

*This is a non-official translation of the Swedish original wording. In case of discrepancies between the English translation and the Swedish original, the Swedish text shall prevail.*



## **NOTICE TO THE ANNUAL GENERAL MEETING OF HEXPOL AB (publ)**

**Shareholders of HEXPOL AB are hereby summoned to the Annual General Meeting (AGM) to be held at 3 p.m. CEST on Monday, 4 May 2026 at Clarion Malmö Live at the address Dag Hammarskjölds torg 2, Malmö, Sweden.**

**The Board of Directors has, pursuant to Chapter 7, Section 4 a of the Swedish Companies Act (*Sw. aktiebolagslagen*) and the company's Articles of Association, decided that shareholders shall be able to exercise their voting rights by postal voting before the General Meeting. Consequently, shareholders may choose to exercise their voting rights at the AGM by attending in person, through a proxy or by postal voting.**

### **A. RIGHT TO PARTICIPATE IN THE ANNUAL GENERAL MEETING**

Shareholders who wish to participate in the AGM must:

firstly, be registered in the share register maintained by Euroclear Sweden AB on 23 April 2026, and secondly, notify the company of their intention to attend the AGM under the address HEXPOL AB, "Annual General Meeting", c/o Euroclear Sweden, P.O. Box 191, SE-101 23 Stockholm, by phone +46 8 402 90 49 or at the website [www.hexpol.com](http://www.hexpol.com), or submit a postal vote, no later than 27 April 2026.

In connection with notification, shareholders must state their name, address, telephone number (daytime), personal or corporate identity number and information concerning their shareholding. For shareholders who will be represented by proxy at the AGM, the original version of a signed and dated power of attorney must be enclosed with the notification. A form for the power of attorney is available on the company's website, [www.hexpol.com](http://www.hexpol.com) and will be sent by mail on request to shareholders who state their address. For those representing a legal entity, a verified copy of the registration certificate or corresponding document showing the company's signatories must also be submitted. Shareholders exercising their voting rights by postal voting are not required to notify the company separately of their participation in the AGM, see below under "Postal voting". In order to be entitled to participate in the AGM, shareholders whose shareholding is registered in the name of a trustee must, before 23 April 2026, re-register their shares in their own name at Euroclear Sweden AB. Voting rights registration requested by the shareholder at such time that the registration has been completed by the nominee no later than 27 April 2026 will be taken into account in the preparation of the share register.

Thus, the trustee should be notified well in advance of the aforementioned date.

### **B. POSTAL VOTING**

Shareholders may exercise their voting rights at the AGM through postal voting. A special form must be used for the postal vote. The postal voting form is available on the company's website [www.hexpol.com](http://www.hexpol.com). A separate notification to the AGM is not required as the postal voting form will also be considered as a notification. Completed and signed postal voting forms may be sent by mail to HEXPOL AB, "Annual General Meeting", c/o Euroclear Sweden, P.O. Box 191, SE-101 23 Stockholm, Sweden, or by e-mail to [GeneralMeetingServices@euroclear.com](mailto:GeneralMeetingServices@euroclear.com). Completed and signed

forms must be received by Euroclear Sweden AB no later than 27 April 2026. Shareholders may also cast their votes electronically through verification with BankID via Euroclear Sweden AB's website <https://www.euroclear.com/sweden/generalmeetings/>, by 27 April 2026 at the latest.

Shareholders may not submit special instructions or conditions with the postal vote. In such case, the entire postal vote is invalid. Further instructions and conditions can be found in the postal voting form and at <https://www.euroclear.com/sweden/generalmeetings/>.

If the shareholder submits the postal vote by proxy, a power of attorney must be attached to the form. If the form is submitted by a legal person, the form must be signed by an authorised signatory and a registration certificate or other authorization document must be attached to the form.

Please note that shareholders who wish to attend the Annual General Meeting in person or by proxy must notify the company in accordance with the instructions under the heading "Right to participate in the Annual General Meeting" above. A notification of participation by postal voting is not sufficient for shareholders who wish to attend the Annual General Meeting in person or by proxy.

