

Protokoll fört vid årsstämma med aktieägarna i **Loomis AB (publ)**, 556620-8095, i Stockholm den 6 maj 2026.

*Minutes of Annual General Meeting of shareholders in **Loomis AB (publ)**, 556620-8095, held in Stockholm on 6 May 2026.*

§ 1

Stämman öppnades av styrelsens ordförande, Lars Blecko.

The Meeting was opened by the Chairman of the Board, Lars Blecko.

§ 2

Lars Blecko utsågs att såsom ordförande leda förhandlingarna vid stämman. Det antecknades att såsom sekreterare vid stämman tjänstgjorde Loomis chefsjurist, Erik Åslund.

Noterades att aktieägarna har kunnat utöva sin rösträtt per post före stämman, Bilaga 1.

Godkände stämman att, förutom anmälda aktieägare, vissa andra personer skulle få närvara vid stämman.

Lars Blecko was appointed Chairman of the Meeting. It was noted that Loomis' Chief Legal Officer, Erik Åslund, was assigned to keep the minutes of the Meeting.

It was noted that the shareholders have been able to exercise their voting rights by postal voting prior to the Meeting, Appendix 1.

The Meeting approved, in addition to shareholders who have notified the company of their intention to participate, the presence of certain other persons at the Meeting.

§ 3

De i bilagda förteckningen, Bilaga 2, såsom närvarande upptagna aktieägarna hade inom föreskriven tid anmält sitt deltagande i stämman eller avgivit poströst. Förteckningen godkändes såsom röstlängd vid stämman.

The shareholders designated as being present in the attached list, Appendix 2, had within the prescribed period of time notified the company of their intention to participate in the Meeting or submitted a postal vote. The list was approved as voting list for the Meeting.

§ 4

Det i kallelsen intagna förslaget till dagordning godkändes av stämman.

The proposed agenda in the convening notice was approved by the Meeting.

§ 5

Carina Silberg (representerande Alecta Tjänstepension Ömsesidigt) samt Caroline Sjösten (representerande Swedbank Robur Fonder) utsågs att jämte ordföranden justera dagens protokoll.

Carina Silberg (representing Alecta Tjänstepension Ömsesidigt) and Caroline Sjösten (representing Swedbank Robur Fonder), were appointed to approve the minutes of the Meeting together with the Chairman.

§ 6

Det noterades att kallelse till stämman skett den 1 april 2026 genom annonsering i Post- och Inrikes Tidningar och publicering på bolagets hemsida, [Bilaga 3](#), samt att annons om att kallelse skett samma dag varit införd i Svenska Dagbladet. Stämman konstaterades vara i behörig ordning sammankallad.

It was noted that on 1 April 2026 a convening notice in respect of the Meeting had been published in the Swedish Official Gazette (Sw. Post- och Inrikes Tidningar) and on the company's website, [Appendix 3](#), and that an advertisement regarding the Meeting being convened had been published in Svenska Dagbladet on the same day. The Meeting was declared to have been duly convened.

§ 7

Lämnade ordföranden ordet till koncernchefen Aritz Larrea för föredragning avseende verksamhetsåret 2025 och den aktuella utvecklingen i koncernen. I anslutning därtill gavs aktieägarna möjlighet att ställa frågor, vilka koncernchefen besvarade.

The President of the company, Aritz Larrea, presented a report on the financial year 2025 and the current development of the group. In connection herewith, the shareholders were given the opportunity to ask questions, which the President answered.

§ 8

Upplyste ordföranden att samtliga föreskrivna handlingar inför stämman, enligt punkterna 8, 9b-c och 14-17 på dagordningen, hade hållits tillgängliga hos bolaget och på bolagets hemsida från den 1 april 2026 och hade skickats till de aktieägare som begärt det. Dessutom fanns samtliga nämnda handlingar tillgängliga vid stämman. Konstaterades således att nämnda handlingar ansågs framlagda vid stämman.

Föredrog auktoriserade revisorn Didrik Roos revisionsberättelsen och koncernrevisionsberättelsen för räkenskapsåret 2025. I anslutning därtill gavs aktieägarna möjlighet att ställa frågor.

The Chairman informed that all prescribed documents before the general meeting, according to items 8, 9b-c and 14-17 on the agenda, had been available at the company and on the company's web site since 1 April 2026 and had been sent to all other shareholders who had requested copies. In addition, all the aforementioned documents were available at the Meeting. It was noted that the aforementioned documents were to be considered presented at the Meeting.

Didrik Roos, authorised public accountant, presented the Auditor's Report and the Consolidated Auditor's Report for the financial year 2025. In connection herewith, the shareholders were given the opportunity to ask questions.

§ 9

Beslutade stämman härafter:

- (a) att fastställa den framlagda resultaträkningen och balansräkningen samt koncernresultaträkningen och koncernbalansräkningen,
- (b) att en ordinarie utdelning om 15,00 kronor per aktie och en extra utdelning om 5,00 kronor per aktie lämnas för räkenskapsåret 2025, vilket innebär en sammanlagd utdelning om 1 338 444 940 kronor, och att 5 074 706 701 kronor balanseras i ny räkning,
- (c) att såsom avstämningsdag för rätt till utdelning fastställa den 8 maj 2026, samt
- (d) att bevilja styrelsens ledamöter och verkställande direktören Aritz Larrea ansvarsfrihet för räkenskapsåret 2025.

Thereafter the Meeting resolved:

- (a) *to adopt the presented Income Statement and Balance Sheet and the Consolidated Income Statement and Consolidated Balance Sheet;*
- (b) *that an ordinary dividend of SEK 15.00 per share and an extraordinary dividend of SEK 5.00 per share is to be distributed for the financial year 2025, which means that the dividend amounts to SEK 1,338,444,940 in total, and that SEK 5,074,706,701 is to be carried forward;*
- (c) *that 8 May 2026 shall be determined as record day for dividend; and*
- (d) *that the Board and the Managing Director, Aritz Larrea, should be discharged from liability for the financial year 2025.*

§ 10

Beslutade stämman att antalet av stämman valda styrelseledamöter skulle vara sju, utan suppleanter.

