,
- dividend in accordance with the Board proposal of SEK 6.60 per share for the 2023 financial year, allocated across four disbursements,
- granting discharge from liability for the Board's members and the Managing Director for the 2023 financial year,
- re-election of all Board members,
- re-election of Mats Qviberg and Jan Pettersson as Chairman of the Board and Deputy Chairman respectively,
- determining remuneration for the Board and auditors,
- re-election of Öhrlings PricewaterhouseCoopers AB as the company's auditor for the period up until the end of the 2025 AGM,
- approval of the Board's remuneration report,
- approval of guidelines for remuneration for Group Management,
- establishment of a long-term incentive programme in the form of a share savings programme for approximately 60 senior executives and other key personnel,
- authorisation for the Board to decide on acquisitions or transfers of the company's own shares

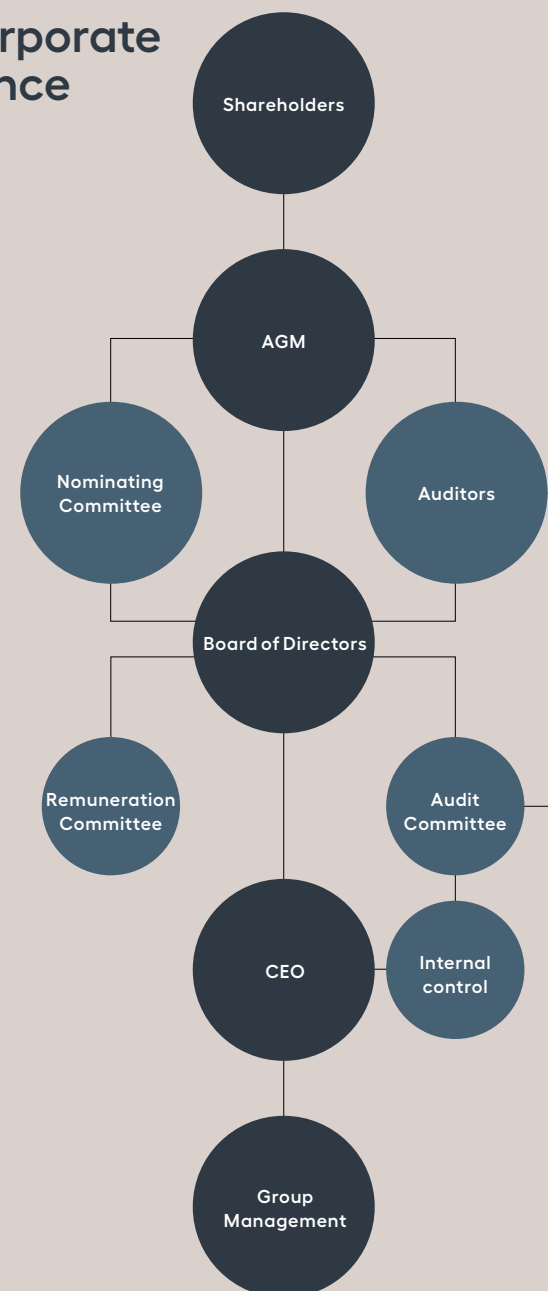
on one or more occasions during the period up until the next AGM, but the shares may not correspond to more than 10 per cent of the total number of shares in the company.

Nominating Committee

The Nominating Committee is tasked with submitting proposals ahead of the AGM on resolutions regarding the election of the Chairman at the AGM, the election of the Chairman and other members of the Board, fees for the Board, and remuneration for committee work, the election of auditors (where applicable), fees for auditors and changes in the procedure for appointing the Nominating Committee. In accordance with a resolution at Bilia's 2016 AGM, the Nominating Committee shall comprise Bilia's Chairman of the Board along with representatives of the two to four largest shareholders at the turn of the month before the Committee is appointed. Bilia's Nominating Committee, prior to the 2024 AGM, comprised Anders Wennberg (Chairman of the Nominating Committee), representative of Investment AB Öresund, Mats Qviberg, in his capacity as Chairman of the Board of Bilia AB, Sofia Steinwall, representative of Anna Engebretsen and family, and Emilie Westholm, representative of Folksam.