## **C. AGENDA OF THE ANNUAL GENERAL MEETING**

### **Proposal for agenda**

1. Opening of the Meeting.
2. Election of Chairman of the Meeting.
3. Preparation and approval of the list of shareholders entitled to vote at the Meeting.
4. Approval of the agenda.
5. Election of one or two officers to verify the minutes.
6. Determination of whether the Meeting has been duly convened.
7. Address by the President.
8. Presentation of
  - a) the annual report and the auditors' report, as well as the consolidated financial report and auditors' report on the consolidated financial report for the financial year 2025 and the assurance report on the consolidated sustainability report, and
  - b) statement from the company's auditor confirming compliance with the guidelines for the remuneration of senior executives that have applied since the preceding AGM.
9. Resolutions concerning
  - a) adoption of the income statement and balance sheet, and of the consolidated income statement and consolidated balance sheet, all as per 31 December 2025,
  - b) disposition of the Company's profit as set forth in the balance sheet adopted by the Meeting and the record date for dividend distribution, and
  - c) discharge of the Board of Directors and the President from personal liability.
10. Determination of the number of members and deputy members of the Board.
11. Determination of the fees to be paid to the Board members and auditors.
12. Election of members of the Board.
13. Election of auditors and deputy auditors.
14. Election of members of the Nomination Committee.
15. Resolution on approval of remuneration report.
16. Proposal for guidelines for the remuneration of senior executives.
17. Proposal regarding (a) the establishment of a long-term incentive program and (b) hedging measures (share swap agreement) in this regard.
18. Closing of the Meeting.

## Proposals

### **Election of Chairman of the Meeting (Item 2)**

The Nomination Committee elected in anticipation of the 2026 AGM, comprising Mikael Ekdahl (Melker Schörling AB), Jesper Wilgodt (Alecta Tjänstepension), Robin Nestor (Lannebo Kapitalförvaltning) and Mattias Sjödin (Carnegie Fonder) has proposed that Alf Göransson be elected Chairman of the 2026 AGM.

### **Proposed disposition of the Company's profit (Item 9b)**

The Board proposes that a dividend of SEK 4.20 per share be declared and that the record date for the dividend shall be 6 May 2026. If the AGM so resolves, the dividend is expected to be distributed by Euroclear Sweden AB on 11 May 2026.

### **Proposals regarding election of Board members and fees (Items 10-12)**

The Nomination Committee proposes the following:

- The number of Board Members shall be seven, without deputies.
- Directors' fees shall be paid as follows: SEK 1,360,000 to the Chairman of the Board and SEK 535,000 to each of the other Board Members elected by the AGM who are not employed by the company. As remuneration for committee work, the chairman of the Audit Committee shall receive SEK 305,000 and each member of the Audit Committee SEK 160,000 and the chairman of the Remuneration Committee shall receive SEK 180,000 and member of the Remuneration Committee SEK 60,000.
- Re-election of Board Members Alf Göransson, Kerstin Lindell, Malin Persson, Märta Schörling Andreen, Nils-Johan Andersson and Henrik Elmin as well as new election of Patrick Blanchard as ordinary Board Members. Jan-Anders E. Månson has declined re-election.
- Re-election of Alf Göransson as the Chairman of the Board.

**Patrick Blanchard**, born 1966, has since June 2009 been the Global Technical Leader of Advanced Polymer Systems at Ford Motor Company. Prior to that, he has held various positions at Ford such as Technical Specialist and Research Engineer. Patrick holds a Bachelor's degree in Mechanical Engineering and a Ph.D. from the Department of Mechanical Engineering at the University of Nottingham, UK. Patrick is assessed to be independent in relation to the company and its management as well as major shareholders of the company. Patrick (including related persons and entities) does not own any shares in the company.

### **Proposal regarding election of auditors and deputy auditors (Item 13)**

The Nomination Committee proposes, in accordance with the recommendation of the Audit Committee, re-election of Karoline Tedevall and new election of Peter Gunnarsson, both authorised public accountants active at Ernst & Young AB, as the company's auditors for a mandate period of one year. The Nomination Committee further proposes re-election Henrik Rosengren and new election of Hanna Fehland, both authorised public accountants active at Ernst & Young AB, as deputy auditors for a mandate period of one year. Fees to auditors shall be payable according to contract.

### **Proposal regarding election of members of the Nomination Committee (Item 14)**

Shareholders jointly representing approximately 58 per cent of the voting rights in the company propose that the AGM resolve as follows pertaining to Nomination Committee in anticipation of the AGM 2027.