It was resolved that the number of Board members to be appointed by the Meeting should be seven, without any deputies.

§ 11

Beslutade stämman att arvode till styrelsen för perioden till och med utgången av årsstämman 2027 ska utgå med ett sammanlagt belopp om 6 495 000 kronor (inklusive ersättning för utskottsarbete och baserat på ett oförändrat antal utskottsledamöter) att fördelas mellan ledamöterna enligt följande: ordföranden 1 560 000 kronor och var och en av de övriga ledamöterna 650 000 kronor.

Ersättning för utskottsarbete ska utgå med 400 000 kronor till ordföranden för revisionsutskottet, med 150 000 kronor till ordföranden för ersättningsutskottet, med 205 000 kronor till ledamot av revisionsutskottet och med 75 000 kronor till ledamot av ersättningsutskottet.

Arvode till revisorn ska utgå enligt godkänd räkning.

It was resolved that fees to the Board for the period up to and including the Annual General Meeting 2027 should amount to a total of SEK 6,495,000 (including fees for committee work and based on an unchanged number of committee members), to be distributed among the Board members as follows: the Chairman SEK 1,560,000 and each of the other Board members SEK 650,000.

The remuneration for committee work shall amount to SEK 400,000 for the Chairman of the Audit Committee, and to SEK 150,000 for the Chairman of the Remuneration Committee, to SEK 205,000 for the members of the Audit Committee and to SEK 75,000 for the members of the Remuneration Committee.

The auditor's fees shall be paid according to approved invoice.

§ 12

Upplyste ordföranden att de uppdrag som de för omval föreslagna styrelseledamöterna innehar i andra företag framgår av bolagets årsredovisning som hållits tillgänglig på bolagets hemsida.

Valde stämman för tiden intill dess nästa årsstämma hållits till styrelseledamöter:

Omval av Lars Blecko, Alf Göransson, Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg, Santiago Galaz och Marita Odélius. Omval av Lars Blecko till styrelsens ordförande.

Upplyste ordföranden att arbetstagarorganisationerna meddelat att Chalanja Henningsson är utsedd till ordinarie arbetstagarledamot i styrelsen.

The Chairman informed that the assignments in other companies of the Board members proposed for re-election were presented in the annual report of the company, which has been available at the company's website.

For the period up to and including the next Annual General Meeting, the following Board members were elected:

Re-election of Lars Blecko, Alf Göransson, Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg and Santiago Galaz and Marita Odélius. Re-election of Lars Blecko as Chairman of the Board.

The Chairperson informed that Chalanja Henningsson is appointed by the employee organisations as Board member representing the employees.

§ 13

Omvalde stämman revisionsbolaget Deloitte AB till bolagets revisor för tiden intill slutet av årsstämman 2027. Det informerades om att Didrik Roos kommer att vara huvudansvarig revisor.

The audit firm Deloitte AB was re-elected auditor of the company for the period up to and including the Annual General Meeting in 2027. It was informed that Didrik Roos will be the auditor in charge.

§ 14

Beslutade stämman att godkänna styrelsens förslag till rapport över ersättningar enligt 8 kap. 53 a § aktiebolagslagen.

The Meeting resolved to adopt the Board of Directors' proposal on report regarding compensation pursuant to Chapter 8, Section 53 a of the Swedish Companies Act.

§ 15

Redogjorde ordföranden för det huvudsakliga innehållet i styrelsens förslag till införande av ett långsiktigt aktiebaserat incitamentsprogram, innefattande säkringsåtgärder genom ingående av aktieswapavtal.

Bereddes aktieägarna tillfälle att ställa frågor rörande förslaget.

Beslutade stämman i enlighet med styrelsens förslag.

The Chairman presented the main content of the Board of Directors' proposal for implementation of a long-term share-based incentive program, including hedging measures through conclusion of a share swap agreement.

The shareholders were given the opportunity to ask questions regarding the proposal.

The Meeting resolved in accordance with the Board of Directors' proposal.

§ 16

Redogjorde ordföranden för det huvudsakliga innehållet i styrelsens förslag till bemyndigande för styrelsen att fatta beslut om återköp av överlåtelse av egna aktier.

Upplyste ordföranden att förslaget enligt punkt 16 är ett sådant beslut som ska biträdas av två tredjedelar av såväl avgivna röster som vid stämman företrädda aktier.

Bereddes aktieägarna tillfälle att ställa frågor rörande förslaget.

Beslutade stämman i enlighet med styrelsens förslag om bemyndigande för styrelsen att fatta beslut om återköp och överlåtelse av egna aktier.

Det antecknades att beslutet, med undantag för aktieägare med ett sammanlagt innehav om cirka 0,10 procent av aktierna och rösterna på stämman som genom poströst eller på annat sätt anmält att de röstar mot förslaget, var enhälligt och att således beslutet fattats med erforderlig majoritet om två tredjedelar av såväl avgivna röster som vid stämman företrädda aktier.

The Chairman presented the main content of the Board of Directors' proposal for authorization of the Board of Directors to resolve on repurchase and transfer of own shares.

The Chairman informed the Meeting that the proposal under Item 16 is such a resolution that requires approval of at least two thirds of the votes cast and the shares represented at the Meeting.

The shareholders were given the opportunity to ask questions regarding the proposal.

The Meeting resolved on authorization of the Board of Directors to resolve on repurchase and transfer of own shares in accordance with the proposal by the Board.

It was noted that the resolution, with the exception of shareholders with a total holding of approximately 0.10 percent of the shares and votes at the Meeting that had notified, through postal voting or otherwise, that they vote against the proposal, was adopted unanimously, and that the resolution was thus taken with the required majority of two thirds of the votes cast as well as of the shares represented at the Meeting.

