

Notice to attend the Annual General Meeting in Hexatronic Group AB (publ)

The shareholders in Hexatronic Group AB (publ), reg. no. 556168-6360 (the “**Company**” or “**Hexatronic**”), with its registered office in Gothenburg, are hereby invited to the Annual General Meeting on 5 May 2025 at 15.00 PM, at Gothia Towers, Mössans gata 24, SE-412 51, in Gothenburg.

Right to participate in the Annual General Meeting and notice of participation

Participation in the Annual General Meeting at the venue

A shareholder who wishes to participate in the Annual General Meeting at the venue in person or represented by a proxy must (i) be recorded as a shareholder in the share register maintained by Euroclear Sweden AB (“**Euroclear**”) relating to the circumstances on 24 April 2025, and (ii) no later than 28 April 2025 give notice by post to Hexatronic Group AB (publ), AGM 2025, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm or via Euroclear’s website on <https://anmalan.vpc.se/EuroclearProxy/> or by telephone +46 (0) 8 402 91 33 on weekdays between 09.00-16.00. When providing such notice, the shareholder shall state name, personal or corporate registration number, address, telephone number and the number of any accompanying assistant(s) (maximum two assistants) as well as information about any proxy.

If a shareholder is represented by proxy, a written, dated proxy for the representative must be issued. A proxy form is available on the Company’s website, www.hexatronicgroup.com. If the proxy is issued by a legal entity, a certificate of registration or equivalent certificate of authority should be enclosed. To facilitate the registration at the Annual General Meeting, the proxy and the certificate of registration or equivalent certificate of authority should be sent to Euroclear as set out above so that it is received no later than 2 May 2025.

Participation by advance voting

A shareholder who wishes to participate in the Annual General Meeting by advance voting must (i) be recorded as a shareholder in the share register maintained by Euroclear relating to the circumstances on 24 April 2025, and (ii) give notice no later than 28 April 2025, by casting its advance vote in accordance with the instructions below so that the advance vote is received by Euroclear no later than on that day.

A shareholder who wishes to participate in the Annual General Meeting at the venue in person or represented by a proxy must give notice thereof in accordance with what is set out under *Participation in the Annual General Meeting at the venue* above. This means that a notification by advance vote is not sufficient for a person who wishes to participate at the venue.

A special form shall be used when advance voting. The advance voting form is available on the Company’s website www.hexatronicgroup.com. A completed and signed form may be submitted by post to Hexatronic Group AB (publ), AGM 2025, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm or via e-mail to GeneralMeetingService@euroclear.com. Shareholders may also cast their advance vote electronically through verification with BankID via <https://anmalan.vpc.se/EuroclearProxy/>. The completed form shall be received by Euroclear not later than 28 April 2025. The shareholder may not provide special instructions

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or conditions in the voting form. If so, the vote (i.e. the advance vote in its entirety) is invalid. Further instructions and conditions are included in the form for advance voting.

If a shareholder votes by proxy, a written and dated proxy shall be enclosed to the advance voting form. A proxy form is available on the Company's website www.hexatronicgroup.com. If the shareholder is a legal entity, a certificate of registration or equivalent certificate of authority should be enclosed. If a shareholder has voted in advance and then attends the Annual General Meeting in person or through a proxy, the advance vote is still valid except to the extent the shareholder participates in a voting procedure at the Annual General Meeting or otherwise withdraws its casted advance vote. If the shareholder chooses to participate in a voting at the Annual General Meeting, the vote cast will replace the advance vote with regard to the relevant item on the agenda.

Nominee-registered shares

To be entitled to participate in the Annual General Meeting, a shareholder whose shares are held in the name of a nominee must, in addition to providing notification of participation, register its shares in its own name so that the shareholder is recorded in the share register relating to the circumstances on 24 April 2025. Such registration may be temporary (so-called voting right registration) and is requested from the nominee in accordance with the nominee's procedures and in such time in advance as the nominee determines. Voting right registrations completed by the nominee not later than 28 April 2025 are taken into account when preparing the share register.

PROPOSED AGENDA

1. Opening of the Annual General Meeting.
2. Election of Chairman at the Annual General Meeting.
3. Preparation and approval of the voting list.
4. Approval of the agenda.
5. Election of one or two persons to approve the minutes.
6. Determination as to whether the meeting has been duly convened.
7. Submission of the annual report and the auditors' report and the consolidated financial statements and the auditors' report for the group. In connection thereto, a presentation by the Chief Executive Officer.
8. Resolution regarding adoption of the income statement and the balance sheet and the consolidated income statement and the consolidated balance sheet.
9. Resolution regarding allocation of the company's profits or losses in accordance with the adopted balance sheet.
10. Resolution regarding discharge of the members of the Board of Directors and the CEO from liability.
11. Determination of the number of members of the Board of Directors, auditors and deputy auditors.
12. Determination of fees for members of the Board of Directors and auditor.
13. Election of members of the Board of Directors, auditor and deputy auditors.

The Nomination Committee's proposal for election of members of the Board of Directors:

- a) Magnus Nicolin (re-election)
- b) Diego Anderson (re-election)
- c) Linda Hernström (re-election)
- d) Helena Holmgren (re-election)
- e) Jaakko Kivinen (re-election)
- f) Åsa Sundberg (re-election)

The Nomination Committee's proposal for election of the chairman of the Board of Directors:

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- g) Magnus Nicolin (re-election)
The Nomination Committee's proposal for election of auditor and deputy auditors:
- h) Öhrlings PricewaterhouseCoopers AB
- 14. Determination on principles for the appointment of the Nomination Committee.
- 15. Submission and approval of the Board of Directors' remuneration report.
- 16. Resolution to adopt a long-term performance-based share savings programme for the group's senior executives and other key employees (LTIP 2025).
- 17. Resolution to adopt a long-term incentive programme for the group's employees outside of Sweden (Warrant programme 2025).
- 18. Resolution to authorise the Board of Directors to resolve on the acquisition and transfer of own shares.
- 19. Resolution to authorise the Board of Directors to resolve on new issues of shares, warrants and/or convertibles.
- 20. Resolution regarding guidelines for remuneration to senior executives.
- 21. Closing of the Annual General Meeting.

