

Notification of the Annual General Meeting of HAKI Safety AB (publ)

The shareholders of HAKI Safety AB (publ), Corporate Registration Number 556323-2536, with its registered office in Malmö, are hereby invited to attend the Annual General Meeting on Tuesday, 21 April 2026, at 4:00 p.m. CEST at High Court, Gamla Hovrätten, Malmöhusvägen 1, Malmö, Sweden.

Right to participate and registration

Shareholders intending to attend the Meeting must:

- be registered as a shareholder in the share register maintained by Euroclear Sweden AB as of Monday, 13 April 2026, and
- notify the company of their intention to participate no later than Wednesday, 15 April 2026.

Notification of attendance can be given on the company's website www.hakisafety.com/governance/general-meetings, by e-mail to info@hakisafety.com, by post to HAKI Safety AB (publ), Norra Vallgatan 70, SE-211 22 Malmö, Sweden, or by phone to +46 40 30 12 10.

In their notification, shareholders are to state their name, personal identity number or corporate registration number, telephone number, and, if applicable, the number of advisors (a maximum of two).

If the shareholder is represented by a proxy, a written and dated power of attorney signed by the shareholder must be enclosed in the notification. If the shareholder is a legal entity, a registration certificate or equivalent authorisation document, along with a power of attorney, must be enclosed in the notification. A power of attorney form is available at www.hakisafety.com/governance/general-meetings and can be sent by post to shareholders who contact the company and provide their address.

Holdings registered in the name of a nominee

To be entitled to participate in the Meeting, shareholders whose shares are held in the name of a nominee must, in addition to registering for the Meeting, re-register the shares in their own name so that the shareholder is entered in the share register maintained by Euroclear Sweden AB no later than Monday, 13 April 2026. Such re-registration may be temporary (so-called voting rights registration) and is requested from the nominee according to the nominee's procedure at such time in advance as determined by the nominee. Please note that this procedure may also apply with respect to shares held on a bank's shareholder deposit account and certain investment savings accounts. Voting right registrations completed by the nominee no later than 15 April 2026 will be taken into account in the preparation of the share register.

Proposed agenda

1. Opening of the Meeting and Election of the Chair of the Meeting
2. Preparation and approval of the voting list
3. Approval of the agenda
4. Election of two persons to verify the minutes
5. Determination of whether the Meeting has been duly convened
6. Presentation of the Annual Report and the Auditor's Report and the Consolidated Financial Statements and the Consolidated Auditor's Report for 2025

7. President's presentation
8. Resolutions on the:
 - (a) adoption of the Income Statement and the Balance Sheet and the Consolidated Income Statement and the Consolidated Balance Sheet
 - (b) disposition of the company's profit in accordance with the adopted Balance Sheet
 - (c) discharge of the members of the Board and the President from personal liability
9. Determination of the number of members of the Board of Directors and deputies, and auditors and auditors' deputies
10. Determination of fees for the Board of Directors, the auditors, and the Nomination Committee
11. Election of the Board of Directors, Board deputies, and the Chair of the Board
 - (a) Svante Nilo Bengtsson (re-election)
 - (b) Anders Bergstrand (re-election)
 - (c) Björn Lenander (re-election)
 - (d) Susanne Persson (re-election)
 - (e) Anna Söderblom (re-election)
 - (f) Thomas Widstrand (re-election)
 - (g) Thomas Widstrand, as Chairman of the Board (re-election)
12. Election of auditors
13. Resolution on the composition of the Nomination Committee
14. Resolution on the approval of the Board of Directors' remuneration report
15. Closure of Meeting

Proposals for decision

Item 1. Election of the Chair of the Meeting

The Nomination Committee, consisting of Jan Bengtsson, Anders Bergstrand and Johnas Lindblom, proposes that Thomas Widstrand be elected as Chairman of the Annual General Meeting or, in his absence, the person appointed by the Board.

Item 8 (b). Resolutions on the disposition of the company's profit in accordance with the adopted Balance Sheet

The Board proposes that the dividend for 2025 is decided to be SEK 0.50 per share.

