

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

The nomination committee's proposals and reasoned opinion prior to the annual general meeting 2026

The nomination committee of Humble Group AB hereby presents its proposals and reasoned opinion prior to the annual general meeting 2026.

The nomination committee's proposals

Item 1: Election of a chairman of the annual general meeting

The nomination committee proposes that Philip Råmsell, or the person proposed by the board of directors in the event of his impediment, is elected as chairman of the annual general meeting.

Item 8: Determination of the number of members of the board of directors and auditors

The nomination committee proposes that the board of directors shall consist of six (6) members for the period until the close of the annual general meeting 2027 and that the company shall have one (1) registered accounting firm until the close of the annual general meeting 2027.

Item 9: Determination of the fees to be paid to the board of directors and auditors

The nomination committee proposes that the fees to the board members for the period until the close of the annual general meeting 2027 shall amount to a total of SEK 2,367,750 (1,945,000), of which SEK 325,500 (310,000) shall be paid to each of the board members who are not part of the executive management of the company, and SEK 740,250 (705,000) shall be paid to the chairman of the board of directors.

The nomination committee further proposes that remuneration for committee work shall be paid as follows: SEK 78,750 (75,000) to each member of the audit committee and SEK 52,500 (50,000) to each member of the remuneration committee.

The nomination committee proposes that the fees to the auditor shall be paid as per approved invoice.

Item 10: Election of the board of directors and auditor

The nomination committee proposes that Dajana Mirborn, Henrik Patek, Ola Cronholm, Pål Bruu and Sara Berger are re-elected as members of the board of directors for the period until the close of the annual general meeting 2027.

The nomination committee further proposes that Noel Abdayem is elected as a new member of the board of directors for the same period.

The nomination committee proposes that Dajana Mirborn is re-elected as chairman of the board of directors.

The nomination committee finally proposes that the registered accounting firm BDO Mälardalen AB is re-elected as auditor for the period until the close of the next annual general meeting. BDO Mälardalen AB has informed that the authorised public accountant Carl-Johan Kjellman (who is the company's current auditor-in-charge) will be appointed as auditor-in-charge if the annual general meeting resolves on re-election in accordance with the nomination committee's proposal. The proposal regarding the election of auditor is in accordance with the audit committee's recommendation.

Noel Abdayem, born in 1991, is the interim CEO of the company and founder of the subsidiary The Humble Co AB. Noel is a licensed dentist and has as an entrepreneur been awarded by, among others, H.M. King Carl XVI Gustaf as Årets nybyggare, Årets unga företagare, EY Entrepreneur of the Year and the Prince Daniel entrepreneurship award. He is, through the company NCPA Capital AB, the fourth

largest shareholder in the company. Noel was a member of the board of directors of the company until October 2025 when he assumed the position of interim CEO of the company.

A presentation of the proposed board members, including an assessment of their independence in relation to the company, the company management and major shareholders, is available on the company's website (www.humblegroup.com).

Description of the nomination committee's composition and work ahead of the annual general meeting 2026

Composition of the nomination committee

In accordance with the instructions for the establishment of the nomination committee adopted at the annual general meeting 2023 and which have continued to apply for 2025, the three largest shareholders in the company in terms of voting rights as at the end of the third quarter of the year preceding the annual general meeting shall be given the opportunity to appoint one representative each to constitute the nomination committee together with the chairman of the board of directors. The nomination committee for the annual general meeting 2026 consists of the following members:

- Johannes Hobohm (chairman and appointed by Neudi & Co)
- Rasmus Widell (appointed by NCPA Capital AB)
- Henrik Patek (appointed by RoosGruppen AB)
- Dajana Mirborn (chairman of the board of directors)

The work of the nomination committee

The members of the nomination committee have, on a regular basis since their appointment, maintained contact with one another in order to fulfil their mandate. The nomination committee has carried out its work in accordance with the requirements set out in the Swedish Corporate Governance Code (the "Code") and in accordance with the instructions adopted at the annual general meeting 2023, which have continued to apply for 2025. In its work, the nomination committee has conducted individual interviews with the members of the board of directors and the CEO and has taken note of the results of the evaluation of the board's work.