Every year the Nominating Committee evaluates the Board and its work. The Committee then prepares a proposal for a new Board and proposals for remuneration for the Board, proposals that are submitted in connection with the notice to attend the upcoming AGM. The Nominating Committee's motivating statement ahead of the 2024 AGM states that it applied rule 4.1 of the Code about diversity policy when drawing up its proposal for the Board. The aim of the policy is to ensure that the Board has a composition appropriate to the company's operations, phase of development and general circumstances that is characterised by diversity and breadth with regard to expertise, experience and background, in addition to which an even gender distribution should be striven for. The 2024 AGM decided to

Bilia's corporate governance



appoint Board members in accordance with the Nominating Committee's proposals, which means that eight members were elected, comprising three women and five men.

Bilia's Nominating Committee, prior to the 2025 AGM, comprises Anders Wennberg (Chairman of the Nominating Committee), representative of Investment AB Öresund, Mats Qviberg, in his capacity as Chairman of the Board of Bilia AB, Sofia Steinwall, representative of Anna Engebretsen and family, and Henrik Söderberg, representative of C WorldWide Asset Management.

Auditors

Bilia's auditors are elected by the AGM. The auditor inspects the annual accounts, accounting records and consolidated accounts as well as the Board of Director and Managing Director's administration in accordance with good auditing practice. After each financial year, the auditor submits an auditor's report for the Parent Company and an auditor's report for the Group to the AGM. At the 2024 AGM, the registered public accounting firm Öhrlings PricewaterhouseCoopers AB was re-elected as the company's auditor, with Authorised Public Accountant Fredrik Göransson as the auditor in charge. The current mandate period runs up to the end of the 2025 AGM. The auditors report the findings of their inspection to the Audit Committee and the Board. In addition to regular accounting tasks, Öhrlings PricewaterhouseCoopers AB assists with advisory and investigatory assignments. Such assignments are submitted in accordance with the rules decided by the Audit Committee for approving the nature and scope of the services as well as remuneration. The assignments conducted are not deemed to cause a conflict of interest. See Note 9 Fees and cost reimbursement to auditors for information on remuneration for auditors.

