

The Nomination Committee's proposals and reasoned statement to the Annual General Meeting 2023

The Nomination Committee ahead of the AGM 2023 has consisted of Johan Hjertonsson (Investment AB Latour, Chair of the Nomination Committee), Mikael Ekdahl (Melker Schörling AB), Fredrik Åtting (EQT AB) and Henrik Didner (Didner & Gerge Fonder).

The Nomination Committee's proposals

The Nomination Committee has proposed the following:

- Jan Svensson, Chair of the Board, shall be elected Chair of the AGM (item 2).
- The number of Board members shall be nine, with no deputy members (item 11).
- Fees to the Board members for the period up to and including the AGM 2024 shall amount to SEK 10 689 000 in total (including fees for committee work). The proposed total fees are an increase of approximately 3.6 percent compared with the total fees for the previous year, adjusted for the increased number of Board members that is proposed. It is the Nomination Committee's expectation that part of the fee should be used to increase holdings of Securitas' shares among the Board members. The fees shall be distributed between the Board members as follows: the Chair of the Board shall receive SEK 2 640 000 and each of the other Board members shall receive SEK 870 000 (item 12).
- As consideration for the committee work, the Chair of the Audit Committee shall receive SEK 405 000, the Chair of the Remuneration Committee shall receive SEK 109 000, the members of the Audit Committee each SEK 260 000 and the members of the Remuneration Committee each SEK 55 000 (item 12).
- The auditor's fees are proposed to be paid as per agreement (item 12).
- Re-election of the Board members Jan Svensson, Ingrid Bonde, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schörling Högberg, Harry Klagsbrun and Johan Menckel (item 13).
- New election of Åsa Bergman as Board member. Åsa Bergman is President and CEO of Sweco AB and Board member of Svenska Cellulosa AB SCA and Swegon AB. She previously held various senior positions within Sweco group (item 13).
- Jan Svensson shall be re-elected as Chair of the Board (item 13).
- In accordance with the Audit Committee's recommendation, re-election of the auditing firm Ernst & Young AB, for a period up to and including the AGM 2024. Ernst & Young AB has informed that Rickard Andersson will be auditor in charge (item 14).

Information about the proposed Board members is available on the company website

www.securitas.com.

The Nomination Committee's reasoned statement

The Nomination Committee proposes re-election of the Board members Jan Svensson, Ingrid Bonde, John Brandon, Fredrik Cappelen, Gunilla Fransson, Harry Klagsbrun, Johan Menckel and Sofia Schörling Högberg. The Nomination Committee further proposes new election of Åsa Bergman as Board member. Jan Svensson is proposed for re-election as Chairman of the Board.

Prior to the Annual General Meeting 2023, the Nomination Committee has held three meetings and has had continuous contacts in between. As basis for its proposal, the Nomination Committee has taken into account the complete outcome of the performed evaluation of the Board and its work, the Chairman of the Board's report on the Board's work, and carried out interviews with individual Board members. The Nomination Committee has thoroughly discussed the size of the Board and the requirements regarding qualifications, experience and background that can be asked from the Board of Securitas AB, considering, among other things, the strategic development, management and control of the company.

Matters relating to independence have been highlighted and by applying a diversity policy, consisting of Section 4.1 in the Swedish Corporate Governance Code, the Nomination Committee



has sought to establish a Board composition with gender balance, characterized by diversity and width regarding the qualifications, experience and background of the Board members.

It is the opinion of the Nomination Committee that the current Board is well functioning and competent considering the company's operations, phase of development and other relevant circumstances. All current Board members are therefore proposed for re-election. To further strengthen the Board, Åsa Bergman is proposed for new election as Board member. Åsa Bergman is President and CEO of Sweco AB and Board member of Svenska Cellulosa AB SCA and Swegon AB. She previously held various senior positions within Sweco group.

The percentage of women in the Board of Securitas would with the current proposal be approximately 44 per cent, which is in line with the level of ambition as the Swedish Corporate Governance Board has expressed. It is the ambition of the Nomination Committee to continue the work to maintain gender balance on the Board.

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

Stockholm in March 2023

The Nomination Committee of Securitas AB (publ)