§ 17

Redogjorde ordföranden för det huvudsakliga innehållet i styrelsens förslag till beslut om (A) minskning av aktiekapitalet genom indragning av återköpta aktier och (B) ökning av aktiekapitalet genom fondemission utan utgivande av nya aktier.

Upplyste ordföranden att förslagen enligt punkt 17 skulle antas som ett gemensamt beslut och att sådant beslut ska biträdas av två tredjedelar av såväl avgivna röster som vid stämman företrädda aktier.

Bereddes aktieägarna tillfälle att ställa frågor rörande förslaget.

Beslutade stämman att, i enlighet med styrelsens förslag, minska aktiekapitalet genom indragning av återköpta aktier samt att genom fondemission utan utgivande av nya aktier öka aktiekapitalet. Det antecknades att beslutet, med undantag för aktieägare med ett sammanlagt innehav om mindre än 0,10 procent av aktierna och rösterna på stämman som genom poströst eller på annat sätt anmält att de röstar mot förslaget, var enhälligt och att således beslutet fattats med erforderlig majoritet om två tredjedelar av såväl avgivna röster som vid stämman företrädda aktier.

The Chairman presented the main content of the Board of Directors' proposal for a resolution on (A) reduction of the share capital by way of cancellation of repurchased shares and (B) increase of the share capital through a bonus issue without issuance of new shares.

The Chairman informed the Meeting that the proposals under Item 17 are considered to be a joint decision and that such a resolution requires approval of at least two thirds of the votes cast and the shares represented at the Meeting.

The shareholders were given the opportunity to ask questions regarding the proposal.

The Meeting resolved, in accordance with the Board of Directors' proposal, to reduce the share capital by way of cancellation of repurchased shares and to increase the share capital through a bonus issue without issuance of new shares. It was noted that the resolution, with the exception of shareholders with a total holding of less than 0.10 percent of the shares and votes at the Meeting that had notified, through postal voting or otherwise, that they vote against the proposal, was adopted unanimously, and that the resolution was thus taken with the required majority of two thirds of the votes cast as well as of the shares represented at the Meeting.

§ 18

Ordföranden förklarade stämman avslutad.

The Chairman declared the Meeting closed.

Vid protokollet:
At the minutes:

Erik Åslund

Justeras:
Approved:

Lars Blecko

Carina Silberg

Caroline Sjösten



Notification of participation and form for postal voting

in accordance with § 11 of Loomis' Articles of Association.

To be received by Euroclear Sweden AB no later than Wednesday April 29, 2026.

The shareholder set out below hereby notifies the company of its participation and exercises its voting right for all of the shareholder's shares in Loomis AB, Reg. No. 556620-8095 at the Annual General Meeting on May 6, 2026. The voting right is exercised in accordance with the voting options marked below.

Shareholder	Personal identity number/registration number

Assurance (if the undersigned is a legal representative of a shareholder who is a legal entity): I, the undersigned, am a board member, the CEO or a signatory of the shareholder and solemnly declare that I am authorised to submit this postal vote on behalf of the shareholder and that the contents of the postal vote correspond to the shareholder's decisions.

Assurance (if the undersigned represents the shareholder by proxy): I, the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked.

Place and date	
Signature	
Clarification of signature	
Telephone number	E-mail

For further instructions, please see the following page.

**Instructions:**

- Complete the information above
- Select the preferred voting options below
- Print, sign and send the form in the original to Loomis AB, "AGM", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden, or by email to generalmeetingservice@euroclear.com. Shareholders may also submit their postal votes electronically by verification with BankID via Euroclear Sweden AB's website, <https://www.euroclear.com/sweden/generalmeetings/>
- If the shareholder is a natural person who is personally postal voting, it is the shareholder who should sign under Signature above. If the postal vote is submitted by a proxy of the shareholder, it is the proxy who should sign. If the postal vote is submitted by a legal representative of a legal entity, it is the representative who should sign
- A power of attorney shall be enclosed if the shareholder postal votes by proxy. If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form
- Please note that a shareholder whose shares are registered in the name of a bank or securities institute must register its shares in its own name to vote. Instructions regarding this are included in the notice convening the meeting

A shareholder cannot give any other instructions than selecting one of the options specified at each item in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. A vote (*i.e.* the postal voting in its entirety) is invalid if the shareholder has provided the form with specific instructions or conditions or if pre-printed text is amended or supplemented. One form per shareholder will be considered. If more than one form is submitted, the form with the latest date will be considered. The form latest received by Euroclear Sweden AB will be considered if two forms are dated at the same date. An incomplete or wrongfully completed form may be discarded without being considered.

A shareholder who has voted by means of postal voting may also attend the meeting venue in person, provided that a notification has been given in accordance with the instructions in the notice convening the General Meeting. If a shareholder has voted by means of postal voting and thereafter attends the meeting venue in person or by proxy, the postal vote is still valid, unless the shareholder participates in a vote during the General Meeting or otherwise withdraws the submitted postal vote. If a shareholder chooses to participate in a vote during the course of the General Meeting, the vote cast will replace the submitted postal vote for the relevant item(s).

The form, together with any enclosed authorisation documentation, shall be received by Euroclear Sweden AB no later than Wednesday April 29, 2026. A postal vote can be withdrawn up to and including Wednesday April 29, 2026 by contacting Euroclear Sweden AB via e-mail to generalmeetingservice@euroclear.com. Shareholders who have cast their postal votes



electronically through verification with BankID may also withdraw their postal vote at <https://www.euroclear.com/sweden/generalmeetings/>.

Please note that the postal vote is not a notice to attend the meeting venue in person or by proxy. Instructions for shareholders who wish to attend the meeting venue in person or by proxy are included in the notice convening the General Meeting.

For complete proposals regarding the items on the agenda, kindly refer to the notice convening the meeting and the company's website, www.loomis.com.