THE NOMINATION COMMITTEE'S PROPOSALS UNDER ITEMS 2, 11, 12, 13 AND 14

The Nomination Committee, whose members have been appointed in accordance with the principles adopted by the Annual General Meeting 2024 and which was resolved by the Annual General Meeting 2024, has consisted of Staffan Ringvall (chairman, appointed by Handelsbanken fonder), Sophia Larsén (appointed by AMF Pension & Fonder), Mark Shay (appointed by Accendo Capital), Jonas Nordlund (represents himself) and Magnus Nicolin (chairman of the Board of Directors) as adjunct member. The Nomination Committee represents around 25 per cent of the votes in the Company (as per the date the Nomination Committee was announced). The Nomination Committee has submitted the following proposals.

Item 2 – Election of Chairman at the Annual General Meeting

The Nomination Committee proposes the attorney Ola Åhman, Advokatfirman Hammar skiöld & Co, as chairman of the Annual General Meeting, or in his absence, the person designated by the Nomination Committee.

Item 11 – Determination of the number of members of the Board of Directors, auditors and deputy auditors

The Nomination Committee proposes that the Board of Directors shall consist of six (6) members elected by the general meeting, with no deputies.

The Nomination Committee proposes that the general meeting elects a registered audit firm as auditor, with no deputy auditor.

Item 12 – Determination of fees to the Board of Directors and the auditor

Amount from previous year in () for comparison.

The Nomination Committee proposes that the board remuneration be SEK 1,040,000 (SEK 1,000,000) for the Chairman of the Board and SEK 380,000 (SEK 365,000) for each of the other board members.

Furthermore, the Nomination Committee proposes that the remuneration to the chairman of the Audit Committee be SEK 160,000 (SEK 140,000) and SEK 90,000 (SEK 80,000) to each member of the Audit Committee.

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Additionally, the Nomination Committee proposes that the remuneration to the chairman of the Remuneration Committee be SEK 85,000 (SEK 80,000) and SEK 45,000 (SEK 40,000) to each member of the Remuneration Committee.

The Nomination Committee's proposal for increased remuneration levels corresponds to a market-based increase of about four percent due to inflation. For the chairman and members of the Audit Committee, a more significant increase is proposed due to increased workload from more complex regulations, particularly CSRD.

The Nomination Committee proposes that the fee to the auditor shall be paid in accordance with approved statement of costs.

Item 13 – Election of members of the Board of Directors, auditor and deputy auditors

The Nomination Committee proposes re-election of board members Magnus Nicolin, Diego Anderson, Linda Hernström, Helena Holmgren, Jaakko Kivinen, and Åsa Sundberg. All elections are for the period until the end of the next Annual General Meeting.

Erik Selin has declined re-election. The Nomination Committee thanks Erik Selin for his contributions to the Company.

The Nomination Committee further proposes the re-election of Magnus Nicolin as Chairman of the Board of Directors. Information about the board members proposed for re-election is available on the Company's website.

The Nomination Committee proposes, in accordance with the Audit Committee's recommendation, the election of the registered audit firm Öhrlings PricewaterhouseCoopers AB ("**PwC**") as auditor. The Nomination Committee notes that PwC has announced that, if elected as auditor, Johan Malmqvist will be appointed as the main auditor.

Item 14 – Determination on principles for the appointment of the Nomination Committee

The Nomination Committee has found no reason to propose any changes to the principles for appointing the next Nomination Committee. The Nomination Committee proposes that the Annual General Meeting resolves on the adoption of the current principles for the appointment of the members of the Nomination Committee.

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.

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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 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.

THE BOARD OF DIRECTORS' PROPOSALS UNDER ITEMS 9, 15, 16, 17, 18, 19, AND 20

Item 9 – Resolution regarding allocation of the Company's profits or losses in accordance with the adopted balance sheet

The Board of Directors proposes that no dividend is distributed and that the result is carried forward.

Item 15 – Submission and approval of the Board of Directors' remuneration report

The Board of Directors proposes that the Annual General Meeting resolves to approve the Remuneration Report for the financial year 2024 that has been prepared by the Board of Directors.

Item 16 – Resolution to adopt a long-term performance-based share savings programme for the group's senior executives and other key employees (LTIP 2025)

The Board of Directors proposes that the Annual General Meeting resolves on (A) the adoption of a performance-based share savings programme ("LTIP 2025") directed to the group's (the

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“Hexatronic Group”) CEO and the management team, other senior executives and other key employees, and (B) directed issue of convertible shares of series C, authorisation for the Board of Directors to resolve on repurchases of all issued redeemable and convertible shares of series C and approval of transfer of own ordinary shares to participants. The resolution items (A) and (B) are mutually conditioned by each other and are resolved upon as one resolution.

A. Introduction of LTIP 2025

The Board of Directors of the Company proposes that the Annual General Meeting resolves to adopt a long-term incentive programme in the form of a performance-based share savings programme directed to the Hexatronic Group’s CEO and the management team, other senior executives and other key employees (“**Participants**”). LTIP 2025 is proposed to include a maximum of thirty (30) Participants. Participants in LTIP 2025 must have contributed a private investment through the acquisition of shares in the Company (“**Saving Shares**”). Subsequently, after a three-year vesting period commencing on the date of entering into an agreement to participate in LTIP 2025 (the “**Vesting Period**”), Participants will be given the opportunity to receive ordinary shares free of charge (“**Performance Shares**”), subject to the main terms and conditions set forth below. Within the LTIP 2025, the Company will award Participants conditional share rights (“**Share Rights**”), meaning the right, subject to certain conditions being met, to receive up to six (6) Performance Shares per Share Right free of charge.

Background

The objective of the proposed incentive programme is to create a programme that encourages senior executives and other key employees within the Hexatronic Group to build a significant shareholding in the Company through private investment over the next few years, thereby strengthening the bond between senior executives and other key employees and the Company and aligning the interests of management with the shareholders. The Company’s Board of Directors is of the opinion that a performance-based share savings programme contributes to a higher commitment among employees and strengthens the bonds between the employees and the Company and rewards employees’ continued loyalty and thereby the long-term value growth of the Company. Furthermore, it is the Board’s assessment that LTIP 2025 will contribute to the opportunities to recruit and retain knowledgeable and experienced employees who hold key positions in the Hexatronic Group and are expected to increase employee interest in the business and earnings development in the Company. All in all, it is the Board’s assessment that LTIP 2025 will benefit both the employees and the Company’s shareholders through an increased share value.