- The Nomination Committee shall have four members.
- Re-election of Mikael Ekdahl (Melker Schörling AB), Jesper Wilgodt (Alecta Tjänstepension), Robin Nestor (Lannebo Kapitalförvaltning) and Mattias Sjödin (Carnegie Fonder).
- Re-election of Mikael Ekdahl as Chairman of the Nomination Committee.
- Should a shareholder who is represented by one of the Nomination Committee's members cease to belong to the largest shareholders in HEXPOL in terms of voting rights, or should a member of the Nomination Committee no longer be employed by such a shareholder or for some other

reason decide to step down from the Nomination Committee prior to the AGM 2027, the Nomination Committee shall be entitled to appoint another representative of the largest shareholders in terms of voting rights to replace such a member.

#### *Tasks of the Nomination Committee*

The tasks of the Nomination Committee are to prepare proposals ahead of the AGM 2027 regarding election of Chairman and other Board Members, election of Chairman of the AGM, remuneration matters and other related matters, election of members of the Nomination Committee or principles for the appointment of Nomination Committee and, together with the Audit Committee, prepare a proposal regarding election of auditor, and otherwise pursue the tasks that, according to the Swedish Code of Corporate Governance, are the responsibility of a nomination committee.

#### **Approval of remuneration report (Item 15)**

The Board proposes that the AGM resolves to approve the Board's remuneration report pursuant to Chapter 8, Section 53 a of the Swedish Companies Act.

#### **Proposal for guidelines for the remuneration of senior executives (Item 16)**

The Board proposes that the AGM resolves on guidelines for remuneration to the managing director and other senior executives as follows. Other senior executives are defined as members of the group management. The guidelines are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the AGM. These guidelines do not apply to any remuneration decided or approved by the general meeting.

The Board proposes the Annual General Meeting 2026 to resolve on the implementation of a new long-term share-based incentive program for the group management and other key employees within the Hexpol Group (LTIP 2026). In total, the program comprises approximately 80 senior executives and key employees within the Hexpol Group. Participants in the programme are offered to be granted, free of charge, share rights which may entitle to Series B shares in the company, provided that a performance target set by the Board related to the development of the company's earnings per share is fulfilled. The program aims to strengthen the company's ability to recruit, motivate and retain key employees. The share programme is clearly linked to the business strategy and thereby to the company's long-term value creation, including its sustainability. In order to secure delivery of shares and manage the financial exposure, the company intends to enter into share swap agreements with a third party on market terms. The general meeting resolves on implementation of the programme, and the programme is therefore excluded from these guidelines.

#### *Guiding principles and types of remuneration*

A prerequisite for the successful implementation of the company's vision, business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to attract and retain qualified senior executives. To this end, it is necessary that the company offers competitive remuneration on market terms. These guidelines enable the company to offer the executive management a competitive total remuneration. More information regarding HEXPOL's vision and business strategy is available on the company's website [www.hexpol.com](http://www.hexpol.com).

#### *Types of remuneration*

The total remuneration to senior executives shall be on market terms and consist of fixed cash salary, variable remuneration, other benefits and pension. Additionally, the general meeting may – irrespective of these guidelines – resolve on, among other things, share-related or share price-related incentive programmes.

#### *Fixed remuneration*

The fixed remuneration for senior executives in HEXPOL shall be market-based and competitive. It shall be based on the individual executive's area of responsibility, authority, competence and level of experience.

### *Variable remuneration*

In addition to fixed annual cash salary, senior executives shall be able to obtain a variable remuneration. The criteria for the remuneration and the conditions for payment shall be designed so as to contribute to the company's vision, business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development. The criteria applied are based on earnings, earnings per share, working capital and organic growth. The company's sustainability work includes an environmental target meaning that carbon dioxide emissions shall be reduced in relation to objectives established by the Board. The variable remuneration consists of three parts. The first part, annual variable cash remuneration, shall be linked to individualised predetermined and measurable criteria and shall be based on earnings, working capital and organic growth. The second part, cash remuneration in accordance with the company's long-term cash-based incentive program (LTI), shall be based on increased earnings per share. The third part shall be based on reduction of carbon dioxide emissions.

For cash remuneration in accordance with LTI, payment of the remuneration shall be made the third year after the measurement period has ended. The design of the criteria for variable cash remuneration and the terms for payment contributes to the company's vision, business strategy, long-term interests and sustainability.

When the measurement period has ended it shall be determined to which extent the criteria for awarding variable cash remuneration have been satisfied. The remuneration committee is responsible for the evaluation so far as it concerns variable cash remuneration to the managing director. For variable cash remuneration to other executives, the managing director is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the company.

The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one year. The variable cash remuneration is capped and shall constitute a maximum of 145 per cent of the fixed annual cash salary, of which 80 per cent is attributable to annual cash remuneration, 55 per cent is attributable to LTI and ten per cent is attributable to fulfillment of environmental objectives related to reduction of carbon dioxide emissions.