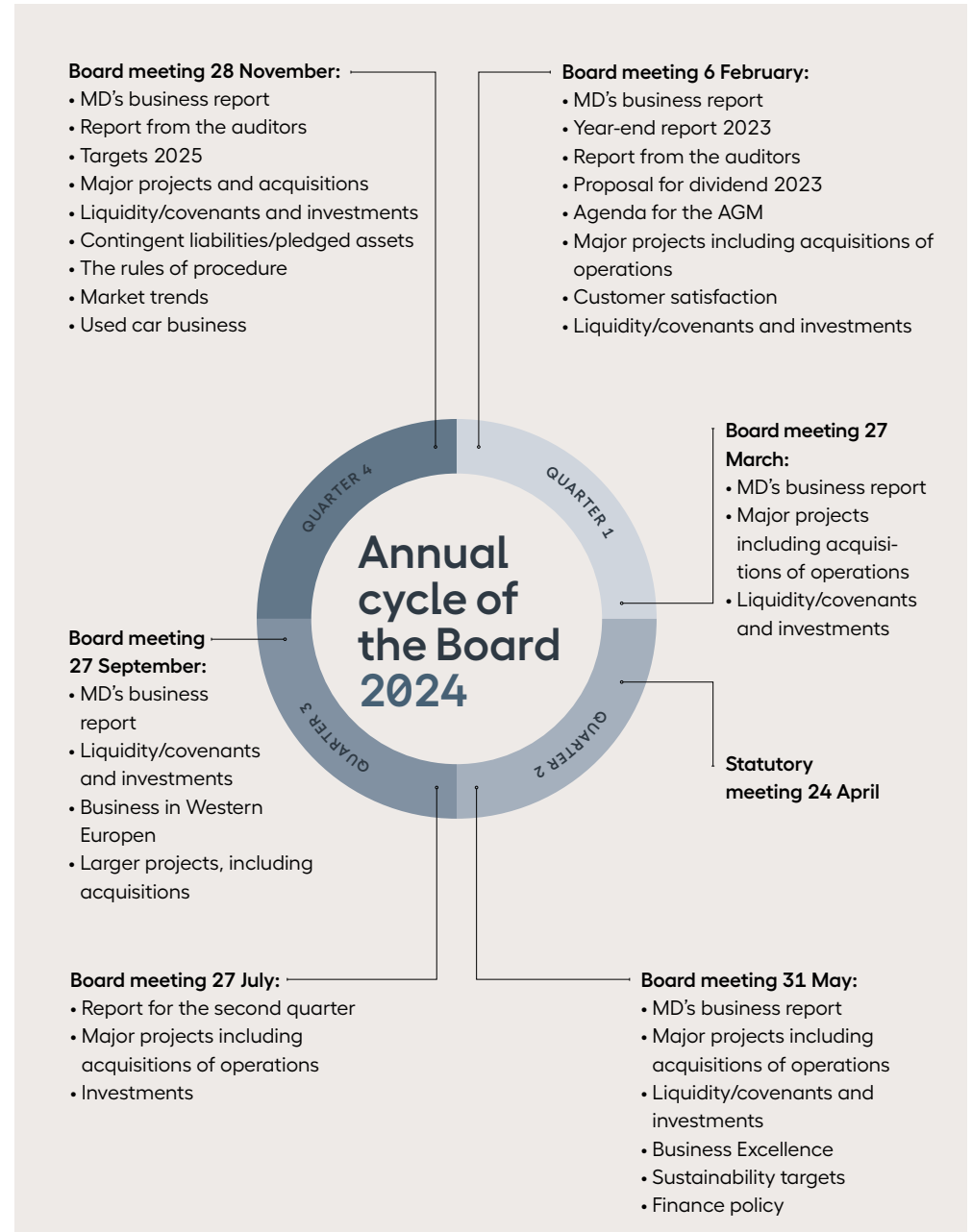
Board of Directors

The Board of Directors' main duty is to be responsible for the company's organisation and

the management of the company's business. The Board has to consider the interests of all shareholders in carrying out its duties. The Board is also responsible for ensuring that this Corporate Governance Report is prepared. The Articles of Association stipulate that the Board shall comprise at least seven and at most 10 members. The Board members are elected annually at the AGM for the period up until the end of the next AGM. Employees are entitled to appoint two representatives and two deputies to the Board. In 2024, Bilia's Board comprised eight members elected by the AGM. The Managing Director and the CFO participate in the Board meetings, the latter also as secretary. Furthermore, other senior officers take part as required.

The Board of Directors' work is mainly governed by the Swedish Companies' Act, the Code and the Board's rules of procedure. The members of the committees are established annually at the statutory meeting, and the rules of procedure are established annually at the Board meeting in December. The current rules of procedure state that the Board should have at least five ordinary meetings between each AGM, including the Board meeting following election. The rules of procedure also set out the division of work and responsibilities between the Board of Directors, Chairman of the Board, the Board Committees and the Managing Director.

Mats Qviberg was re-elected Chairman of the Board at the 2024 AGM. The Chairman of the Board is responsible for managing and assigning the Board's work and for ensuring that this is done in an efficient, well-organised way. This entails, for example, ensuring that the Board fulfils its obligations, monitoring the operation's development and making sure that the Board always has the information it requires so that it can carry out its work while maintaining quality standards in accordance with the applicable rules and regulations. The Chairman of the Board does not take part in the operational management of the company.



The Code states that a majority of the members of the Board elected at the AGM must be independent of the company and its management, and at least two of these members must also be independent of the company's major shareholders. The Nominating Committee has judged that the Board composition of Bilia meets the requirements on independence set out in the Code. Individual Board members' shareholdings, their independence in relation to the company, the executive management and the company's major shareholders are shown in the table on this page. Other assignments in other companies are shown in the presentation of Board members on page 55.

The work of the Board in 2024

The Board of Directors held its Board meeting following election on 24 April 2024, and including this one a total of seven Board meetings were held during the year. The Board dealt with standing items at its regular meetings that follow from the Board's rules of procedure, such as business situation, budget, annual accounts and interim reports. In addition, the Board dealt with overarching issues relating to corporate acquisitions and other investments, disposals, long-term strategies, financial issues, quality issues, compliance, internal control and risk management, along with organisation and structure. During the year, the Board spent a significant amount of time discussing the current economic situation, trends in the industry, such as changing sales channels and business models and electrification and their impact on Bilia's operations today and in the future, as well as delving into specific areas such as the used car business and operations in Western Europe. The work of the Board was conducted in accordance with the illustration on page 52. In addition to the ordinary meetings the Board made seven decisions per capsulam.

