

The Nomination Committee's reasoned statement regarding its proposal for members of the Board of Loomis AB

The Nomination Committee proposes re-election of 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 annual general meeting 2027. The Nomination Committee proposes re-election of Lars Blecko as Chairman of the Board.

Information about all proposed board members is available on Loomis' website www.loomis.com.

Prior to the Annual General Meeting 2026, the Nomination Committee has held four meetings with recorded minutes, and in addition thereto a number of informal contacts. As basis for its proposal for members of the Board, the Nomination Committee has taken into account the complete outcome of the evaluation of the current Board and its work. The Nomination Committee has also received a description of the work of the Board and its Committees from the Chairman of the Board, and has held interviews with all Board members and the President & CEO.

The Nomination Committee has thoroughly discussed the requirements for qualifications, experience and background that can be imposed on the Board of Loomis AB, considering, among other things, the strategic development including relevant sustainability aspects, management and control of the company. Matters relating to independence have been highlighted and by applying a diversity policy, which consist of Section 4.1 in the Swedish Corporate Governance Code, the Nomination Committee has strived to establish a Board composition with equal gender distribution, characterized by diversity and width regarding the qualifications, experience and background of the Board members. The Nomination Committee considers that the diversity of the Board members is an important matter and that it is imperative for future nomination committees to continue working actively towards, among other things, maintaining gender balance in the Board. Women's participation in the Board of Loomis AB would with the proposed Board composition amount to approx. 43 per cent, which is in line with the goal of a 40 per cent share for the least represented gender that the Swedish Corporate Governance Board has communicated.

The Nomination Committee considers that the proposed Board members have a broad and complementary experience from different markets and industries, and it is the opinion of the Nomination Committee, with regard to the Company's operations, phase of development and other relevant circumstances, that the proposed Board has an appropriate composition.

The Nomination Committee has also evaluated the Board remuneration in relation to comparable listed companies, in Sweden and internationally, of similar complexity. The

Nomination Committee has in that evaluation taken into consideration the increasing scope and complexity of the Board's duties and responsibilities, including following from the regulatory environment in which the company operates. The comparison indicates that the proposed increase of remuneration levels is justified in order to maintain a market-based and competitive level of remuneration, which the Nomination Committee considers important to attract and retain relevant competence on the Board.

With regard to the independence of the members of the Board proposed to the Annual General Meeting, the Nomination Committee considers that all Board members are independent in relation to the Company and its management and that all Board members are independent in relation to Loomis' major shareholders. The Nomination Committee has thus found that its proposed composition of the Board of Loomis AB complies with the independence requirements as set forth in the Swedish Corporate Governance Code.

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Stockholm, March 2026

The Nomination Committee of Loomis AB (publ)