### *Pension*

For senior executives, pension benefits shall be paid not earlier than from the age of 60 years. For the managing director, pension benefits, including health insurance (Sw: sjukförsäkring), shall either be benefit or fee based, or a combination of both. Variable cash remuneration shall in general not qualify for pension benefits. Variable cash remuneration shall qualify for pension benefits only to the extent required by mandatory collective agreement provisions applicable to the executive. For other executives, pension benefits, including health insurance, shall either be benefit or fee based, or a combination of both. The pension premiums for premium defined pension shall amount to no more than 35 per cent of the fixed annual cash salary.

### *Other benefits*

Other benefits may include, for example, life insurance, medical insurance (Sw: sjukvårdsförsäkring) and company cars. Premiums and other costs relating to such benefits may amount to not more than 10 per cent of the fixed annual cash salary.

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

### *Termination of employment*

The notice period shall normally be six months on the part of the employee, without the right to severance pay. Between the company and the managing director, the managing director is entitled to a

notice period of six months. At notice of termination by the company, a notice period of 24 months shall apply. For other senior executives the notice period shall normally be 12 months on the part of the company. Fixed cash salary during the period of notice and severance pay may normally together not exceed an amount equivalent to the fixed cash salary for two years for the managing director, and the fixed cash salary for one year for other senior executives.

#### *Salary and employment conditions for employees*

In the preparation of the Board's proposal for these remuneration guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the remuneration committee's and the Board's basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

The development of the gap between the remuneration to senior executives and remuneration to other employees will be disclosed in the remuneration report.

#### *The decision-making process to determine, review and implement the guidelines*

The Board has established a remuneration committee. Remuneration to the managing director and other senior executives shall be prepared by the remuneration committee and resolved by the Board based on the proposal of the remuneration committee. The committee's tasks include preparing the Board's decision to propose guidelines for executive remuneration. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the general meeting. The guidelines shall be in force until new guidelines are adopted by the general meeting. The remuneration committee shall also monitor and evaluate programs for variable remuneration for the executive management, the application of the guidelines for executive remuneration as well as the current remuneration structures and compensation levels in the company. The managing director and other members of the executive management do not participate in the Board's processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters. The Board shall annually draw up a remuneration report that shall be presented to the AGM for approval.

#### *Derogation from the guidelines*

The Board may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As set out above, the remuneration committee's tasks include preparing the Board's resolutions in remuneration-related matters. This includes any resolutions to derogate from the guidelines.

#### *Description of material changes of the guidelines and how the shareholders' opinions are considered*

In relation to the guidelines for remuneration to senior executives adopted on the AGM 2022, the Board now propose that the guidelines also include organic growth as one of the criteria applied for variable remuneration. For cash remuneration under LTI, the terms now stipulate that payment of the remuneration shall be made the third year after the measurement period has ended (instead of half in the second year after the measurement period has ended and the remaining half in the third year after the measurement period has ended). In addition, the cap for variable cash remuneration has been raised to 145 per cent and the pension premiums for premium defined pension has been reduced to a maximum of 35 per cent of the fixed annual cash salary.

No remarks on the remuneration guidelines adopted on the AGM 2022 have emerged.

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## **The Board's proposal regarding (a) the establishment of a long-term incentive program and (b) hedging measures (share swap agreement) in this regard (Item 17)**

### *(a) Establishment of the program*

The Board proposes that the Annual General Meeting resolves to establish a long-term share-based incentive program (LTIP 2026) for the Group Management and other key employees within the Hexpol Group as follows. The purpose of the LTIP 2026 is to create conditions for recruiting, motivating and retaining competent employees at Hexpol, as well as aligning the interests of the participants with those of the shareholders. The Board therefore proposes that the Annual General Meeting resolves to establish a long-term incentive program for senior executives and key employees for 2026 (“**LTIP 2026**”) on the terms and conditions set out below.

The LTIP 2026 includes approximately 80 employees consisting of the Group Management at Hexpol and other key employees in the Group. After the vesting period, participants will be allocated series B shares in Hexpol (“**Share**”) free of charge, provided that certain conditions are met. These conditions are linked to continued employment in the Hexpol Group and to the achievement of the performance requirements regarding the company's EPS. The maximum number of Shares that may be allocated under the LTIP 2026 is limited to 900,000, which corresponds to approximately 0.27 per cent of the total number of shares in the company.