Board Committees

Remuneration Committee

In 2024, Bilia's Remuneration Committee comprised the Board members Nicklas Paulson (Chairman), Anna Engebretsen and Gunnar Blomkvist. The Remuneration Committee's members are independent in relation to the company and the executive management.

The Committee held six minuted meetings in 2024 and also had ongoing informal contact. The members' attendance at committee meetings is reported in the table on this page. The Remuneration Committee, which follows written instructions, is charged with drafting matters concerning remuneration principles as well as remuneration and other terms of employment for the Managing Director and other members of the Group Management. The

Committee also prepares the Board's proposed guidelines on remuneration for senior officers, which the Board presents for a resolution at the general meeting of shareholders at least every four years. In addition, the Committee shall monitor and evaluate ongoing programmes and programmes completed during the year regarding variable remuneration for the Group Management and the application of the guidelines on remuneration for senior officers decided on at the AGM.

Audit Committee

In 2024, Bilia's Audit Committee comprised the Board members Jon Risfelt (Chairman), Caroline af Ugglas and Gunnar Blomkvist. The Committee held six minuted meetings and had informal contact between the meetings as necessary in 2024.

The members' attendance at committee meetings is reported in the table on this page. The company's auditors took part in all of the Audit Committee's meetings. The Committee and the auditors discussed and established the scope for the audit.

The Audit Committee is a drafting body in contacts between the Board and the auditors, and continuously submits reports to the Board regarding its work. The Audit Committee follows written instructions and shall through its operations meet the requirements set out in the Swedish Companies Act and the EU's Audit Regulation. The Committee's duties include:

- monitoring the company's financial reporting and the effectiveness of the company's internal control and risk management, and ensuring that the Group's nine-month report and annual accounts are reviewed by the Group's auditors,

BOARD OF DIRECTORS

Member	Attendance at board meetings, %	Attendance at committee meetings, %	Independent in relation to the company and company management	Independent in relation to the company's major shareholders	Number of shares
Elected members					
Mats Qviberg, Chairman	100	—	Yes	No	13,617,154
Jan Pettersson, Deputy Chairman	100	—	Yes	Yes	1,200,000
Ingrid Jonasson Blank	100	—	Yes	Yes	40,000
Gunnar Blomkvist	100	100	Yes	Yes	75,598
Anna Engebretsen	100	100	Yes	No	5,173,360
Nicklas Paulson	100	100	Yes	No	2,000
Jon Risfelt	100	100	Yes	Yes	26,790
Caroline af Ugglas	100	100	Yes	Yes	3,000
Employee representatives					
Patrik Nordvall	100	—	Employee		504
Maria Finth Juhlin	67	—	Employee		—
Fredrik Säfsten	67	—	Employee		—
Isak Ekblom	83	—	Employee		—

- staying informed about the audit of the annual accounts and consolidated accounts, and examining and monitoring the auditor's impartiality and independence,
- assisting in the preparation of proposals to the AGM on the election of auditors and audit fees.

The following issues were addressed in 2024, among others: risk analysis for the Group's operations, insurance matters, IT security, impairment testing of intangible assets, acquisition of new businesses, financing, internal control issues, CSRD, and observations from the external auditors' audit of Bilia.

Evaluating the work of the Board

The Board's work is evaluated annually using a model that covers the following main areas:

- Board of Directors (roles, planning, functions)

- Board meetings
- Board material, information and reports
- Members of the Board
- Chairman of the Board
- Managing Director

The evaluation is performed by having the members carry out an anonymous assessment of the work of the Board by rating a number of areas/aspects, after which the results are compiled. This year's evaluation painted a positive overall picture of the work of the Board. The Board also evaluates the work of the Committees each year and whether other members remain satisfied with how the Committees manage their respective areas of responsibility. The results of the evaluation have been presented to and discussed in the Board and reported to the Nominating Committee by the Chairman of the Board. The evaluation forms

the basis for the Nominating Committee's various proposals regarding the Board.