For information about the processing of your personal data, see the privacy policy available on the company's website, www.loomis.com.



Annual General Meeting in Loomis AB on May 6, 2026

The options below comprise, if not otherwise stated in the form, the proposals submitted by the Board of Directors and the Nomination Committee which are included in the notice convening the Annual General Meeting.

<p>2. Election of Chairman of the Meeting</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>3. Preparation and approval of the voting list</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>4. Approval of the agenda</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>6. Determination of compliance with the rules of convocation</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9a. Resolution on adoption of the statement of income and the balance sheet and the consolidated statement of income and the consolidated balance sheet, in each case as per December 31, 2025</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9b. Resolution on appropriation of the company's profit according to the adopted balance sheet</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9c. Resolution on record date for dividend</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9d. Resolution on discharge of the Board members and the President and CEO from liability for the financial year 2025</p>
<p>9d. 1 Lars Blecko (<i>Chairman of the Board</i>)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9d. 2 Alf Göransson (<i>Chairman of the Board until May 6, 2025 / Board member</i>)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9d. 3 Cecilia Daun Wennborg (<i>Board member</i>)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9d. 4 Johan Lundberg (<i>Board member</i>)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>



9d. 5 Liv Forhaug (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9d. 6 Santiago Galaz (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9d. 7 Marita Odélius (<i>Board member</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9d. 8 Chalanja Henningsson (<i>Board member, employee representative</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
9d. 9 Aritz Larrea (<i>President and CEO</i>) Yes <input type="checkbox"/> No <input type="checkbox"/>
10. Determination of the number of Board members Yes <input type="checkbox"/> No <input type="checkbox"/>
11. Determination of fees to Board members and auditor Yes <input type="checkbox"/> No <input type="checkbox"/>
12. Election of Board members and Chairman of the Board of Directors Yes <input type="checkbox"/> No <input type="checkbox"/>
13. Election of auditor Yes <input type="checkbox"/> No <input type="checkbox"/>
14. Resolution on approval of remuneration report Yes <input type="checkbox"/> No <input type="checkbox"/>
15. Resolution on implementation of a long-term share-based incentive program, including hedging measures through conclusion of a share swap agreement Yes <input type="checkbox"/> No <input type="checkbox"/>
16. Resolution on authorization of the Board of Directors to resolve on repurchase and transfer of own shares Yes <input type="checkbox"/> No <input type="checkbox"/>
17. Resolutions on (A) reduction of the share capital by way of cancellation of repurchased shares and (B) increase of the share capital through a bonus issue without issuance of new shares Yes <input type="checkbox"/> No <input type="checkbox"/>



N.B. The below is an unofficial translation of the Swedish original, in case of any discrepancies between the Swedish original and the English translation the Swedish text shall prevail.

Notice to Annual General Meeting of shareholders in Loomis AB

The shareholders of Loomis AB, Reg. No 556620-8095 ("**Loomis**" or the "**company**"), are hereby invited to participate in the annual general meeting (the "**AGM**") to be held on Wednesday May 6, 2026 at 5 p.m. CEST, in Grönwaldsalen at Stockholm Concert Hall, entrance Kungsgatan 43, Stockholm. Registration for the AGM begins at 4.30 p.m. CEST.

The Board of Directors has resolved, in accordance with the provisions of the company's Articles of Association, that shareholders may also exercise their voting rights by postal voting.

A. RIGHT TO PARTICIPATE AND NOTICE OF ATTENDANCE

A) Participation at the meeting venue

A person who wishes to attend the meeting room in person or through a proxy must:

- be listed as a shareholder in the presentation of the share register prepared by Euroclear Sweden AB, concerning the circumstances on Monday April 27, 2026; and
- notify the company of their intention to participate in the AGM by post to Loomis AB, "AGM", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, by telephone + 46 8 402 90 72 or via the company website www.loomis.com, by Wednesday April 29, 2026, at the latest, preferably before 4 p.m. When registering to attend, the shareholder must provide name, personal identity number (corporate identity number), address, telephone number and the number of any representative (no more than two).

If a shareholder is represented by proxy, a written and dated power of attorney signed by the shareholder must be issued to the proxy. A proxy form is available on the company website, www.loomis.com. If the shareholder is a legal entity, a certificate of registration or a corresponding document for the legal entity shall be attached. In order to facilitate registration at the AGM, the power of attorney as well as the certificate of registration and other authorization documents should be received by the company prior to the AGM.

B) Participation by postal voting

A person who wishes to participate in the meeting by postal voting must:

- be listed as a shareholder in the presentation of the share register prepared by Euroclear Sweden AB, concerning the circumstances on Monday April 27, 2026; and
- notify their intention to participate in the AGM by submitting its postal vote in accordance with the instructions below, so that the postal vote is received by Euroclear Sweden AB no later than Wednesday April 29, 2026.

A shareholder who wishes to attend the meeting venue in person or by proxy, must give notice of this in accordance with A) above. Hence, a notice of participation only through postal voting is not sufficient for a person who wishes to attend the meeting venue.

A special form shall be used for postal voting. The form is available on the company's website, www.loomis.com. The completed and signed postal voting form may be sent by post to Loomis AB, "AGM", c/o Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, or by email to generalmeetingservice@euroclear.com. The completed form shall be received by Euroclear Sweden AB no later than Wednesday April 29, 2026. Shareholders may also submit their postal votes electronically by verification with BankID via Euroclear Sweden AB's website,



<https://www.euroclear.com/sweden/generalmeetings/>. Such electronic votes must be cast no later than Wednesday April 29, 2026.

The shareholder may not provide special instructions or conditions in the voting form. If so, the postal vote (in its entirety) is invalid. Further instructions and conditions are included in the form for postal voting.