Private investment

In order to participate in LTIP 2025, the Participant must have contributed with a private investment through the acquisition of Saving Shares. The shares shall have been acquired at market prices during the period between 12 May 2025 and 31 May 2025 for the purpose of being allocated to LTIP 2025, unless the Board of Directors allows exceptions in the individual case regarding shares previously acquired. The Board of Directors also has the right to thereafter, for individual additional Participants (new employees or promoted), postpone the last day for the acquisition of Savings Shares (see more below under “*Additional participants*”).

The maximum number of Saving Shares that a Participant, excluding the group-CEO, can allocate to LTIP 2025 amounts to a rounded number of shares corresponding to a maximum of ten (10) per cent of the Participant’s annual gross basic salary calculated on the basis of the 2025 salary level and depending on the position in the Hexatronic Group. The minimum

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number of Saving Shares that a Participant, excluding the group-CEO, must acquire to participate in LTIP 2025 shall correspond to a market value of at least five (5) per cent of the annual gross basic salary. The group-CEO may allocate to LTIP 2025 a maximum of Saving Shares corresponding to a maximum of twenty (20) per cent of the group-CEO's annual gross base salary calculated on the 2025 salary level. The minimum number of Saving Shares that the group-CEO must acquire to participate in LTIP 2025 shall correspond to a market value of at least ten (10) per cent of the annual gross basic salary. For each Saving Share held within the LTIP 2025, the Company will grant Participants a Share Right, meaning the right, subject to certain conditions being met, to receive up to two, four or six Performance Shares per Share Right free of charge, depending on the position in the Hexatronic Group.

Terms and conditions

In addition to the requirement that the Participant's employment and holding of Saving Shares shall continue throughout the Vesting Period, certain performance-based conditions linked to diluted earnings per share, Hexatronic Group growth, EBITA and certain sustainability requirements are imposed for the allotment of Performance Shares to the Participants.

The Participants are divided into three categories and LTIP 2025 will involve the allocation of the maximum number of Performance Shares per Saving Share as follows:

Position	Maximum number of Performance Shares per Saving Share
CEO and the group management team (a total of approximately 10 persons)	6
Other senior executives (a total of approximately 15 persons)	4–6
Other key employees (a total of approximately 5 persons)	2

Allotment, free of charge, of Performance Shares is, in addition to what is stated in the paragraph above, conditional on the achievement of the performance requirements set by the Board of Directors. For maximum allotment of Performance Shares, it is required that the requirements set by the Board of Directors are achieved or exceeded. The performance requirements refer to (i) diluted earnings per share for the respective financial year 2025-2027 (the **"Share Requirement"**), (ii) net sales growth for the respective financial year 2025-2027 (the **"Growth Requirement"**), (iii) EBITA for the respective financial year 2025-2027 (the **"EBITA Requirement"**), and (iv) certain sustainability requirements (the **"Sustainability Requirement"**) (collectively, the **"Performance Requirement"**), whereby the Share Requirement shall be weighted by forty (40) per cent, the Growth Requirement and EBITA Requirement shall be weighted by twenty-five (25) per cent each, and the Sustainability Requirement shall be weighted by ten (10) per cent.

The Board of Directors shall have the right to make adjustments for extraordinary one-time costs when determining if the performance requirements have been achieved or exceeded.

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If the minimum level is not reached, no Performance Shares related to the current Performance Requirement for the financial year will be vested and if the upper requirement level is reached, all Performance Shares arising from the current Performance Requirement for the financial year will be earned. In the event of an outcome between the minimum level and the upper requirement level, the earnings of the Performance Shares arising from the current Performance Requirement for the financial year will be made linearly. The final number of Performance Shares earned by each Participant shall be rounded down to the nearest whole number.

For the purpose of giving the Board of Directors the possibility to limit the costs incurred by the Company under LTIP 2025, it is proposed that the Board of Directors upon allotment of Performance Shares shall be entitled to adjust the number of Performance Shares that each individual Participant otherwise would be entitled to.

Such adjustment of the number of Performance Shares can be made in accordance with the below.

“Starting Price” = The actual closing price of the Company’s ordinary shares on Nasdaq Stockholm on 31 May 2025 (the last day during the investment period for LTIP 2025)

“Limit Price” = $4 * \text{Starting Price}$

“Final Price” = The actual closing price of the Company’s ordinary shares on Nasdaq Stockholm the trading day that occurs immediately before the resolution of allotment of Performance Shares.

“Entitled Performance Shares” = The number of Performance Shares that a Participant would be entitled to without adjustment.

The new number of Performance Shares shall be no more than the Entitled Performance Shares and not less than the Limit Price / Final Price * Entitled Performance Shares.

If a reduction in accordance with the formula above results in an uneven number of Performance Shares for a Participant, a rounding down shall be made.

The Share Requirement

The Share Requirement relates to the percentage development of the Company’s earnings per share after dilution during the period 1 January 2025 up to and including 31 December 2027. For each financial year during 2025-2027, the percentage development is based on the Company’s determined earnings per share after dilution compared to the previous financial year. For each financial year, a minimum level and a maximum level have been set for the allotment of Performance Shares corresponding to ten (10) per cent and sixty (60) per cent, respectively, for 2025, ten (10) per cent and thirty (30) per cent, respectively, for 2026 and ten (10) per cent and thirty (30) per cent, respectively, for 2027.

The Growth Requirement

The Growth Requirement for each financial year has been set by the Board of Directors as a percentage measure of increased sales per financial year during 2025-2027. For each financial year during 2025-2027, the percentage development is based on the Company’s increased sales compared to the Company’s established net sales previous financial year. For each requirement, a minimum level and an upper requirement level have been set corresponding to five (5) per cent and twenty (20) per cent, respectively, for 2025, five (5) per cent and twenty (20) per cent, respectively, for 2026 and five (5) per cent and twenty (20) per cent, respectively, for 2027.

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The EBITA Requirement

The EBITA Requirement for each financial year has been set by the Board of Directors as a percentage measure of increased EBITA per financial year during 2025-2027. For each financial year during 2025-2027, the percentage development is based on the Company's increased EBITA compared to the Company's established EBITA for the previous financial year. For each requirement, a weighted minimum level has been set for each financial year, which for the financial year 2025 corresponds to ten (10) per cent and a weighted upper requirement level of fourteen (14) per cent, respectively, and which for the financial years 2026 and 2027 corresponds to ten (10) per cent and a weighted upper requirement level of sixteen (16) per cent, respectively.