Group Management

Per Avander is the Managing Director and CEO of Bilia and he leads Bilia's day-to-day operations. The Managing Director is responsible for implementing and ensuring implementation of the strategies, business plans and operational targets decided by the Board of Directors. The Managing Director is also responsible for ensuring that the Board of Directors is given information and the necessary data to make decisions, for presenting reports at the Board meetings and for continuously informing the Board of Directors and Chairman of the Group and company's financial position and development.

The Managing Director is assisted by the Group Management, which comprises managers of business areas and functions. At the end of 2024 the Group Management comprised, in addition to the MD: Stefan Nordström (Deputy MD), Elin Delvert (HR and Environment, Health & Safety), Kristina Franzén (CFO and Sustainability), Frode Hebnes (MD, Bilia Norge AS), Carl Fredrik Ewetz (Investor Relations and M&A), Mathias Nilsson (MD, Bilia Personbilar AB), Anders Rydheimer (Business Development and Communication), Anna Höglund (CIO and MD Motorit AB), and Sofie Ecke (General Counsel). The Group Management held seven meetings and a three-day workshop in 2024. The meetings mainly focused on the Group's strategic and operational development as well as on budget follow-up and quality issues.

Central functions

There are central functions within Bilia for co-ordinating finance, sustainability, HR, IT, legal affairs, marketing and communication. These functions are responsible for developing applicable Group-wide strategies, priorities and action plans in their respective areas of responsibility and for driving, supporting and controlling development in the organisation on the basis of their respective expertise.

The Board's report on internal control

It is limited to internal control and risk management relating to financial reporting and encompasses the entire Group. The Board bears ultimate responsibility for ensuring that Bilia's internal control works satisfactorily and that adequate financial reports are presented. Under the Swedish Companies Act, the Board is responsible for Bilia's organisation and management. The Board is responsible for ensuring that Bilia's accounting, fund management and financial situation in general includes satisfactory controls. This responsibility cannot be delegated, rather it always rests ultimately with the Board.

Bilia's control environment is based on communicating clear guidelines to all subsidiaries to ensure that the same rules and policies are applied in the Group's companies and business areas and that the subsidiaries have the necessary tools to report back to Bilia AB in an accurate and uniform manner. The management performs a risk analysis which, following discussions in the Audit Committee and Board, determines, along with other considerations, the focus of the internal control.

Internal control work

As a complement to managerial responsibility and other control procedures, Bilia has a function for risk management that includes internal control and internal audit work. The result of the audit is reported directly to Bilia's CFO and the Audit Committee. The audit plan is approved by the Audit Committee.

The plan's effectiveness is assessed continuously throughout the year and any changes are approved by the Audit Committee.

Work to secure internal control is an ongoing process that is subject to constant review, follow-up and improvement.

Bilia's Code of Conduct applies to all employees of the Group and the Board members. The Code of Conduct can be found at bilias.com.



Board of Directors

A total of seven Board meetings were held in 2024, including one statutory meeting, six ordinary meetings and seven decisions made per capsum.

Composition, assignments and shareholdings of the Board of Directors as of 31 December 2024.

See also consolidated statements Note 8, "Employees, personnel costs and remunerations for senior officers".

¹⁾ With family.

²⁾ 1,020,000 shares are endowment insurance and 180,000 are directly registered, with family.

Auditors

Öhrlings PricewaterhouseCoopers AB was elected as the audit firm by the 2024 AGM for the period up until the 2025 AGM.

Fredrik Göransson, born 1973, Authorised Public Accountant. Auditor in charge at Bilja since 2021.



Mats Qviberg

Born 1953. Chairman. Elected 2003.

Education: MSc Business Administration, Stockholm School of Economics.

Career background: SEB, Carnegie.

Posts 2024: Chairman of Investment AB Öresund.

Number of shares: 13,617,154 ¹⁾.



Jan Pettersson

Born 1949. Deputy Chairman. Elected 2003.

Education: Degree in Economics, Stockholm University.

Career background: Active in the automotive industry, Kinnevik Group, MD Toyota and Svenska Motor AB, MD and CEO Bilja AB.

Posts 2024: Chairman of Active Driving AB and Trosta Park AB.

Number of shares: 1,200,000 ²⁾.



Ingrid Jonasson Blank

Born 1962. Board member. Elected 2006.

Education: MSc Business Administration from the School of Business, Economics and Law, University of Gothenburg.

