

The Nomination Committee's proposals and reasoned statement to the Annual General Meeting 2024

The Nomination Committee ahead of the AGM 2024 has consisted of Johan Hjertonsson (Investment AB Latour, Chair of the Nomination Committee), Mikael Ekdahl (Melker Schörling AB), Niklas Antman (Incentive), Anna Henricsson (Handelsbanken Fonder) and Fredrik Åtting (EQT).

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 eight, with no deputy members (item 11).
- Fees to the Board members for the period up to and including the AGM 2025 shall amount to SEK 10 830 000 in total (including fees for committee work). The proposed total fees are an increase of approximately 10 percent compared with the total fees for the previous year, adjusted for the 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 2 900 000 and each of the other Board members shall receive SEK 960 000 (item 12).

As consideration for the committee work, the Chair of the Audit Committee shall receive SEK 450 000, the Chair of the Remuneration Committee shall receive SEK 120 000, the members of the Audit Committee each SEK 290 000 and the members of the Remuneration Committee each SEK 60 000 (item 12).

- The auditor's fees are proposed to be paid as per agreement (item 12).
- Re-election of the Board members Jan Svensson, Åsa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schörling Högberg, Harry Klagsbrun and Johan Menckel. Ingrid Bonde has declined re-election (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 2025. 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, Åsa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Harry Klagsbrun, Johan Menckel and Sofia Schörling Högberg. Jan Svensson is proposed for re-election as Chair of the Board. Ingrid Bonde has declined re-election.

Prior to the Annual General Meeting 2024, 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 Chair 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.

The percentage of women in the Board of Securitas would with the current proposal be approximately 38 percent, which is slightly below the ambition level set by the Swedish Corporate Governance Board. It is the ambition of the Nomination Committee to continue the work to maintain gender balance on the Board.

The Nomination Committee has discussed and evaluated the level of the board fees, including the fees for committee work. The Nomination Committee considers that board fees should be at a level that is sufficient to recruit and retain internationally competitive expertise to the board. The Nomination Committee has, among other things, compared the current board fees with fees to the boards of other companies of similar size and complexity. In light of this, the Nomination Committee has proposed an increase of the board fees to maintain a competitive level.

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 2024

The Nomination Committee of Securitas AB (publ)