

## **The Nomination Committee's proposals and reasoned statement at the 2026 Annual General Meeting**

As decided by the 2025 Annual General Meeting, HAKI Safety has a Nomination Committee consisting of Jan Bengtsson (chairman), Anders Bergstrand, and Johnas Lindblom. The Nomination Committee has the tasks set out in the Swedish Corporate Governance Code (the Code).

### **The Nomination Committee's proposal to the Annual General Meeting**

#### Number of members of the Board of Directors and auditors

According to the Articles of Association, the Board of Directors of HAKI Safety shall consist of at least three and no more than seven members, with the number of deputies, but no more than three, decided by the Annual General Meeting.

The Nomination Committee proposes that the Board of Directors shall consist of six members, with no deputies.

Furthermore, the Nomination Committee proposes that HAKI Safety shall have one auditor, with no deputies.

#### 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 total SEK 1,625,000, to be distributed as follows: SEK 500,000 to the Chairman of the Board and SEK 225,000 each to the other members of the Board.

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

Furthermore, the Nomination Committee proposes that the auditor's fee continue to 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.

#### Election of auditors

The Nomination Committee has interviewed the Group Management and the Audit Committee regarding the selection of the auditor. The Audit Committee's recommendation is to re-elect Deloitte AB as the company's auditor.

The Nomination Committee proposes the re-election of Deloitte AB as the company's auditor for the period until the end of the next Annual General Meeting

## **The Nomination Committee's reasoned statement regarding proposals for the Board of Directors**

The Nomination Committee proposes the following composition of the Board for the period until the next Annual General Meeting:

Svante Nilo Bengtsson (re-election)  
Anders Bergstrand (re-election)  
Björn Lenander (re-election)  
Susanne Persson (re-election)  
Anna Söderblom (re-election)  
Thomas Widstrand (re-election)

As the Chairman of the Board, the Nomination Committee proposes Thomas Widstrand (re-election).

The Nomination Committee has interviewed all proposed members regarding their views on issues important to a Board. The Nomination Committee has also had access to the annual board evaluation that takes place within the board. The Nomination Committee is of the opinion that the Board's work has functioned well, that the Board has worked according to a clear strategy, and that the proposed Board of Directors has an appropriate composition in terms of competence, experience, and background, given the company's current situation and its strategic development going forward.

Information on the proposed Board members is available at [www.hakisafety.com/governance/general-meetings](http://www.hakisafety.com/governance/general-meetings).

In accordance with the Code's requirements, the Nomination Committee has paid particular attention to issues of diversity, independence, and equal gender distribution. In this regard, the Nomination Committee has, as before, chosen to apply Section 4.1 of the Code as its diversity policy, which states that the composition of the Board should be characterised by diversity and breadth in terms of competence, experience, and background. In addition, gender balance should be strived for.

### The Board's independence

In the opinion of the Nomination Committee, all members are independent of the company and its management. Four of the six proposed members are also independent of the company's major shareholders.

Anders Bergstrand is not independent in relation to the company's major shareholders through his interest in Tibia Konsult AB, which owns 13,456,591 shares, of which 5,863,549 Class B shares in HAKI Safety.

Svante Nilo Bengtsson is not independent in relation to the company's major shareholders through his involvement in Marknadspotential AB, which owns 3,604,236 Class A shares and 1,265,926 Class B shares in HAKI Safety.

Malmö in March 2026  
Nomination Committee of HAKI Safety AB (publ)

*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.*