

The Nomination Committee's proposals and reasoned statement at the 2025 Annual General Meeting

As decided by the 2024 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 be expanded by one member and comprise 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 and the auditors

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 SEK 25,000 to other members of the committee. 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 according to an approved invoice within the framework of the submitted quote.

Election of auditors

The Nomination Committee has interviewed the Group Management and the Audit Committee about the choice of auditor. The Audit Committee's recommendation is the re-election of 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

HAKI Safety's Chairman of the Board, Lennart Pihl, has, after eight years as Chairman, declared that he is not available for re-election at the 2025 Annual General Meeting. The Nomination Committee, therefore, proposes the election of Thomas Widstrand as the new Chairman of the Board of the company. Furthermore, the Nomination Committee proposes that the Board be extended by Björn Lenander as a new Board member.

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 (new election)
Susanne Persson (re-election)
Anna Söderblom (re-election)
Thomas Widstrand (new election)

As the Chairman of the Board, the Nomination Committee proposes Thomas Widstrand (new 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. Thomas Widstrand and Björn Lenander will bring valuable skills to the continued development of the company, leveraging their respective experiences in industrial development, internationalisation, acquisitions, and industry sector knowledge.

Information about proposed new Board members:

Björn Lenander (born 1961) was most recently the CEO of the investment company Latour Industries for 10 years. He currently serves there as a senior advisor and remains involved in the boards of Innovalift and Caljan. He is also a Board member of CTEK and CTT Systems. Björn holds an M.Sc. from the Royal Institute of Technology, Stockholm.

Thomas Widstrand (born 1957) was for 16 years the CEO of the listed large capital company Troax, a global leader in indoor perimeter protection, where he today serves as a member of the Board. He is also a Board member of Balco Group, Arla Plast Group, and Elcowire Group. Thomas holds a Graduate in Business Administration from the School of Business, Economics and Law at the University of Gothenburg.

Information on the proposed other Board members is available at 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 12,335,209 shares, of which 5,374,920 Class B shares.

Svante Nilo Bengtsson not independent in relation to the company's major shareholders through his involvement in Marknadspotential AB, which owns 3,303,883 Class A shares and 1,160,433 Class B shares.

Malmö in March 2025
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.