

**THE NOMINATION COMMITTEE'S REASONED STATEMENT
ON ITS PROPOSAL FOR MEMBERS OF THE BOARD OF HEXPOL AB (PUBL)**

The Nomination Committee for HEXPOL AB prior to the 2026 Annual General Meeting comprises Chairman Mikael Ekdahl (Melker Schörling AB), Jesper Wilgodt (Alecta Tjänstepension), Robin Nestor (Lannebo Kapitalförvaltning) and Mattias Sjödin (Carnegie Fonder).

The Nomination Committee proposes re-election of the Board members Alf Göransson, Kerstin Lindell, Malin Persson, Märta Schörling Andreen, Nils-Johan Andersson and Henrik Elmin and new election of Patrick Blanchard. Jan-Anders E. Månson has declined re-election. The Nomination Committee further proposes 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.

The Nomination Committee has held three (3) meetings prior to the Annual General Meeting 2026. As basis for its proposal, the Nomination Committee has taken into account the outcome of the written evaluation performed of the Board and its work and has also interviewed individual Board members. The Nomination Committee has thoroughly discussed the requirements regarding qualifications, experience and background that can be imposed on the Board of HEXPOL AB, considering, *inter alia*, the strategic development, management and control of the Company. Matters relating to independence have been highlighted and the Nomination Committee has sought a Board composition with equal gender distribution, characterized by diversity and breadth of qualifications, experience and background of the Board members. The Nomination Committee has applied Section 4.1 in the Swedish Corporate Governance Code as diversity policy in its preparation of the proposal for Board members.

It is the assessment of the Nomination Committee that the proposed Board, considering the company's operations, phase of development and other relevant circumstances, has a suitable composition. The Nomination Committee has also assessed that the proposed Board members will be able to devote the necessary time required to fulfil their tasks as Board members in HEXPOL AB. The percentage of women on the Board of HEXPOL AB would by the proposed composition amount to approximately 43 per cent.

The Nomination Committee has in its work regarding board fee compared HEXPOL AB's current board fee with fees among comparable companies. The aim is that the fees should reflect the requirements and expectations placed on the work of the Board of a company of HEXPOL AB's size and complexity. In addition, the level must be sufficiently competitive to retain and attract relevant expertise to the Board.

When assessing the independence of the proposed Board members, the Nomination Committee has found that the proposed composition of the Board of HEXPOL AB meets the requirements regarding independence set forth in the Swedish Corporate Governance Code.

Stockholm in March 2026

The Nomination Committee of HEXPOL AB (publ)