Career background: Active in the ICA Group, most recently as Deputy MD of ICA Sverige AB.

Posts 2024: Board member of Musti Group Oy, Kjell Group AB, Haypp Group Oy, Forenom Group Oy, Aim Apparel AB, Citygross AB, MEDS AB, Astrid Lindgren AB and Petgood AB.

Number of shares: 40,000.



Gunnar Blomkvist

Born 1955. Board member. Member of the Remuneration and Audit Committees. Elected 2017.

Education: MSc Business Administration from the School of Business, Economics and Law, University of Gothenburg.

Career background: Employed by Bilja AB, most recently as CFO.

Posts 2024: —

Number of shares: 75,598.



Anna Engebretsen

Born 1982. Board member. Member of the Remuneration Committee. Elected 2010.

Education: MSc BI School of Economics, Oslo.

Career background: OMD (Omnicom Media Group) and Skistar AB. **Posts 2024:** Board member of Investment AB Öresund and MQ MarQet AB.

Number of shares: 5,173,360 ¹⁾.



Nicklas Paulson

Born 1970. Board member. Chairman of the Remuneration Committee. Elected 2018.

Education: MSc Business Administration, Stockholm University.

Career background: Carnegie, Alfred Berg, ABN AMRO and Swedbank.

Posts 2024: MD of Investment AB Öresund. Board member of Ovzon AB.

Number of shares: 2,000.



Jon Risfelt

Born 1961. Board member. Chairman of the Audit Committee. Elected 2003.

Education: M.Eng. Chemical Engineering, KTH Royal Institute of Technology.

Career background: Ericsson, SAS, American Express, Nyman & Shultz, Europolitan and Gambro Renal.

Posts 2024: Chairman of Know-it AB, CAB Group AB, Axentia Group Holding AB and SOS International AS. Board member of Projektengagemang AB.

Number of shares: 26,790.



Caroline af Ugglas

Born 1958. Board member. Member of the Audit Committee. Elected 2022.

Education: Economics degree, Stockholm University.

Career background: Deputy MD Confederation of Swedish Enterprise, previously Head of Equities at Skandia Liv.

Posts 2024: Board member of Beijer Alma AB, Lifco AB (publ), Investment AB Spiltan and Trapets AB.

Number of shares: 3,000.



Isak Ekblom

Born 1988. Employee representative. Elected 2016. Appointed by the LO locals in the Bilja Group.

Education: Auto body technician, Motorbranschens Tekniska Gymnasium.

Career background: Employed by Bilja. Elected official at IF Metall.

Posts 2024: Shop Steward for IF Metall Gothenburg. Board member of ABF Sydvästra Götaland. Board member of IF Metall Gothenburg.

Number of shares: —



Patrik Nordvall

Born 1967. Employee representative. Elected 2004. Appointed by the PTK (Federation of Salaried Employees in Industry and Services) locals in the Bilja Group.

Education: Process Engineering studies and IHM Business School Senior.

Career background: Employed by Bilja.

Posts 2024: Shop Steward for Unionen at Bilja, and Property Management Developer.

Number of shares: 504.



Maria Finth Juhlin

Born 1990. Deputy employee representative. Elected 2023. Appointed by the PTK (Federation of Salaried Employees in Industry and Services) locals in the Bilja Group.

Education: High school automotive engineering.

Career background: Employed by Bilja.

Posts 2024: Labour representative for Ledarna, Labour representative for Ledarna Club Stockholm.

Number of shares: —



Fredrik Säfsten

Born 1977. Deputy employee representative. Elected 2023. Appointed by the LO locals in the Bilja Group.

Education: Automotive technical high school.

Career background: Employed by Bilja.

Posts 2024: Board member at IF Metall Stockholm, Elected official at Bilja Workshop Club Stockholm, and Elected official for Bilja LO locals.

Number of shares: —

Group Management

The Group Management on 31 December 2024 consisted of 40 per cent women and 60 per cent men.

The Group Management's composition, external posts and shareholdings are given as at 31 December 2024.



Per Avander

Born 1961. MD and CEO, Bilja AB.

Education: School of economics graduate.