If the shareholder submits its postal vote by proxy, a written and dated power of attorney signed by the shareholder must be attached to the postal voting form. Forms of power of attorney are available on the company's website, www.loomis.com. If the shareholder is a legal entity, a certificate of registration or a corresponding document for the legal entity shall be attached to the form.

Nominee registered shares

A shareholder whose shares are nominee registered through a bank or other nominee must, in addition to giving notice of participation at the AGM, request that their shares be temporarily registered in their own name in the share register kept by Euroclear Sweden AB (so called voting right registration) in order to be entitled to participate at the AGM. The shareholders' register for the AGM, as of the record date Monday April 27, 2026, will take into account voting right registrations completed no later than Wednesday April 29, 2026. Shareholders concerned must, in accordance with each nominee's routines, request that the nominee makes such voting right registration well in advance of that date.

B. AGENDA

Proposal for agenda

1. Opening of the Meeting.
2. Election of Chairman of the Meeting.
3. Preparation and approval of the voting list.
4. Approval of the agenda.
5. Election of one or two person(s) to approve the minutes.
6. Determination of compliance with the rules of convocation.
7. The President and CEO's report.
8. Presentation of
 - (a) the annual report and the auditor's report and the consolidated financial statements and the group auditor's report, as well as the auditor's assurance report relating to the sustainability report, and
 - (b) the statement by the auditor on the compliance with the guidelines for remuneration to group management applicable since the last AGM.
9. Resolutions on
 - (a) adoption of the statement of income and the balance sheet and the consolidated statement of income and the consolidated balance sheet, in each case as per December 31, 2025,
 - (b) appropriation of the company's profit according to the adopted balance sheet,
 - (c) record date for dividend, and
 - (d) discharge of the Board members and the President and CEO from liability for the financial year 2025.
10. Determination of the number of Board members.
11. Determination of fees to Board members and auditor.
12. Election of Board members and Chairman of the Board of Directors.
13. Election of auditor.
14. Resolution on approval of the remuneration report.
15. Resolution on implementation of a long-term share-based incentive program, including hedging measures through conclusion of a share swap agreement.
16. Resolution on authorization of the Board of Directors to resolve on repurchase and transfer of own shares.
17. Resolutions on (A) reduction of the share capital by way of cancellation of repurchased shares and (B) increase of the share capital through a bonus issue without issuance of new shares.
18. Closing of the Meeting.



Nomination Committee

At the AGM 2022, principles for the appointment of the Nomination Committee were adopted, entailing that the Nomination Committee shall be composed of representatives of the four largest shareholders in terms of voting rights registered in the shareholders' register maintained by Euroclear Sweden AB as of August 31 the year before the AGM. In certain cases, the composition of the Nomination Committee shall be changed upon ownership changes that takes place after that date.

The Nomination Committee for the AGM consists of the Chairman Caroline Sjösten (Swedbank Robur Fonder), Elisabet Jamal Bergström (SEB Fonder), Hjalmar Ek (Lannebo Kapitalförvaltning) and Johan Wadell (Andra AP-fonden). The Chairman of the Board of Directors, Lars Blecko, has been co-opted to the Nomination Committee.

Election of Chairman of the Meeting (item 2 on the agenda)

The Nomination Committee has proposed that the Chairman of the Board of Directors, Lars Blecko, is elected as Chairman of the AGM.

Resolutions on dividend and record date (items 9 (b) and (c) on the agenda)

The Board of Directors proposes an ordinary dividend of SEK 15.00 per share and an extraordinary dividend of SEK 5.00 per share.

As record date for the dividend, the Board of Directors proposes Friday May 8, 2026. Should the AGM resolve in accordance with the proposal, the dividend is expected to be distributed by Euroclear Sweden AB on Wednesday May 13, 2026.

Proposals for election of Board members, Chairman of the Board of Directors and auditor and resolution regarding fees (items 10–13 on the agenda)

The Nomination Committee has proposed that the AGM resolves on the following:

The number of Board members elected by the AGM shall be seven, with no deputy members. The Nomination Committee proposes re-election of the Board members Lars Blecko, Alf Göransson, Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg, Santiago Galaz, and Marita Odélius, all for the period up to and including the AGM 2027, with re-election of Lars Blecko as Chairman of the Board of Directors.

The reasoned statement of the Nomination Committee is available on the company website, www.loomis.com.

Fees to the Board members for the period up to and including the AGM 2027 shall amount to SEK 6,495,000 (6,065,000) in total (based on an unchanged number of committee members) to be distributed among the Board members as follows: the Chairman of the Board of Directors shall according to the proposal receive SEK 1,560,000 (1,450,000) and each of the other Board members shall receive SEK 650,000 (615,000).

The remuneration for committee work shall amount to SEK 400,000 (350,000) for the Chairman of the Audit Committee, amount to SEK 150,000 (150,000) for the Chairman of the Remuneration Committee, amount to SEK 205,000 (175,000) for the members of the Audit Committee and amount to SEK 75,000 (75,000) for the members of the Remuneration Committee.

The accounting firm Deloitte AB is proposed for re-election for a term of one year, in accordance with the recommendation of the Audit Committee. In the event Deloitte AB is elected, the accounting firm has informed that the authorized public accountant Didrik Roos will be the auditor in charge.

The auditor's fee is proposed to be paid according to approved invoice.



Proposal for resolution on implementation of a long-term share-based incentive program, including hedging measures through conclusion of a share swap agreement (item 15 on the agenda)

The Board of Directors proposes that the AGM resolves on implementing a new long-term incentive program on the following terms:

1. Background and reasons

The proposal to implement a new long-term incentive program (“**LTIP 2026**”) for the group management and other key employees, in total approximately 80 persons, is made in light of the Board of Directors’ conviction that the proposed program is beneficial to the company’s shareholders as it will strengthen the group’s ability to retain and recruit top executives and is expected to further increase alignment between the interests of the participants with those of the shareholders and thereby ensure maximum long-term value creation.

