

## Principles for the appointment of the Nomination Committee

***The principles for the appointment of the Nomination Committee was adopted by the Annual General Meeting of Hexatronic Group AB (publ), May 7, 2024.***

The Nomination Committee shall consist of four members, and the Chairman of the Board shall be co-opted to the Nomination Committee. The members shall be appointed by the four largest shareholders in the company in terms of voting rights at the end of August, based on a list of registered shareholders provided by Euroclear Sweden AB and other reliable information received by the company. In the event that the Chairman of the Board of Directors is directly or indirectly one of the four largest shareholders, the Chairman of the Board of Directors shall refrain from nominating a member to the Nomination Committee.

If a shareholder refrains from appointing a member, the right to appoint a member is transferred to the next largest shareholder in terms of votes.

The chairman of the Nomination Committee shall be the largest shareholder in terms of votes at the time of the nomination committee's appointment, unless the nomination committee agrees otherwise, and may not be the Chairman of the Board of Directors or another member of the Board of Directors.

The Chairman of the Board of Directors shall convene the first meeting of the Nomination Committee.

The composition and contact details of the Nomination Committee shall be published on the company's website no later than six months before the annual general meeting.

The majority of the members shall be independent in relation to the company and its management. The CEO or any other person from the the company management shall not be a member of the Nomination Committee. At least one member shall be independent in relation to the largest shareholder or group of shareholders who cooperate in the management of the company.

No remuneration shall be paid to the members of the Nomination Committee. The company shall reimburse the reasonable costs that the members of the Nomination Committee may incur in the course of their work.

The term of office of the Nomination Committee shall last until a new Nomination Committee is appointed.

If a shareholder who has appointed a member of the Nomination Committee ceases to be a shareholder or is ranked lower on the list of the largest shareholders in the company in terms of voting rights before the Nomination Committee's assignment has been completed, the member appointed by that shareholder shall make his or her seat available and the shareholder who at that time is the largest shareholder in terms of voting rights and is not already represented on the Nomination Committee shall be offered a seat. If this shareholder declines, the matter shall be passed on to the second largest shareholder in terms of votes who is not already represented in the nomination committee, etc. If none of the ten largest shareholders in terms of votes accepts, the member who made his or her seat available shall be offered to remain in office. If the change in ownership is only marginal or if the change occurs later than three months before the annual general meeting, the nomination



committee may decide that no change should take place. Should any of the members of the Nomination Committee, before the Nomination Committee's assignment has been completed, resign for any other reason or cease to represent the shareholder who appointed the member, such member shall, if the shareholder who appointed the member so requests, be replaced by a new member appointed by the shareholder.

Changes in the composition of the Nomination Committee shall be published immediately.

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