The Sustainability Requirement

The Sustainability Requirement for each financial year has been set by the Board of Directors as percentage measure of (i) reduced Scope 1 and Scope 2 emissions compared to the financial year 2024, and (ii) the share of purchased volume from sustainability approved suppliers. For each requirement, a minimum level and an upper requirement level has been set for each financial year. Regarding (i) above, for the financial year 2025 the minimum level has been set to a reduction of fourteen (14) per cent and the upper requirement level to a reduction of sixteen (16) per cent, for the financial year 2026 the minimum level has been set to a reduction of nineteen (19) per cent and the upper requirement level to a reduction of twenty-one (21) per cent, and for the financial year 2027 the minimum level has been set to a reduction of twenty-four (24) per cent and the upper requirement level to a reduction of twenty-six (26) per cent. Regarding (ii) above, for the financial year 2025 the minimum level has been set to forty (40) per cent and the upper requirement level to fifty (50) per cent, for the financial year 2026 the minimum level has been set to forty-five (45) per cent and the upper requirement level to fifty-five (55) per cent, and for the financial year 2027 the minimum level has been set to fifty (50) per cent and the upper requirement level to sixty (60) per cent.

Terms and conditions of the Share Rights

In addition to what is stated above, the following conditions shall apply to the Share Rights under LTIP 2025:

- (a) The Participant must acquire the Saving Shares prior to the beginning of the Vesting Period or, in the case of subsequent additional Participants, at the time determined by the Company's Remuneration Committee.
- (b) The Share Rights are vested during the Vesting Period or, in the case of subsequent additional Participants, proportionately, rounded down, calculated linearly on a full-year basis depending on when the additional Participant joins LTIP 2025.
- (c) The Share Rights cannot be transferred or pledged.
- (d) Each Share Right entitles the Participant, under certain conditions, to receive up to six (6) Performance Shares free of charge, depending on the position within the Hexatronic Group (*see more on this above under "Terms and Conditions"*), after the end of the Vesting Period, provided that, subject to certain exceptions, the Participant has been employed in the Hexatronic Group during the Vesting Period and retains his or her original Saving Shares in the Company.

Additional participants

In the event that a Participant, following a resolution by the Company's Remuneration Committee, is added after 31 May 2025, when calculating the maximum number of Saving

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Shares that the Participant may acquire, the Participant's annual gross basic salary at the current time and a share price corresponding to the average of the average volume-weighted purchase price of the Company's share on Nasdaq Stockholm during a period of ten trading days after the announcement of the quarterly report for the Company that is published immediately before the decision to allow the additional Participant to participate, rounded to the nearest SEK 0.10.

For Saving Shares held by additional Participants within the LTIP 2025, the Company will award Share Rights proportionately, rounded down, calculated linearly on a full-year basis depending on when the additional Participant joins LTIP 2025. Additional Participants will be allotted Performance Shares no earlier than three (3) years after the Participant entered into an agreement to join LTIP 2025.

Allotment of Performance Shares

In order to be able to complete LTIP 2025 in a cost-effective and flexible manner, the Board of Directors proposes that the Annual General Meeting resolves, in accordance with item B below, that the Company's commitments for delivery of and costs attributable to Performance Shares are primarily secured through a directed issue of a maximum of 1,130,007 shares of series C to Danske Bank A/S, Danske Bank filial Sverige (the "**Bank**"), of which a maximum of 270,163 shares of series C may be issued to cover any social security contributions, with subsequent repurchases and conversion into ordinary shares and decisions on the transfer of own ordinary shares to the CEO and the management team, other senior executives and other key employees within the Hexatronic Group.

The Board of Directors proposes that the Annual General Meeting resolves that a maximum of 859,844 ordinary shares may be transferred to Participants in accordance with LTIP 2025 and that a maximum of 270,163 ordinary shares may be transferred on the market to secure social security contributions in connection with LTIP 2025 ("**Hedging Shares**").

Costs for LTIP 2025

Costs for LTIP 2025 are calculated in accordance with IFRS2 and are reported over the income statement.

The cost is reported linearly over the Vesting Period.

Based on the assumptions that LTIP 2025 will be fully subscribed by thirty (30) Participants, that all of these invest the maximum amount allowed in Saving Shares in LTIP 2025, that the share price amounts to SEK thirty-five (35) at the time of investment, and that all Saving Shares remain at LTIP 2025's end, this means a total cost for LTIP 2025 of approximately SEK 38,9 million, provided that the Performance Requirements are fully achieved.

The above amount also includes social security contributions, which are currently payable at a nominal rate of 31.42 per cent. With an assumed share price at LTIP 2025's end of SEK seventy (70) and otherwise with conditions as above, the social security contributions are estimated to amount to approximately SEK 15 million (including tax related effects), provided that the Performance Requirements are fully achieved.

If the Performance Requirements are achieved so that half of the Performance Shares are allocated to the Participants, the corresponding total cost is estimated to amount to SEK 17,6 million. LTIP 2025 has no limit on maximum profit for Participants and therefore no maximum cost of social security contributions can be calculated. However, the Board of Directors has the possibility to limit the costs incurred by the Company under LTIP 2025, through the right to adjust the number of Performance Shares that each individual Participant otherwise would be entitled to upon allotment of Performance Shares, as set forth above.

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Effects on key performance indicators and dilution

LTIP 2025 is expected to comprise a maximum of 859,844 Performance Shares and 270,163 Hedging Shares for social security contributions, excluding the Saving Shares, corresponding to approximately 0.54 per cent of the Company's total number of outstanding shares after full exercise of ongoing and now resolved incentive programmes.

Outstanding rights to shares under previous long-term incentive programmes and the proposed long-term incentive programme amount to approximately 2.28 per cent of the Company's total number of outstanding shares upon full exercise.

Ongoing incentive programmes including LTIP 2025 are expected to have only marginal impact on significant key performance indicators.

Additional ongoing share-based incentive programmes

For a description of the Company's ongoing long-term incentive programmes, please refer to the Annual Report for the financial year 2024 which will be available on the Company's website, <https://group.hexatronic.com/>.

Preparation of the proposal and subsequent adjustments

LTIP 2025 has been prepared by the Board of Directors in consultation with the Remuneration Committee and external advisers.

The Board of Directors or a special committee set up by the Board of Directors shall be responsible for the detailed design and management of the terms and conditions for LTIP 2025, in accordance with the above-mentioned terms and conditions including provisions on recalculation in the event of an in-between bonus issue, share split, rights issue and/or other similar events. In connection therewith, the Board of Directors shall have the right to make adjustments to meet specific market conditions. The Board of Directors shall also have the right to make other adjustments for extraordinary one-time costs when determining if the performance requirements have been achieved or exceeded and if there are significant changes in the Hexatronic Group or its operating environment that would result in the decided terms of the LTIP 2025 no longer fulfilling its purposes.