Unlike the previously adopted long-term incentive programs (LTIP 2018, LTIP 2021, LTIP 2023 and LTIP 2025), the Board of Directors proposes that LTIP 2026 shall not include any matching element (so called matching shares), making the plan completely performance based. Consequently, LTIP 2026 will not require the participants to invest in, or allocate, any Loomis shares.

As previous programs, LTIP 2026 is proposed to include two performance targets, one relating to CO2 emissions reduction and one relating to earnings per share. The first is proposed to be measured during the full three-year term of LTIP 2026, the latter is proposed to be measured during the first year of the three-year term.

The Board of Directors has carefully considered the length of the measurement period for the target relating to earnings per share. The proposed length is specifically designed to provide a stronger incentive for participants through improved visibility, making the plan more attractive and thereby more likely to achieve the primary goal of retaining and recruiting top executives. Also considering that the company operates in a highly specialized industry with substantial US exposure.

To hedge any delivery of shares to the participants under LTIP 2026, the Board of Directors proposes that Loomis enters into a share swap agreement with a third party.

The Board of Directors’ intention is to annually come back with proposals on corresponding incentive programs to future AGMs.

2. Terms and conditions for Performance Shares

LTIP 2026 is proposed to include approximately 80 participants from the Loomis group, who are divided into four categories: President & CEO (Category 1); CFO, President & CEO Loomis Europe and Latam and President & CEO Loomis USA (Category 2); other members of group management (Category 3); and other key employees (Category 4) (jointly the “**Participants**”). Loomis shall grant LTIP Awards (as defined below) to the Participants no later than May 20, 2026.

Provided that (i) the Participant, with certain exceptions, has remained in his or her employment in the group without intermission until the expiration of the vesting period, which expires on February 28, 2029 (the “**Vesting Period**”), and (ii) the Performance Targets (as defined below) have been met, the Participant shall, after the expiration of the Vesting Period and free of charge (except for tax liabilities), be entitled to allotment of Loomis shares (“**Performance Shares**”).

The number of Performance Shares that may be allotted to the Participants after the expiration of the Vesting Period will be established according to the following. Each Participant will at commencement of the Vesting Period, free of charge, receive a conditional award of Performance Shares (an “**LTIP Award**”). The



LTIP Award will amount to the number of Performance Shares that corresponds to a specified percentage of each Participant's fixed basic salary for 2026 (the "LTIP Award Value") as set out in the table below.

Categories of participants	LTIP Award Value per Participant
President & CEO	55% of the fixed basic salary for 2026
CFO, President & CEO Loomis Europe and Latam and President & CEO Loomis USA	45% of the fixed basic salary for 2026
Other members of group management (3 persons)	30% of the fixed basic salary for 2026
Other key employees	20% of the fixed basic salary for 2026

The share price used to calculate the number of underlying Performance Shares that each LTIP Award entitles to shall be the volume-weighted average price paid ("VWAP") for the Loomis share on Nasdaq Stockholm during a period of 10 trading days before the LTIP Awards are granted. When calculating the number of Performance Shares, rounding off shall be made to the closest whole number of Performance Shares. Based on the assumption that the price for the Loomis share at grant of the LTIP Awards amounts to SEK 400, LTIP 2026 will, in accordance with the principles and assumptions set out above, comprise a maximum of 154,000 shares in total, which corresponds to approximately 0.2 percent of the total number of shares and votes in the company.

The Performance Targets that have to be met for allotment of Performance Shares are comprised of (i) earnings per share (the "EPS Target"), and (ii) CO₂ emissions reduction (the "CO₂ Target") (each a "Performance Target" and together the "Performance Targets"). The EPS Target shall be measured during the current financial year, being the period January 1, 2026 – December 31, 2026 (the "EPS Performance Period"), and the CO₂ Target shall be measured during the period January 1, 2026–December 31, 2028 (the "CO₂ Performance Period").

The relative weight between the EPS Target and the CO₂ Target shall be 84 per cent and 16 per cent, respectively, of the maximum right to allotment of Performance Shares.

The Performance Targets, as determined by the Board of Directors, will stipulate minimum and maximum levels with respect to each Performance Target.

The Board of Directors must stipulate the minimum level of the EPS Target so that it requires an improvement compared to the previous calendar year's EPS. Due to stock market and competition reasons, the minimum and maximum level for the EPS Target will not be disclosed at the start of LTIP 2026 but after the third year of LTIP 2026.

The achievement of the EPS Target shall be determined and disclosed after the first year of LTIP 2026, where the outcome for the financial year 2026 will be compared to the EPS for the financial year 2025.

The achievement of the CO₂ Target shall be determined and disclosed after the third year of LTIP 2026, where the CO₂ reduction (scope 1 and 2 CO₂ emissions combined) at the end of the CO₂ Performance Period will be compared to the base line year 2019. The minimum level of the CO₂ Target will entail a CO₂ reduction of at least 35 per cent, and the maximum level will entail a reduction of 37 per cent or more.

The Board of Directors considers that a one-year measurement period for the EPS Target provides a stronger incentive for Participants through improved visibility, making the plan more attractive and thereby more likely to achieve the primary goal of retaining and recruiting top executives. The achievement of the CO₂ Target is determined at one time after the end of the CO₂ Performance Period. The Board of Directors has strived to achieve a distinct connection between the Vesting Period and the three year long CO₂



Performance Period, which entails that the Vesting Period will be slightly shorter than three years since enrollment in LTIP 2026 cannot be made before the AGM.

If the minimum target level is not met for any of the Performance Targets, no allotment of Performance Shares shall be made. If the maximum target level is met or exceeded for both of the Performance Targets, the number of Performance Shares allotted to the Participants after expiration of the Vesting Period will amount to 100% of the LTIP Award.

If the outcome for any Performance Target falls between the minimum level and the maximum level, a linear proportioned allotment of Performance Shares shall be made according to the weighting of the Performance Targets set out above.