The nomination committee has also been in contact with the audit committee to assess the quality and effectiveness of the auditor's work and to review the audit committee's recommendations regarding the auditor and audit fees.

Shareholders have had the opportunity to submit proposals to the nomination committee. No such proposals have been received.

All resolutions by the nomination committee were adopted unanimously.

Reasons for the nomination committee's proposals regarding the composition and independence of the board, etc.

The nomination committee's assessments regarding the proposed composition of the board of directors

All board appointments in the company shall be merit-based, whereby the objective of maintaining and strengthening the board's overall qualifications and effectiveness shall be given primary consideration. To achieve this, in its board recruitment process, the nomination committee includes diverse candidates who are qualified on the basis of their experience, education, expertise, personal qualities, and general and industry-specific knowledge, and the nomination committee considers diversity (in terms of age, gender, geographical origin and professional background) to be an important factor to consider. The nomination committee considers that the proposed board of directors

possesses a good balance of qualifications and experience in areas of significant importance to the company, such as industry expertise, sustainability, accounting expertise, financial and operational expertise, and expertise in corporate governance and capital market issues. Continuity in the work of the board of directors has also been a factor that the nomination committee has considered.

The nomination committee further considers it important that members of the board of directors are able to devote the time and care required to fulfil their respective duties as board members and has therefore interviewed the proposed board members with a focus on this. The nomination committee has noted that the evaluation of the board of directors has shown that the company's board members work well together, have a high attendance rate at meetings and are well prepared for board meetings.

Based on these observations, the nomination committee concludes that the proposed board of directors meets the nomination committee's ambition to emphasise qualifications, experience and commitment in the composition of the board of directors. The nomination committee has assessed that the board of directors, as a collective, possesses the knowledge and experience currently required to meet the company's needs and enable the board of directors to function as an effective and sound decision-making and supervisory body. At the same time, the nomination committee considers that Noel Abdayem's in-depth knowledge of the company's and the group's operations and his commitment as a major shareholder brings valuable experience and expertise to the board of directors. Noel Abdayem is, through the company NCPA Capital AB, the fourth largest shareholder in the company and was a member of the board of directors until October 2025 when he assumed the position of interim CEO of the company. In light of this, Noel Abdayem is proposed as a new board member in the company.

In its work, the nomination committee has discussed the recommendations regarding diversity and gender balance set out in the Code, whereby rule 4.1 of the Code has been applied as a diversity policy. This means that the board of directors shall have a composition that is appropriate in view of the company's operations, phase of development and other relevant circumstances, exhibiting diversity and breadth of qualifications, experience and background of the members elected by the annual general meeting, and that an even gender balance should be strived for.

According to the nomination committee's proposal, the board of directors will consist of six members. The proposed board of directors comprises two women and four men, corresponding to a gender distribution of approximately 33.3/66.7 percent. The nomination committee's ambition is that the proportion of female board members should increase in the future.

Independence of members of the board of directors

According to the Code, the majority of the members of the board of directors elected by the annual general meeting are to be independent of the company and its executive management. At least two of the members of the board of directors who are independent of the company and its executive management are also to be independent in relation to the company's major shareholders.

The nomination committee has assessed the independence of the proposed members of the board of directors and considers that Dajana Mirborn, Pål Bruu and Sara Berger are independent of both the company and its executive management, as well as in relation to the company's major shareholders. Noel Abdayem is not considered to be independent in relation to the company and its executive management. Henrik Patek and Ola Cronholm are not considered to be independent in relation to the company's major shareholders. The nomination committee thus assesses that the proposed composition of the board of directors meets the requirements of the Code.

Information about the proposed board members is available on the company's website (www.humblegroup.com).

Remuneration

The nomination committee has carried out a comparison of board remuneration with other listed companies of a similar size and complexity. Remuneration levels must be in line with market rates to ensure that the company can attract and retain board members with the right skills. The nomination committee proposes that remuneration to the auditor should continue to be paid as per approved invoice, in line with the audit committee's recommendation.

Stockholm in March 2026
Humble Group AB
The nomination committee