Directed issue of convertible shares of series C, authorisation for the Board of Directors to resolve on the repurchase of all issued redeemable and convertible shares of series C, and transfer of own ordinary shares to Participants in accordance with LTIP 2025

In order to be able to carry out LTIP 2025 in a cost-effective and flexible manner, the Board of Directors proposes that the Company's commitments for delivery of and costs attributable to Performance Shares be secured primarily through a directed issue of convertible shares of series C, with subsequent repurchases and conversion into ordinary shares and resolution on the transfer of own ordinary shares to Participants.

The reasons for the deviation from the shareholders' preferential rights in the proposed new issue of shares of series C and the purpose of the proposed repurchase authorisation are to ensure delivery of shares to the Participants in accordance with LTIP 2025 and to cover any social security contributions due to LTIP 2025.

Majority requirements and special authorisations

The Board of Directors' proposal for resolutions in accordance with A – B above constitute a package, as the various proposals are dependent on and strongly linked to each other. Therefore, it is proposed that the Annual General Meeting make a single resolution in connection with the abovementioned proposals, in compliance with the majority requirement specified in Chapter 16, Section 8 of the Swedish Companies Act, meaning that the resolution

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shall be supported by shareholders representing at least nine tenths (9/10) of both the votes cast and the shares represented at the meeting.

The Board of Directors proposes that the Annual General Meeting instructs the Board of Directors to implement the resolution above and to ensure that the Board of Directors transfers the Performance Shares in accordance with what is stated above. The Board further proposes that the Annual General Meeting instructs the Board, or whomever the Board appoints, to make such minor adjustments in the abovementioned proposed resolutions that may prove necessary in connection with registration with the Swedish Companies Registration Office

Item 17 – Resolution to adopt a long-term incentive programme for the Hexatronic Group’s employees outside of Sweden (Warrant programme 2025)

The Board of Directors proposes that the Annual General Meeting resolves on (A) the adoption of a long-term incentive programme (Warrant Programme 2025) directed to the group’s (the “**Hexatronic Group**”) employees outside of Sweden, and (B) a directed issue of warrants (Series 2025/2028) to the wholly owned subsidiary Proximion AB (“**Proximion**”) and approval of the transfer of these warrants to participants. The resolution items (A) and (B) are mutually conditioned by each other and are resolved upon as one resolution.

A. Introduction of Warrant Programme 2025

The Board of Directors of the Company proposes that the Annual General Meeting resolves to adopt a long-term incentive programme directed to the Hexatronic Group’s senior executives and certain key employees employed outside of Sweden in accordance with the main terms and conditions set out below.

Background

The Company’s Board of Directors is of the opinion that the Warrant Programme 2025 will contribute to higher motivation and commitment among employees and strengthen the bonds between the employees and the Company, rewarding employees’ continued loyalty and thereby the long-term value growth of the Company.

Furthermore, it is the Board’s assessment that the Warrant Programme 2025 will contribute to the opportunities to recruit and retain knowledgeable and experienced employees and is expected to increase employee interest in the business and earnings development in the Company. All in all, it is the Board’s assessment that the Warrant Programme 2025 will be beneficial for both the employees and for the Company’s shareholders through an increased share value.

Warrant Programme 2025

The Board of Directors proposes that the Annual General Meeting resolves on a directed share issue of a maximum of 940,000 warrants (hereinafter referred to as “**Warrants**”) and the subsequent transfer of a total of not more than 940,000 Warrants. The right to subscribe for Warrants shall only vest with Proximion, with the right and obligation for Proximion to manage the Warrants in accordance with the terms of the Warrant Programme 2025 and transfer the Warrants to participants free of charge. Each Warrant entitles the holder to subscribe for one ordinary share in the Company. The Warrants shall be issued free of charge to Proximion.

Participants in the Warrant Programme 2025 shall, upon receipt of the offer, but no later than 31 May 2025, notify Proximion of the number of Warrants that the participant wishes to

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receive. In the event that a participant's employment ends during the term of the Warrants, the Warrants shall be returned without consideration or other remuneration.

Subscription of ordinary shares shall be possible during the period from and including 13 May 2028 up to and including 13 June 2028. The subscription price for ordinary shares subscribed for pursuant to the Warrants shall be set at 135 per cent of the volume-weighted average share price of the Hexatronic share during the measurement period from and including 6 May 2025 up to and including 16 May 2025. The subscription price shall be paid in cash or by set-off. The Company shall have the right, but not the obligation, at the request of participants who are unable to pay subscription proceeds in cash, to acquire at market price such number of Warrants as enable the participant to exercise the remaining Warrants to subscribe for ordinary shares, whereby the subscription proceeds are paid by offsetting against the receivable on divested Warrants.

The exercise price, as set out above, shall be rounded to the nearest SEK 0.10, whereby SEK 0.05 shall be rounded downwards. The exercise price and the number of shares to which each Warrant entitles to subscription shall be recalculated in the event of a split, consolidation, new share issue etc. in accordance with market practice.

Allocation of Warrants

The Warrant Programme 2025 shall comprise approximately 30 senior executives, and approximately 60 key employees, employed mainly in England, Belgium, Norway, Denmark, Finland, USA, Canada, Germany, Estonia, Latvia, Lithuania, Italy, Australia, South Korea, the Netherlands, New Zealand and Austria and in total relate to a maximum of 940,000 Warrants. The maximum number of Warrants per participant in the Warrant Programme 2025 is shown in the table below.

<i>Category</i>	<i>Maximum number of Warrants per person</i>	<i>Maximum number of Warrants per category</i>
Senior executives	approximately 15,000	approximately 460,000
Remaining key employees	approximately 8,000	approximately 480,000

In the event of changes in positions and employments, remaining Warrants in one category may be used in another category. The Board of Directors may decide that such Warrants that are not allotted in accordance with the above shall later be allocated to any new employees within the Hexatronic Group.

Effects on key performance indicators and costs

The Warrants are issued free of charge to the participants and may incur social security contributions and costs in accordance with the accounting rules in IFRS2. The Board of Directors estimates that these costs will be relatively limited.

Since the Company's costs for the Warrant Programme 2025 will be relatively limited, the Board of Directors has decided not to propose to the Annual General Meeting to decide on measures to cover these.

