

## ANNUAL GENERAL MEETING OF HEXPOL AB

**At today's Annual General Meeting (AGM) of HEXPOL AB (publ), the following was resolved.**

### **Board of Directors, auditor and fees**

The number of directors will be seven. The meeting re-elected Alf Göransson, Malin Persson, Kerstin Lindell, Märta Schörling Andreen, Nils-Johan Andersson and Henrik Elmin and elected Patrick Blanchard, as ordinary Board Members. Jan#Anders E. Månson had declined re-election. Alf Göransson was re-elected Chairman of the Board. The fees to the Board of Directors shall amount to a total of SEK 5,435,000 (including fees for committee work).

The meeting re-elected Karoline Tedevall and elected Peter Gunnarsson, both authorised public accountants active at the accounting firm Ernst & Young AB, as the company's auditors for a period of mandate of one year. Further, the meeting re-elected Henrik Rosengren and elected Hanna Fehland, both authorised public accountants active at Ernst & Young AB, as deputy auditors for a mandate period of one year. The auditors shall be remunerated according to agreement.

At the statutory board meeting following the AGM, Alf Göransson (Chairman) and Märta Schörling Andreen were elected members of the Remuneration Committee for the time period until the next statutory board meeting. For the same term, Nils-Johan Andersson (Chairman), Malin Persson and Märta Schörling Andreen were elected members of the Audit Committee.

### **Dividend**

The AGM resolved in accordance with the proposal of the Board of Directors that a dividend of SEK 4.20 per share be declared for the financial year 2025 and that the accumulated earnings be carried forward. The record date for the dividend shall be May 6, 2026.

### **Nomination Committee**

The meeting re-elected Mikael Ekdahl (Melker Schörling AB), Jesper Wilgodt (Alecta Tjänstepension), Robin Nestor (Lannebo Kapitalförvaltning) and Mattias Sjödin (Carnegie Fonder) as members of the Nomination Committee in respect of the AGM 2027. Mikael Ekdahl was re-elected as Chairman of the Nomination Committee.

### **Remuneration report**

The AGM resolved to approve the Board's report on remuneration pursuant to Chapter 8, Section 53 a of the Swedish Companies Act for the financial year 2025.

### **Guidelines for remuneration to senior executives**

The AGM resolved to adopt the guidelines for remuneration to senior executives in accordance with the proposal of the Board of Directors.

**Long-term share-based incentive program (LTIP 2026)**

The AGM resolved in accordance with the proposal of the Board of Directors to establish a long-term share-based incentive program (LTIP 2026) for the Group Management and other key employees within the HEXPOL Group. The LTIP 2026 includes approximately 80 participants. Participants are awarded share rights free of charge after the AGM that may give a participant the right to, after a vesting period of at least three years calculated from the date of allocation, receive 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 earnings per share (EPS). 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 earnings per share for the financial year 2025 (“EPS 2025”). The performance levels for allocation have been determined by the Board of Directors and require that EPS 2026 exceeds EPS 2025.

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 total cost for the LTIP 2026 is estimated at approximately MSEK 78.6. HEXPOL intends to enter into a 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.

*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.*

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**About HEXPOL**

*HEXPOL is a world-leading polymers group with strong global positions in advanced polymer compounds (Compounding), gaskets for plate heat exchangers (Gaskets and Seals), and wheels made of polymer materials for truck and castor wheel applications (Wheels). Customers are primarily system suppliers to the global automotive and engineering industry, building and construction industry and within sectors as transportation, energy, consumer and cable industry and manufacturers of medical equipment, plate heat exchangers and forklifts.*

*The Group is organized in three business areas - HEXPOL Compounding, HEXPOL Thermoplastic Compounding and HEXPOL Engineered Products.*

*The HEXPOL Group’s sales in 2025 amounted to 19,324 MSEK and the Group has approximately 5,000 employees in fourteen countries.*

*Further information is available at [www.hexpol.com](http://www.hexpol.com).*