

(2005:551) on whether the guidelines adopted by the General Meeting regarding remuneration to Group Management have been complied with

To the Annual General Meeting of HAKI Safety AB (publ), Corporate Identity Number 556323-22563

We have examined whether the Board of Directors and the CEO of HAKI Safety AB (publ) have, for the year 2025, complied with the guidelines on remuneration to Group Management adopted at the Annual General Meetings on 21 April 2021 and 29 April 2025, respectively.

Responsibilities of the Board of Directors and the CEO

The Board of Directors and the CEO are responsible for compliance with the guidelines and for the internal control the Board of Directors and the CEO determine is necessary to ensure compliance with the guidelines.

Auditor's responsibility

Our responsibility is to issue a report, based on our examination, to the Annual General Meeting regarding whether the guidelines have been complied with. The examination has been performed in accordance with FAR's recommendation RevR 8 *Granskning av ersättningar till ledande befattningshavare i vissa publika aktiebolag* (Examination of Remuneration to Group Executive Management in Certain Listed Companies). This recommendation requires us to comply with the ethical requirements, and also to plan and perform the examination in such a manner that we may obtain reasonable assurance about whether the guidelines on remuneration have been complied with. The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are independent of HAKI Safety AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The examination has covered the company's organization and documentation of issues concerning remuneration for senior executives, new decisions concerning remuneration, as well as a selection of the financial year's payments to senior executives. The procedures selected depend on the auditor's judgement, including the assessment of the risk that the guidelines have not, in all material respects, been complied with. In making this risk assessment, the auditor considers internal control relevant to the company's compliance with the guidelines in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

We believe that our examination provides a reasonable basis for our conclusion.

Conclusion

In our opinion, the Board of Directors and the CEO of HAKI Safety AB (publ) have, during the year 2025, complied with the guidelines on remuneration to senior executives, which were adopted by the Annual General Meetings on 21 April 2021 and 29 April 2025, respectively.

Malmö, 19 March 2026

Deloitte AB

Signature on Swedish original

Mattias Lönnquist

Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.