The record date is proposed to be Thursday, 23 April 2026. If the Meeting approves the proposal, Euroclear Sweden AB is expected to distribute the dividend on Tuesday, 28 April 2026.

Item 9. Determination of the number of members of the Board of Directors and deputies, and auditors and auditors' deputies

The Nomination Committee proposes that the Board of Directors comprise six (6) members elected by the Meeting, with no deputies.

The Nomination Committee proposes that HAKI Safety shall have one (1) auditor with no deputies.

Item 10. Determination of fees for the Board of Directors, the auditors, and the Nomination Committee

The Nomination Committee proposes that the fees paid to the Board of Directors and its Committees remain unchanged from 2025.

The Nomination Committee proposes that the fees paid to the Board of Directors shall be a total of SEK 1,625,000 (1,625,000), to be distributed as follows: SEK 500,000 (500,000) to the Chairman of the Board and SEK 225,000 (225,000) each to the other members of the Board.

Furthermore, the Nomination Committee proposes that the fees payable to the Chairman of the Audit Committee shall be SEK 50,000 (50,000) and SEK 25,000 (25,000) to other members of the committee. The Nomination Committee proposes that the fee payable to the Chairman of the Remuneration Committee shall be SEK 25,000 (25,000).

The Nomination Committee proposes that the auditor's fee be paid in accordance with an approved invoice within the framework of the submitted quote.

The Nomination Committee proposes that fees paid to the Nomination Committee shall be SEK 20,000 to members who do not represent HAKI Safety's larger owners. The proposal is motivated by the work and responsibility that the assignment entails.

Item 11. Election of the Board of Directors, Board deputies, and the Chairman of the Board

The Nomination Committee proposes, for the period until the next Annual General Meeting, the re-election of all Board members: Svante Nilo Bengtsson, Anders Bergstrand, Björn Lenander, Susanne Persson, Anna Söderblom, and Thomas Widstrand.

It is proposed that Thomas Widstrand be re-elected as the Chairman of the Board.

Information on the proposed Board members is available at www.hakisafety.com.

Item 12. Election of auditors

The Nomination Committee proposes, in line with the recommendation of the company's Audit Committee, the re-election of Deloitte AB as the company's auditor for the period until the end of the next Annual General Meeting. Deloitte AB has informed the company that Mattias Lönnquist will be the auditor in charge if Deloitte AB is elected.

Item 13. Resolution on the composition of the Nomination Committee

The shareholder Tibia Konsult AB proposes a Nomination Committee consisting of three (3) members. For members of the Nomination Committee, Tibia Konsult AB proposes the re-election of Jan Bengtsson, Anders Bergstrand and Johnas Lindblom.

It is proposed that the duties of the Nomination Committee shall be as set out in the Swedish Corporate Governance Code. If any of its members resign before the Committee has completed its work, the Committee must appoint a substitute.

Annual Report and other documentation provided

The Annual Report and other decision-making documents are made available at the company and on www.hakisafety.com/governance/general-meetings no later than three weeks before the Meeting. Moreover, the Nomination Committee's motivated statement is available at the company's above address, as well as on www.hakisafety.com/governance/general-meetings, from the date of this notice. Copies of the documents will be sent to shareholders who request them and provide their postal address or email address.

Shareholders' right to request information

In accordance with Chapter 7, Section 32 of the Swedish Companies Act, the Board of Directors and the President shall, if a shareholder so requests and the Board of Directors considers it possible without this resulting in material damage to the company, provide information at the Annual General Meeting concerning conditions that could influence the assessment of items on the agenda, conditions that could influence assessments of the financial condition of the company or subsidiaries as well as the company's relationship with other Group companies, and information on the consolidated financial statements.

Other information

There are a total of 29,813,602 shares in HAKI Safety AB (publ), of which 10,456,033 are A shares and 19,357,569 B shares. These shares entitle to a total of 123,917,899 votes. The company does not hold any own shares.

For information on how your personal data is processed, see <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>. If you have questions regarding our processing of your personal data, you can contact us by emailing info@hakisafety.com.

Malmö in March 2026

HAKI Safety AB (publ)

Board of Directors

This is a translation of the original Swedish version. If there are any differences between this translation and the original Swedish language, the latter shall prevail.