Ongoing incentive programmes including Warrant Programme 2025 are expected to have only marginal impact on significant key performance indicators.

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Dilution

Based on the existing number of ordinary shares in the Company, the Warrant Programme 2025, upon full exercise of all 940,000 Warrants, entails a dilution corresponding to approximately 0.45 per cent of the capital and votes related to ordinary shares. If all outstanding incentive programmes in the Company are included in the calculation, the corresponding maximum dilution, at the time of the Annual General Meeting, amounts to approximately 2.28 per cent of the capital and the number of votes related to ordinary shares.

Additional ongoing share-based incentive programmes

For a description of the Company's ongoing long-term incentive programmes, please refer to the Annual Report for the financial year 2024 which will be available on the Company's website, <https://group.hexatronic.com>.

Preparation of the proposal and subsequent adjustments

The Warrant Programme 2025 has been prepared by the Board of Directors in consultation with company management and external advisors.

The Board of Directors or a special committee set up by the Board of Directors shall be responsible for the detailed design and management of the terms and conditions for the Warrant Programme 2025, in accordance with the above-mentioned terms and conditions including provisions on recalculation in the event of an in-between bonus issue, share split, rights issue and/or other similar events. In connection therewith, the Board of Directors shall have the right to make adjustments to meet specific market conditions. The Board of Directors shall also have the right to make other adjustments for extraordinary one-time costs and if there are significant changes in the Hexatronic Group or its operating environment that would result in the decided terms of the Warrant Programme 2025 no longer fulfilling its purposes.

B. Directed issue of warrants, Series 2025/2028, to the wholly owned subsidiary Proximion, and approval of the transfer of these to participants under the Warrant Programme 2025

The Board of Directors proposes that the Annual General Meeting resolves to issue not more than 940,000 Warrants, as a result of which the Company's share capital may increase by a maximum of SEK 9,400. The following conditions shall apply.

1. The right to subscribe for Warrants shall, with deviation from the shareholders' preferential rights, vest with Proximion, which shall then transfer the Warrants to the appropriate participants in the Warrant Programme 2025. Each Warrant entitles the holder to subscribe for one share. The Warrants shall be issued free of charge to Proximion.
2. Each warrant entitles the holder to subscribe for one new ordinary share in Hexatronic Group AB (publ) during the period from and including 13 May 2028 up to and including 13 June 2028 at a subscription price of 135 per cent of the volume-weighted average share price of the Hexatronic share during the measurement period from and including 6 May 2025 up to and including 16 May 2025. The Board of Directors has the right to extend the subscription period, but no more than six months. The exercise price and the number of shares that each Warrant entitles to subscription of shall be recalculated in the event of a split, reverse share split, new issue of shares, etc. in accordance with

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market practice. The amount that, in the case of share subscription, exceeds the quota value shall be transferred to the free premium fund.

3. Subscription of Warrants must be made on the subscription list no later than 31 May 2025. However, the Board of Directors shall have the right to extend the subscription period.
4. The Warrants are issued free of charge to Proximion.
5. New shares pursuant to subscription entitle to dividends for the first time on the record date for dividends that occurs immediately after subscription has been effected.
6. The warrants shall in all other respects be governed by the terms and conditions set forth in Appendix A.

The Board of Directors also proposes that the Annual General Meeting resolves to approve that Proximion, in accordance with the incentive programme, may transfer Warrants to participants in the Warrant Programme 2025 and manage Warrants in accordance with the Warrant Programme 2025. Proximion shall have the right to retain such Warrants that are not allotted in accordance with the above for later allotment to additional employees within the Hexatronic Group as decided by the Company's Board of Directors.

It is further proposed that the Board of Directors, or whomever they appoint, should be authorised to undertake such minor adjustments in the resolution that may be required for the registration with the Swedish Companies Registration Office.

Oversubscription cannot be made.

The rationale for the deviation from the shareholders' preferential rights is to implement incentive programmes for employees outside of Sweden in the Hexatronic Group.

Majority requirements and special authorisations

The Board of Directors' proposal for resolutions in accordance with A – B above constitute a package, as the various proposals are dependent on and strongly linked to each other. Therefore, it is proposed that the Annual General Meeting make a single resolution in connection with the abovementioned proposals, in compliance with the majority requirement specified in Chapter 16, Section 8 of the Swedish Companies Act, meaning that the resolution shall be supported by shareholders representing at least nine tenths (9/10) of both the votes cast and the shares represented at the meeting.

The Board of Directors proposes that the Annual General Meeting instructs the Board of Directors to implement the resolutions above and to ensure that the Board of Directors in Proximion transfers the Warrants in accordance with what is stated above.

The Board further proposes that the Annual General Meeting instructs the Board, or whomever the Board appoints, to make such minor adjustments in the abovementioned proposed resolutions that may prove necessary in connection with registration with the Swedish Companies Registration Office.

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Item 18 – Resolution to authorise the Board of Directors to resolve on the acquisition and transfer of own shares

The Board of Directors proposes that the Annual General Meeting resolves to authorise the Board of Directors, for the period until the end of the next Annual General Meeting, on one or several occasions, to resolve to acquire the Company's own ordinary shares. The Board of Directors further proposes that the Annual General Meeting resolves to authorise the Board of Directors, for the period until the end of the next Annual General Meeting, on one or several occasions, to resolve to transfer the own ordinary shares held by the Company at the time of the Board of Directors' resolution on transfer. The following conditions shall apply.

Ordinary shares may be acquired to the extent that the Company's holding of its own shares, on any occasion, does not exceed ten (10) per cent of the Company's total outstanding shares (regardless of share class).

The ordinary shares may be acquired through an offer directed to all shareholders or through trading on Nasdaq Stockholm. Upon acquisition of own ordinary shares through trading on Nasdaq Stockholm the price shall correspond to the price interval on Nasdaq Stockholm registered at any given time, by which is meant the interval between the highest purchase price and the lowest sale price in the Company's ordinary shares. Acquisition offers directed to all shareholders may only be made for consideration in cash and shall be made at a price corresponding to the registered price interval at any given time with a maximum deviation of thirty (30) per cent upwards.

The purpose of the proposed authorisation is to give the Board of Directors the opportunity to adapt the Company's capital structure to its capital needs and thereby, among other things, be able to use the repurchased ordinary shares as a means of payment for the acquisition of companies.

