

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

The shareholders of HAKI Safety AB (publ) are hereby invited to attend the Annual General Meeting on Monday, April 22, 2024, at 4:00 p.m. CEST at High Court, Gamla Hovrätten, Malmöhusvägen 1, Malmö. Sweden.

### **Right to attend**

Shareholders wishing to attend the Meeting must be registered as shareholders in the shareholders' register maintained by Euroclear Sweden AB as of Friday, April 12, 2024, and inform the company of their intention to participate no later than Tuesday, April 16, 2024.

To be entitled to participate in the Annual General Meeting, shareholders whose shares are held in the name of a nominee must re-register the shares in their name at Euroclear Sweden AB. Such registration may be temporary (so-called "voting right registration") and is requested from the nominee in accordance with the nominee's procedures at such time in advance as determined by the nominee. Voting right registration completed by the nominee no later than Tuesday, April 16, 2024, will be taken into account in the preparation of the share register.

### **Notification of attendance**

Notification of attendance can be given on the company's website ([www.hakisafety.com](http://www.hakisafety.com)), by e-mail to [info@hakisafety.com](mailto: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 registration certification number, number of shares, daytime telephone number and, if applicable, the number of any advisors (maximum two) that the shareholder intends to be accompanied by at the Meeting. If participation is supported by the power of attorney and other authorisation documents, this must be sent to the company prior to the Annual General Meeting. The company provides power of attorney forms at the company's website [www.hakisafety.com](http://www.hakisafety.com) and by post to shareholders who contact the company and provide an address. If the shareholder is a legal entity, a registration certification or an equivalent authorisation document must be enclosed along with the power of attorney.

### **Proposed agenda:**

1. Opening of the Meeting
2. Election of a Chairman of the Meeting
3. Preparation and approval of the voting list
4. Approval of the agenda
5. Election of two persons to verify the minutes
6. Determination of whether the Meeting has been duly convened
7. Consideration of the Annual Report and the Auditor's Report and the Consolidated Financial Statements and the Consolidated Auditor's Report for 2023
8. President's presentation
9. Resolutions concerning the adoption of the Income Statement and the Balance Sheet and the Consolidated Income Statement and the Consolidated Balance Sheet
10. Resolutions concerning the adoption of the disposition of the company's profit in accordance with the adopted Balance Sheet
11. Resolutions concerning the discharge of the members of the Board and the President from personal liability
12. Determination of the number of members of the Board of Directors and deputies, and the number of auditors and auditors' deputies

13. Determination of fees for the Board of Directors and the auditors
14. Election of the Board of Directors, Board deputies, and the Chairman of the Board
15. Election of auditors
16. Proposal to resolve the composition of the Nomination Committee
17. Resolution concerning the approval of the Board of Directors' remuneration report
18. The Board's proposal to authorise to issuing of new shares
19. Closure of Meeting

#### **Disposition of the company's profit or loss (item 10)**

The Board of Directors proposes a dividend to shareholders of SEK 0.90 per share, to be paid on two occasions. On the first occasion, SEK 0.45 is distributed with Wednesday, April 24, 2024, as the record date. On the second occasion, SEK 0.45 is distributed with Wednesday, October 30, 2024, as the record date. If the Meeting approves the proposal, the dividend is expected to be distributed by Euroclear Sweden AB on April 29, 2024, and November 4, 2024, respectively.

The last day of trading with the company's shares with the right to receive a dividend for the first occasion is April 22, 2024. The last day of trading with the company's shares with the right to receive a dividend for the second occasion is October 28, 2024.

#### **Board etc. (items 2, 12-15)**

The Nomination Committee appointed by last year's Annual General Meeting, which consisted of Jan Bengtsson, Anders Bergstrand and Johnas Lindblom, has submitted the following proposal:

**Chairman at the meeting:** the Chairman of the Board Lennart Pihl or, in his absence, the person appointed by the Board instead.

**Board Members:** five regular members, without deputies, whereby the re-election of Lennart Pihl, Anders Bergstrand, Svante Nilo Bengtsson, Anna Söderblom and Susanne Persson is proposed.

**Chairman of the Board:** the re-election of Lennart Pihl.

**Board fee:** total SEK 1,195,000 (1,030,000), to be distributed with SEK 400,000 (375,000) to the Chairman of the Board, and with SEK 190,000 (175,000) each to the other members of the Board and with SEK 35,000 (30,000) to the Chairman of the Audit Committee.

Information about the proposed Board Members can be found on the company's website [www.hakisafety.com](http://www.hakisafety.com).

**Auditors:** the Nomination Committee proposes that HAKI Safety should have an auditor, without deputies, and that the registered auditing company Deloitte AB be re-elected as auditor for the period until the end of the 2025 Annual General Meeting. The Nomination Committee's proposal is consistent with HAKI Safety's Audit Committee's recommendation regarding the selection of auditors.

**Auditors' fee:** to be paid on an approved invoice within the framework of a submitted quote.

#### **Nomination Committee (item 16)**

The shareholder Tibia Konsult AB has proposed that the Annual General Meeting appoints a Nomination Committee consisting of three members. For members of the Nomination

Committee, Tibia Konsult AB has proposed the re-election of Jan Bengtsson, Anders Bergstrand and Johnas Lindblom. The Nomination Committee has the tasks that follow from the Swedish Code of Corporate Governance. If any of the members of the Nomination Committee should resign before the Nomination Committee has completed its work, the committee must appoint a substitute.

#### **Issue authorisation (item 18)**

The Board proposes that the Annual General Meeting resolves to authorise the Board to, until the time of the next Annual General Meeting, on one or more occasions and with or without preemptive rights for the shareholders, decide on the issue of new shares, however, that such issues in total may not comprise more than ten percent of the number of outstanding shares in the company. Such an issue decision must also be able to be made with a stipulation that new shares must be paid for in kind, by set-off or on other terms. The purpose of the authorisation is to enable financing and provide flexibility regarding potential acquisitions.

#### **Documentation etc**

The Annual Report and other decision-making documents are kept available at the company and on its website, [www.hakisafety.com](http://www.hakisafety.com), no later than three weeks before the Meeting and are sent to shareholders who so wish and provide their postal address or e-mail address.

The shareholders are reminded of their right to request information according to Chapter 7 Section 32 of the Swedish Companies Act.

There are a total of 27,329,136 shares in HAKI Safety AB (publ), of which 9,584,697 are A shares and 17,744,439 B shares. These shares entitle a total of 113,591,409 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>

HAKI Safety AB (publ) has Corporate Registration Number 556323-2536 and is based in Malmö, Sweden.

Malmö in March 2024

**The Board of HAKI Safety AB (publ)**

This is a translation of the Swedish version.