### *Participants in LTIP 2026*

The program is proposed to include approximately 80 senior executives and key employees at Hexpol, who are divided into three groups: the Chief Executive Officer and members of the company's Group Management (“**Group 1**”) with approximately 7 participants, certain selected key personnel in central roles who have previously participated in long-term incentive programs, (“**Group 2**”) with approximately 11 participants, as well as other selected key personnel, (“**Group 3**”) with approximately 62 participants. Invitation to participate in the program will be provided by Hexpol as soon as practically possible after the Annual General Meeting approval in 2026.

### *Allocation of share rights*

Participants in Group 1 and Group 2 may be allocated a number of share rights that at the time of receipt will have an underlying Share value corresponding to 55 per cent of the participant's annual base salary. Participants in Group 3 will be allocated a number of share rights that at the time of receipt will have an underlying Share value corresponding to 15 per cent of the participant's annual base salary. The Share price to be used as the basis for the calculation is the volume-weighted average price of the Share on Nasdaq Stockholm during the first 20 trading days of March 2026.

### *Conditions for allocation*

Share rights are allocated free of charge as soon as practically possible after the Annual General Meeting, but no later than 30 June 2026. Each share right may give a participant the right to receive one Share free of charge after a vesting period of at least three years, calculated from the date of allocation. For participants who join the program after the initial allocation, the three-year vesting period will run from the actual time of allocation. The end date for vesting for these participants will therefore be postponed accordingly to ensure that the requirement for a three-year term is met for all participants.

Share rights cannot be transferred or pledged. Any allocation of earned Shares, provided that the conditions are met, will take place as soon as it is practically possible after the end of the vesting period.

The right to receive an allocation of Shares based on the share rights requires that the participant has remained employed by the company throughout the entire vesting period, unless the Board decides otherwise for an individual case in accordance with customary “good leavers” principles, and that the minimum performance targets are met.

The number of Shares to which participants are entitled for each earned share right will be recalculated by the Board in the event of a new issue, share split, reverse share split and/or similar events, taking into account customary practice for incentive programs.

#### *Performance targets*

The number of share rights ultimately allocated to a participant depends on the development of Hexpol's reported earnings per share for the financial year 2026 ("**EPS 2026**") in relation to Hexpol's earnings per share for the financial year 2025 ("**EPS 2025**"). The Board of Directors has determined that a one-year measurement period for EPS creates a strong incentive aligned with the company's business, while the three-year vesting period ensures the retention of key personnel.

The performance levels for allocation have been determined by the Board of Directors and require that EPS 2026 exceeds EPS 2025. The requirement for an increased EPS level means that the participants' incentives are aligned with the interests of the shareholders. These levels are considered commercially sensitive and will therefore be disclosed retrospectively. The level required for maximum allocation, and the extent to which the established levels have been achieved, will be reported in the remuneration report for 2027.

#### *Preparations and management of LTIP 2026*

The LTIP 2026 has been prepared by Hexpol's Board and drafted in consultation with external advisors.

The Board, or the remuneration committee, are responsible for the detailed design of the terms and conditions for the LTIP 2026, within the framework of the terms and guidelines adopted by the Annual General Meeting. The Board or the remuneration committee is authorised to make necessary adjustments to comply with local legislation, market requirements and restrictions in certain jurisdictions or if the allocation of Shares to individuals outside Sweden cannot be done at a reasonable cost and with reasonable administrative effort. Such authorisations may relate to, for example, decisions regarding offering participants a cash-based settlement.

If significant changes occur in Hexpol or its external environment that would render the decided conditions for allocation and the opportunity to exercise the share rights under the LTIP 2026 no longer suitable, the Board has the right to make other adjustments. Before the number of Shares to be allocated under the share rights is finally determined, the Board will assess whether the outcome from the LTIP 2026 is reasonable. This assessment is made in relation to Hexpol's financial results and position, the conditions in the stock market and otherwise. If the Board in its assessment considers that the outcome is not reasonable, the Board will reduce the number of Shares to be allocated.

In the event of a public take-over, a buy-out procedure of minority shareholders, a merger, a full demerger, a partial demerger, a divestment, a transfer of business, de-listing of Shares, dissolution of Hexpol or any other corporate rearrangement ("**Corporate Events**"), which affects the LTIP 2026 and the participants, the Board will be entitled to resolve on the consequences of the Corporate Event to the LTIP 2026. The consequences may be e.g. accelerated termination of the LTIP 2026 and accelerated allocation of Shares for all participants or for some participants, or amendments to the LTIP 2026, relating e.g. to the performance targets and/or allocations of Shares.