Transfer of own ordinary shares may be made through transfer on Nasdaq Stockholm at a price within the price interval on Nasdaq Stockholm registered at any given time, which means the interval between the highest purchase price and the lowest sale price in the Company's ordinary shares. Transfer of ordinary shares acquired in accordance with the above may also take place outside Nasdaq Stockholm, with or without deviation from the shareholders' preferential rights and with or without provisions on non-cash consideration or right of set-off. Transfer of own ordinary shares may, for example, be used as a means of payment in connection with company acquisitions on terms in accordance with the Swedish Companies Act's rules on new issues. Such transfer may be made at a price in cash, or value of property obtained, which, in the case of a business acquisition, corresponds to the stock exchange price in the Company's ordinary shares at the time of the transfer.

If the exercise of the authorisation regarding the acquisition and transfer of own ordinary shares is combined with the exercise of the authorisation regarding the new issue of shares, warrants and/or convertibles, item 19 on the agenda, for the purpose of financing all or part of the purchase price in the event of one and the same business acquisition or one and the same investment in connection with the conclusion of a new contract or the start-up of a new business area, the number of ordinary shares transferred and financial instruments issued during the period until the end of the next Annual General Meeting, together may not exceed ten (10) per cent of all outstanding shares in the Company at the time of the resolution authorizing a new issue.

The possibility of deviation from the shareholders' preferential rights when transferring own ordinary shares is justified by the fact that transfer of ordinary shares on Nasdaq Stockholm or otherwise with deviation from preferential rights for shareholders can take place with greater speed, flexibility and is more cost-effective than transfer to all shareholders. If the Company's own ordinary shares are transferred for consideration in a form other than cash in connection

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with agreements on the acquisition of assets, the Company cannot give shareholders the opportunity to exercise any preferential rights.

The Board of Directors, or any person appointed by the Board of Directors, shall have the right to make any adjustments or amendments of the above resolution which may be required in connection with the registration of such resolution and to take any other measure deemed necessary for the execution of the resolution.

Item 19 – Resolution to authorise the Board of Directors to resolve on new issues of shares, warrants and/or convertibles

The Board of Directors proposes that the Annual General Meeting resolves to authorise the Board of Directors, for the period until the end of the next Annual General Meeting, on one or several occasions and with or without deviation from the shareholders' preferential rights, to resolve on new share issues, warrants and/or convertibles corresponding to not more than ten (10) per cent of the registered share capital in the Company at the time of the issue resolution.

The authorisation may be utilised for new issues, which may be made with provisions regarding contribution in cash, in kind or through set-off. In order to enable delivery of shares in connection with a cash issue as described above, this may, if the Board of Directors deems it appropriate, be made at a subscription price corresponding to the quota value of the shares, whereby the issue is directed to an issuing agency acting as a settlement bank for investors.

Deviation from the shareholders' preferential rights shall only be possible in connection with company acquisitions. If the Board of Directors resolves on an issue with deviation from the shareholders' preferential rights, the rationale shall be that the Company quickly needs access to capital in the event of a company acquisition or alternatively need to pay with the Company's shares, warrants and/or convertibles.

If the exercise of the authorisation regarding a new share issue is combined with the exercise of the authorisation regarding the acquisition and transfer of own ordinary shares, item 18 on the agenda, in order to finance all or part of the purchase price in one and the same company acquisition, the number of shares transferred and issued during the period until the end of the next Annual General Meeting, together may not exceed ten (10) per cent of all shares in the Company at the time of the resolution to authorise a new share issue.

Item 20 – Resolution regarding guidelines for remuneration to senior executives

The Board of Directors proposes that the Annual General Meeting resolves on the adoption of the following guidelines for remuneration to senior executives.

Scope

These guidelines encompass the Executive Management of Hexatronic Group AB (publ) ('**Hexatronic**') and the company's Board Members other than board fees decided at the annual general meeting. Executive Management refers to the Chief Executive Officer ("**CEO**"), Deputy CEO, Chief Financial Officer ("**CFO**") and other members of the group management team.

The guidelines shall apply to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the 2025 annual general meeting. The guidelines do not apply to any remuneration resolved by the general meeting.

As regards employment conditions that comply with rules that are not Swedish, appropriate adaptations may be made to follow such mandatory rules or established local practices, whereby the overall objectives of these guidelines shall be met as far as possible.

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The guidelines' promotion of the company's business strategy, long-term interests and sustainability

The company strives for greater global presence and a strong market position in key growth markets in North America and Northern Europe. The business is divided into three focus areas: Fiber Solutions, Harsh Environment, and Data Center. All areas are built on deep expertise in fiber optic infrastructure and the ability to deliver sustainable, high-quality solutions worldwide.

Successful and sustainable implementation of the company's business strategy in the long run requires the company to be able to recruit and retain qualified employees. In order to do so, Hexatronic must be able to offer a competitive total remuneration package based on market terms, which these guidelines are aimed to enable.

Variable cash payments covered by these guidelines should also aim to promote the company's business strategy and long-term interests, including its sustainability.

Hexatronic has during the last couple of years implemented long-term share-related incentive programs and warrant programs, in which some senior executives and key employees have had the opportunity to participate. These programs have in each case been resolved by the general meeting and are therefore excluded from these guidelines. For information regarding performance criteria, terms and conditions, and costs for these programs, see the Board of Directors' complete proposal for each general meeting on Hexatronic's website and in Hexatronic's annual report.

Types of remuneration, etc.

Hexatronic shall offer total compensation at market rates to facilitate the recruitment and retention of qualified senior executives. Remuneration from Hexatronic should be based on the principles of performance, competitiveness, and fairness. Remuneration to senior executives can comprise fixed annual cash salary, variable cash compensation, pension, and other benefits. Additionally, the general meeting may – irrespective of these guidelines – resolve certain remuneration matters. For example, this could include share and share price-related remuneration. Variations in the remuneration principles are permitted where they are justified by local conditions.

Fixed cash salary

Fixed cash salary shall take into account the individual's experience and areas of responsibility. Fixed cash salaries shall be revised annually.

Variable cash compensation

Variable cash compensation shall be maximized to 80 per cent of the fixed annual cash salary for the CEO and 50 per cent of the fixed annual cash salary for other members of the Executive Management.

The variable cash compensation shall be linked to predetermined and measurable financial criteria. By linking the remuneration of the Executive Management to the company's earnings and financing of its operating activities, the criteria promote the implementation of the company's business strategy and long-term value creation. This includes sustainability. Furthermore, the criteria for variable cash compensation shall be designed so that they do not encourage excessive risk-taking.