Allotment of any Performance Shares will take place after the expiration of the Vesting Period. The final total number of Performance Shares to be allotted to each Participant shall be rounded to the nearest whole number.

The number of Performance Shares that may be transferred under LTIP 2026 shall be subject to customary recalculation due to any split or reverse share split, bonus issue, preferential issue and/or other similar corporate actions.

LTIP 2026 has a maximum limit in terms of profit for the Participants, entailing that if the volume-weighted average price paid for the Loomis share on Nasdaq Stockholm during the last 10 trading days of the Vesting Period, exceeds SEK 800 per share, the number of Performance Shares that each Participant is entitled to will be reduced taking this maximum limit into account.

The Participant is not entitled to transfer, pledge or sell the right to obtain Performance Shares, or to exercise any shareholders' rights in respect of such shares during the Vesting Period.

3. Form and operation

The Board of Directors shall be responsible for the design and administration of LTIP 2026 and for the detailed terms to be applied between Loomis and the Participants in the program in accordance with the terms set out in this proposal.

The Board of Directors shall be entitled to make such minor adjustments of these terms that may be necessary due to legal or administrative conditions. In some cases, the Board of Directors shall furthermore be entitled to reduce the maximum number of Performance Shares to be allotted or, fully or partly, prematurely terminate LTIP 2026 as well as make local adaptations of the program that may be required in order to implement the program in countries concerned at reasonable administrative costs and contributions, including, among other things, to offer cash settlement.

The Board of Directors shall be entitled to resolve on adjusted or changed allotment of Performance Shares (i) for individual Participants based on individual circumstances, (ii) if it is otherwise deemed to be suitable or appropriate due to significant changes in Loomis, on the stock market or in the legislation (for example regarding tax) or (iii) if the outcome otherwise is considered unreasonable.

The Board of Directors shall be entitled to resolve on adjusted or changed allotment of Performance Shares or to terminate LTIP 2026 should anyone, alone or together with related persons, acquire such number of shares in Loomis, which, pursuant to applicable regulations, would result in an obligation to make a public offer to acquire the remaining shares in Loomis.

4. Entering into a share swap agreement

In order to hedge any delivery of Performance Shares, the Board of Directors proposes that Loomis enters into a share swap agreement with a third party. The share swap agreement entails that the third party in its own name shall acquire and transfer Loomis shares to Participants in the program.



5. Costs of LTIP 2026

LTIP 2026 will give rise to personnel costs during the Vesting Period, partly in terms of wages and salaries in the accounts, partly in terms of social security contributions. These costs are calculated according to the accounting standard IFRS 2 and distributed over the Vesting Period. Based on the assumption that the price for the Loomis share at grant of the LTIP Awards amounts to SEK 400, and assuming an annual increase of the share price of 10 per cent as well as maximum allotment of Performance Shares, these costs are estimated to approximately SEK 50m before tax.

The cost for the share swap agreement in accordance with section 4 above is estimated to approximately SEK 2.5m annually.

The costs of LTIP 2026 are expected to have a marginal effect on the Loomis group's key performance indicators.

The Board of Directors deems that the positive effects on the result that are expected as a result of the Participants' increased share ownership through allocation of Performance Shares, outweighs the costs related to the program.

6. Preparation of the proposal

LTIP 2026 has been initiated by the Board of Directors of Loomis and has been prepared in consultation with external advisors. LTIP 2026 has been processed in the Remuneration Committee and discussed at Board meetings. The Board of Directors has prepared the parameters of the program.

7. Other incentive programs in Loomis

At the time of this proposal, Loomis has one outstanding share related incentive program, LTIP 2025, which is partly based on the same conditions as the above proposed LTIP 2026. For additional information on LTIP 2025, please refer to the annual report for the financial year 2025, note 7.

Proposal for resolution on authorization for the Board of Directors to resolve on repurchase and transfer of own shares (item 16 on the agenda)

The Board of Directors proposes that the AGM resolves to authorize the Board of Directors to, on one or several occasions prior to the next AGM, resolve on acquisition of own shares, on the following terms and conditions:

- (i) acquisition may take place on Nasdaq Stockholm and in accordance with the Nasdaq Stockholm Main Market Rulebook for Issuers of Shares;
- (ii) acquisition may be made of such number of shares that Loomis' holding of own shares does not at any time exceed one tenth of the total number of shares in the company;
- (iii) acquisition shall be carried out in compliance with the price restrictions set out in the Nasdaq Stockholm Rulebook for Issuers on the Main Market, which, inter alia, stipulates that shares may not be repurchased at a price higher than the higher of the price of the last independent trade and the highest current independent purchase bid on the trading venue where the repurchase is carried out. Repurchase may not be made at a price lower than the lowest price at which an independent acquisition may be carried out; and
- (iv) payment of acquired shares shall be made in cash.

Furthermore, the Board of Directors proposes that the AGM resolves to authorize the Board of Directors to resolve on transfer of own shares, with or without deviation from the shareholders' preferential rights, on the following terms and conditions:



- (i) transfer may take place on Nasdaq Stockholm and/or outside of Nasdaq Stockholm in connection with acquisition of companies or businesses, on one or more occasions prior to the next AGM;
- (ii) transfer may be made up to such number of shares that are held by Loomis at the time of the Board of Directors' resolution on the transfer; and
- (iii) transfer of shares on Nasdaq Stockholm shall be made at a price which falls within the prevailing price interval registered at each point in time. For transfers outside of Nasdaq Stockholm, payment may be made in cash, non-cash consideration or through set-off and the price is to be determined so that the transfer takes place on market terms.

The purpose of the proposed authorization, and the reason for the deviation from the shareholders' preferential rights as regards the transfer of own shares, is to enable the Board of Directors to continuously adapt Loomis' capital structure to the company's capital requirements and to enable financing of acquisitions by using own shares.