Career background: Active in banking 1981–83, automotive industry since 1983. MD of Din Bil Göteborg AB 1995–99, MD of Din Bil Stockholm Norr 1999–2001. Employed by Bilja since 2001. MD of Bilja AB since 2011.

External posts 2024: Chairman of Exobe AB. Board member of Ziklo Bank AB and the Confederation of Swedish Enterprise.

Number of shares: 75,690.



Stefan Nordström

Born 1966. Deputy MD, Bilja AB.

Education: School of economics graduate, IFL. **Career background:** Employed by Bilja since 1986. Deputy MD of Bilja AB since 2016.

External posts 2024: Board member of Svensk Finansservice.

Number of shares: 34,725.



Elin Delvert

Born 1971. HR and EHS, Bilja AB.

Education: MBA Uppsala University, HR studies Stockholm University and University of Maryland.

Career background: Senior HR positions at L-Soft 1999–2005, Newell Brands 2005–2006, Unibet 2006–2011, Tella Company 2011–2016, Stanley Black & Decker 2016–2018. Employed by Bilja as HR Director 2018 to February 1 2025.

External posts 2024: Board member of MAF and Swedish Confederation of Transport Enterprises.

Number of shares: 8,500.



Sofie Ecke

Born 1987. General Counsel, Bilja AB.

Education: Master of Laws from the School of Business, Economics and Law, University of Gothenburg, exchange studies University of East London.

Career background: Associate at Jansson & Norin (now part of Fondia) 2012–2013, law clerk at Gothenburg District Court 2013–2015, Associate at Delphi law firm 2015–2016. Employed by Bilja since 2016.

External posts 2024: —

Number of shares: 3,514.



Carl Fredrik Ewetz

Born 1976. Investor Relations and M&A, Bilja AB.

Education: Economics education at BI School of Economics Oslo, Law studies at Lund University.

Career background: Handelsbanken Equities UK 2002–2008, Handelsbanken Capital Markets UK 2009–2020. Employed by Bilja since 2022.

External posts 2024: —

Number of shares: 6,000.



Kristina Franzén

Born 1966. CFO and Sustainability, Bilja AB.

Education: MSc Business Administration, Högskolan i Växjö. Executive MBA, School of Business, Economics and Law, University of Gothenburg.

Career background: PriceWaterhouse 1989–1993, Arthur Andersen 1993–1996, AB SKF 1996–2017. Employed by Bilja as CFO since 2017.

External posts 2024: —

Number of shares: 16,725.



Frode Hebnes

Born 1972. MD Bilja Norge AS.

Education: Graduate of Norwegian School of Marketing.

Career background: Volvo Personbilar Norge AS 1997–2001, Volvo Car Corporation Göteborg 2001–2004, Volvo Personbilar Norge AS 2004–2006. Employed by Bilja Norge AS since 2006. MD since December 2008.

External posts 2024: Board member of Expon AS, Expon Holding AS, Expon Eiendom AS. My Private Label AS and Norwegian Motor Trade Association.

Number of shares: 15,087.



Anna Höglund

Born 1979. CIO, MD, Motorit AB.

Education: Computer Economics University of Borås, Data Communication, Information Technology and Consumer Behavior – University of Western Sydney, Leadership for growth – Business Region. **Career background:** Leading positions in IT at Anxious 2006–2010, Optidev 2010–2011 and Evry 2011–2014. Employed by Bilja since 2014. CIO of Bilja Group and MD of Motorit since 2023.

External posts 2024: —

Number of shares: 3 725.



Mathias Nilsson

Born 1971. MD Bilja Personbilar AB.

Education: High school vehicle engineering, management training.

Career background: Various positions at Din Bil 1989–2007, MD Möller Bil 2011–2007, senior regional and corporate management positions at Bilja since 2011. MD of Bilja Personbilar AB since 2016.

External posts 2024: —

Number of shares: 3,500.



Anders Rydheimer

Born 1976. Business Development and Communication, Bilja AB.

Education: MSc Technology Management and BSc Strategy and Management Control Systems, Lund University Faculty of Engineering and School of Economics and Management.

Career background: International Management Trainee at Bilja 2002–2004, various management positions in the Bilja Group. Director of Marketing, Communication and Digital since 2010. Director of Business Development since 2020.

External posts 2024: Board member of Wayke AB, Newsh AB and VH System AB.

Number of shares: 11,000.