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To which extent the criteria for awarding variable cash compensation has been satisfied, shall be evaluated when the measurement period has ended. The Board of Directors is responsible for the evaluation as far as it concerns variable cash compensation to the CEO. For other members of the Executive Management, the CEO is responsible for preparing and presenting a proposal to the Remuneration Committee, which makes the decision on variable cash compensation and informs the Board. For financial objectives, the evaluation shall be based on the latest financial information made public by the company.

Terms and conditions for variable cash compensation shall be designed so that the Board of Directors, if exceptional economic circumstances prevail, has the option of limiting or refraining from payment if such a measure is considered reasonable.

Additional variable cash compensation may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining members of the Executive Management, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration shall be professionally motivated, proportionate to the individual's fixed salary and shall not be paid more than once a year per individual. Decisions on such remuneration shall be made by the Board of Directors on the proposal from the Remuneration Committee.

By law or in accordance with agreements and subject to the resulting limitations, the Board of Directors shall be able to wholly or partially reclaim variable remuneration paid out on wrongful or erroneous grounds.

Pension

For the CEO and other members of the Executive Management, pension benefits shall be based on how much is paid in, i.e., the pensions are defined contribution pension plans.

The pension contributions for the CEO and the Deputy CEO's defined contribution pension can be up to 30 per cent of the pensionable salary. The retirement age for other members of the Executive Management varies between 60 and 67 years and the pension contribution can be up to 30 per cent of the pensionable salary. Variable cash compensation shall not be pensionable.

For employments governed by rules other than Swedish, pension benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Other benefits and compensation

Other benefits and compensation may include benefits that are customary and in line with market terms, such as medical insurance, life insurance and company cars, which shall not constitute a material portion of the total remuneration.

For employments requiring a relocation, other benefits may include relocation costs, tax advice, and other costs related to a relocation.

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For employments governed by rules other than Swedish, other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Remuneration to Board Members

Remuneration to Board Members for their work on Hexatronic's Board of Directors is determined by the annual general meeting. Board Members are only entitled to receive such fees as agreed by the annual general meeting. Additional remuneration may, however, be paid for services carried out by Board Members for Hexatronic within their respective areas of expertise, provided that said service is outside of what is considered to be the normal assignment for Board Members. Such remuneration shall be at market rates and settled in a consultancy agreement approved by the Board of Directors.

Terms of employment

Salary and terms of employment for employees

When drafting the Board of Director's proposal for these remuneration guidelines, the salary and terms of employment for the company's employees were taken into account by using information about employees' total remuneration, components of the remuneration, increases in remuneration and the rate of increase over time as part of the basis for the Remuneration Committee and Board of Director's decision when evaluating the fairness of the guidelines and the resulting limitations.

Termination of employment

Fixed cash salary during the notice period and severance pay, as well as remuneration for any non-compete restrictions, shall in total not exceed an amount corresponding to the fixed cash salary for 18 months for the CEO and Deputy CEO and 12 months for other members of the Executive Management. Severance pay shall not be paid if notice of termination of employment is made by the CEO and other members of the Executive Management or in cases of termination for cause. The mutual notice period between the company and the CEO, and other members of the Executive Management, shall not exceed 9 months.

Remuneration for any non-compete restrictions shall compensate for any loss of income and shall only be paid for such period as the former member of the Executive Management does not have the right to severance pay. The remuneration amount shall be the difference between the fixed cash salary at the time of termination and any lower income earned in the new business, but up to 60 per cent of the fixed cash salary. Remuneration shall be payable during the period subject to the non-compete restriction, which shall not exceed 12 months after termination of employment.

Preparation and decision-making process

The Board of Directors has established a Remuneration Committee. The committee's tasks include, among other things, preparing the Board of Director's decisions on proposed guidelines for remuneration to senior executives. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit the proposal to the annual general meeting for decision. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programmes for variable remuneration for the Executive Management, the application of the guidelines for remuneration to senior executives, as well as applicable remuneration structures and remuneration levels in the company. The CEO and other members of the Executive Management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters. Remuneration to the CEO is prepared by the Remuneration Committee and decided

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by the Board of Directors. Remuneration to other members of the Executive Management is prepared by the CEO and decided by the Remuneration Committee.

Derogations from the guidelines

The Board of Directors may temporarily resolve to derogate from the guidelines resolved by the general meeting, in whole or in part, if, in a specific case, there is special cause for the derogation and as necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As stated above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters, which includes preparing any resolutions to derogate from the guidelines.

MISCELLANEOUS

Special majority requirement

For valid resolutions in accordance with item 16 and 17 above, it is required that the proposals be supported by at least nine tenths (9/10) of the shares represented and votes cast at the Annual General Meeting.

For valid resolutions in accordance with item 18 and 19 above, it is required that the proposals be supported by at least two thirds (2/3) of the shares represented and votes cast at the Annual General Meeting.

Number of shares and votes

As per the date of this notice, the total number of outstanding shares in the Company is 208,334,746 of which 205,472,710 are ordinary shares and 2,862,036 are shares of series C. The Company holds all shares of series C. The total number of votes in the Company amounts to 205,758,913.6, of which the Company holds 286,203.6 votes that are not represented at the Annual General Meeting.

Documentation

The annual report, the Board of Directors' remuneration report and all other documentation for resolutions and documentation pursuant to the Swedish Companies Act are available at the Company's office at Hexatronic Group AB (publ), Sofierogatan 3A, SE-412 51 Gothenburg, and at the Company's website, www.hexatronicgroup.com, no later than three weeks before the Annual General Meeting. Moreover, the Nomination Committee's motivated statement is available at the Company's above address, as well as on the Company's website, from the date of this notice. Copies of the documents will be sent to shareholders who so request and who inform the Company of their postal address.

The Board of Directors' proposal in accordance with item 18 and 19 above are fully formulated in the convening notice.

Shareholders' right to obtain information

Shareholders are reminded of their right to, at the Annual General Meeting, obtain information from the Board of Directors and CEO in accordance with Chapter 7 Section 32 of the Swedish Companies Act. Shareholders who wish to submit questions in advance may do so by sending post to Hexatronic Group AB (publ), AGM 2025, Sofierogatan 3A, SE-412 51 Gothenburg or via e-mail to agm@hexatronic.com.

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Processing of personal data

For information about how your personal data is processed, it is referred to the privacy notice available at Euroclear's webpage: <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

Gothenburg in April 2025
Hexatronic Group AB (publ)
The Board of Directors