The Board of Directors has presented a reasoned statement in accordance with Chapter 19, Section 22 of the Swedish Companies Act.

The Board of Directors shall be entitled to resolve on the other terms and conditions for repurchase and transfer of own shares. The Chairman of the Board of Directors, or the person appointed by the Chairman of the Board of Directors, is authorized to make such minor adjustments in the above proposal that may prove to be necessary in connection with execution of the Board of Directors' resolution on repurchase and transfer of own shares.

Proposal for resolutions on (A) reduction of the share capital by way of cancellation of repurchased shares and (B) increase of the share capital through a bonus issue without issuance of new shares (item 17 on the agenda)

Loomis has, on the basis of authorizations by previous annual general meetings, acquired own shares. At the time of issue of this notice, Loomis holds 1,577,753 own shares, corresponding to approximately 2.30 per cent of the total number of outstanding shares in the company.

The Board of Directors proposes that the AGM resolves to reduce the share capital by way of cancellation of own shares, and to increase the share capital by way of a bonus issue in accordance with items (A) and (B) below. The resolutions are contingent of each other and are therefore proposed to be adopted as one joint resolution as follows.

(A) Reduction of share capital by cancellation of own shares

The Board of Directors proposes that the AGM resolves to reduce the share capital by way of cancellation of own shares. The purpose of the reduction is allocation to unrestricted equity.

The reduction of the share capital shall be made by cancellation of 1,500,000 own shares that are held by the company. The reduction of the share capital will be SEK 8,242,317 by way of cancellation of 1,500,000 shares.

The resolution to reduce the share capital under this item (A) may be effectuated without obtaining permission from the Swedish Companies Registration Office or, in the event of a dispute, a general court, as the company simultaneously effectuates a bonus issue, as set out under item (B) below, with an amount corresponding to no less than the amount the share capital is being reduced with, as set out above. Combined, these measures entail that neither the company's restricted equity nor its share capital is reduced.



(B) Bonus issue

With the purpose of restoring the share capital after the proposed reduction of the share capital, as set out under item (A) above, the Board of Directors proposes that the AGM simultaneously resolves on a bonus issue to increase the company's share capital by SEK 8,242,317 through a transfer of SEK 8,242,317 from the company's unrestricted equity. The bonus issue shall be carried out without the issuance of new shares.

Statement by the Board of Directors

In view of the Board of Directors' proposal for resolution on reduction of the share capital through cancellation of shares, the Board of Directors hereby issues the following statement pursuant to Chapter 20, Section 13, fourth paragraph of the Swedish Companies Act (2005:551).

It follows from the proposal on reduction of the share capital that the Board of Directors proposes that the company's share capital shall be reduced by SEK 8,242,317 through cancellation of 1,500,000 shares for allocation to unrestricted equity.

In order to achieve a quick and efficient cancellation procedure without the requirement of obtaining the Swedish Companies Registration Office's or a general court's permission, the Board of Directors has also proposed that the AGM resolves on restoring the company's share capital to its current amount by increasing the share capital with SEK 8,242,317 by way of a bonus issue without issuance of new shares. The amount is to be transferred from the company's unrestricted equity to the company's share capital.

Through the reduction of the share capital due to the cancellation of shares, the company's share capital is reduced by SEK 8,242,317 and through the bonus issue the company's share capital is increased by the same amount. The company's restricted equity and share capital will therefore remain unchanged after the implementation of the bonus issue.

Following completion of the reduction of the share capital and the bonus issue, the total number of outstanding shares in the company will amount to 67,000,000.

Authorization

The Board of Directors proposes that the AGM authorize the Board of Directors, or the person appointed by the Board of Directors, to make such minor adjustments to the resolutions according to item (A) and (B) above as may be required for registration of the resolutions with the Swedish Companies Registration Office or Euroclear Sweden AB and to take such other measures required to execute the resolutions.

C. AVAILABLE DOCUMENTATION ETC.

Complete proposals, including the Board of Directors' statement pursuant to Chapter 20, Section 13, fourth paragraph of the Swedish Companies Act, are set out under the respective items in the notice. The form of power of attorney, the postal voting form and the Nomination Committee's reasoned statement ahead of the AGM is available on the company's website, www.loomis.com. The annual report and the auditor's report, the auditor's assurance report relating to the sustainability report, the remuneration report, the Board of Directors' statement according to Chapter 18, Section 4 and Chapter 19, Section 22, respectively, of the Swedish Companies Act and the statement by the auditor on the compliance with the guidelines for remuneration to group management, and the auditor's statement pursuant to Chapter 20, Section 14 of the Swedish Companies Act, will be available at the company (Drottninggatan 82, 4th floor, SE-111 36 Stockholm, Sweden) and on the company's website, www.loomis.com, no later than as from Wednesday April 15, 2026. Copies of the documentation will also be sent to the shareholders who so request and state their postal address.

D. NUMBER OF SHARES AND VOTES IN THE COMPANY

At the time of issue of this notice, the total number of shares and votes in the company amounts to 68,500,000. As per the same date, Loomis holds 1,577,753 treasury shares.



E. SPECIAL MAJORITY REQUIREMENTS

Resolutions in accordance with the Board of Directors' proposal under items 16 and 17 above require the support of shareholders representing at least two thirds of both the votes cast and the shares represented at the AGM.

F. SHAREHOLDERS' RIGHT TO REQUEST INFORMATION

The Board of Directors and the President and CEO shall, if any shareholder so requests and if the Board of Directors considers that it can be done without significant harm for the company, give information on circumstances that can affect the judgement of an item on the agenda, circumstances that can affect the assessment of the company's or its subsidiaries' financial situation and the consolidated financial statements, as well as the company's relation to other companies within the group.

G. PROCESSING OF PERSONAL DATA

For information about the processing of your personal data, see the privacy policy available on the company's website, www.loomis.com.

* * *

Stockholm in March 2026
The Board of Directors
Loomis AB (publ)