In the event that allocation of Shares has been made based on misstated information, or if actions have been taken by a participant which could result in material damage to the Hexpol Group's reputation, the Board may decide to reclaim whole or a part of the allocated Shares for such participant.

*Scope and dilution*

The maximum number of Shares that may be allocated under the LTIP 2026 is limited to 900,000, which corresponds to approximately 0.27 per cent of the total number of shares in the company. The number of Shares covered by the LTIP 2026 are, according to the more detailed conditions determined by the Board, subject to recalculation if Hexpol carries out a bonus issue, reverse share split or split of shares, rights issue or similar measures, while observing customary practice for corresponding incentive programs.

*Costs for LTIP 2026 and hedging measures*

The number of Shares that will be needed for the LTIP 2026 depends on the volume-weighted average price of the Share on Nasdaq Stockholm during the first 20 trading days in March 2026 at the time of investment. To create a buffer against a potential decline in the Share price, the maximum number of Shares has been calculated based on an assumed Share price of SEK 70 per Share.

Based on this Share price, an annual increase in the Share price of 8 per cent, average social security contributions of 19.06 per cent, and on the assumption of maximum achievement of the performance target, the total cost for the LTIP 2026 is estimated at approximately MSEK 78.6. The costs have been calculated as the sum of salary costs, including social security contributions and administrative costs for the program, amounting to approximately MSEK 15.0.

The costs for the LTIP 2026, which are reported in the income statement, are calculated according to the accounting standard IFRS 2 and are accrued over the vesting period. The size of these costs is calculated based on the performance of the Share during the vesting period and the allocation of share rights.

Hexpol intends to enter into a share swap agreement with a bank to ensure the delivery of Shares under the LTIP 2026, under which the bank in its own name will be able to acquire and transfer Shares to the participants in accordance with the LTIP 2026. The interest cost for such an equity swap is estimated, based on current interest rate levels, not to exceed approximately MSEK 3.2 per year.

*Miscellaneous*

At the time of the issuance of the notice, the company does not have any outstanding share-related incentive programs.

*(b) Share swap agreement with third party*

The Board proposes that the Annual General Meeting resolves to secure the financial exposure by allowing Hexpol to enter into share swap agreement with third parties on market terms, whereby the third party in its own name will be able to acquire and transfer Shares to the participants.

*Special majority requirement*

The meeting's resolution according to items 17(a) and 17(b) above requires a majority of more than half of the votes cast at the meeting.

**D. NUMBER OF SHARES AND VOTES IN THE COMPANY**

The total number of shares in the company is 344,436,846 of which 14,765,620 shares are of Series A and 329,671,226 shares of Series B. The total number of voting rights in the company is 477,327,426.

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**E. AVAILABLE DOCUMENTATION**

The Annual Report and the auditor's statement, as well as the assurance report on the consolidated sustainability report, the auditors' statement regarding whether the guidelines for remuneration to senior executives have been complied with, the Board's remuneration report, the Board's complete proposals concerning items 16-17 and the Board's motivated statement to the proposal for dividend distribution according to Item 9 b) will be kept available for the shareholders at the company's office in Malmö no later than 13 April 2026. Copies of the documents will be sent to those shareholders who request to receive such information and who have provided their address. They will also be available on the company's website [www.hexpol.com](http://www.hexpol.com) and at the AGM.

**F. INFORMATION AT THE ANNUAL GENERAL MEETING**

At the AGM, the Board and the President shall, if requested by a shareholder and the Board considers that it can be done without material damage to the company, provide information regarding issues that may (i) affect the assessment of an item on the agenda, (ii) affect the assessment of the company's or a subsidiary's financial situation or (iii) concern the company's relation to another group company. A shareholder who so requests may send questions in advance by mail to HEXPOL AB, "Annual General Meeting", Gibraltargatan 7, SE-211 18 Malmö, Sweden, or by email to [info@hexpol.com](mailto:info@hexpol.com).

**G. PROCESSING OF PERSONAL DATA**

For information about the processing of your personal data, see <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>.

If you have questions regarding HEXPOL AB's processing of your personal data, you can contact the company by email, [info@hexpol.com](mailto:info@hexpol.com). HEXPOL AB has corporate ID No. 556108-9631 and the Board of Directors' registered office is in Malmö, Sweden.

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Malmö in March 2026  
**HEXPOL AB (publ)**  
Board of Directors