

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

## **The Nomination Committee's reasoned statement in respect of the Annual General Meeting 2026 in OXE Marine AB (publ)**

### **1. Background**

The nomination committee, in respect of the annual general meeting 2026, has been comprised of Theodor Jeansson, Martin Polo and Christian von Koenigsegg. Martin Polo served as chairman of the nomination committee.

The task of the nomination committee is to submit proposals to the annual general meeting concerning the election of the chairman of the general meeting, the election of members of the board and the chairman of the board, the election of auditor, as well as remuneration for the board divided between the chairman and the other members of the board, including remuneration for committee work, as well as remuneration to the company's auditor. In respect of the annual general meeting 2026, the nomination committee submits the following proposals.

### **2. Proposals by the Nomination Committee**

#### Election of chairman of the general meeting

The nomination committee proposes that Jonas Wikström is elected as chairman of the annual general meeting 2026.

#### Remuneration to the board of directors and the auditor

The nomination committee proposes that the remuneration to the board shall be paid as follows:

- SEK 400,000 to the chairman of the board, and
- SEK 200,000 to each of the other board members.

It is noted that proposed director Martin Polo has announced that he will decline remuneration.

The Board has during 2025 performed the work for both the audit and remuneration committees without any additional remuneration. The Nomination Committee proposes that matters relating to the audit and remuneration committees shall be handled by the Board without any specific additional remuneration.

It is proposed that the remuneration to the auditor is paid according to approved invoice.

#### Election of board of directors

According to the Company's articles of association, the board of directors shall consist of no less than three and no more than ten ordinary members and no more than five deputy members. The nomination committee proposes that, until the next annual general meeting, the board shall consist of four ordinary members and no deputy members.

It is proposed that Jonas Wikström, Martin Polo and Jon Lind are re-elected and that Jan Pie is elected as ordinary members of the board.

Jan Pie is the former Secretary General of the AeroSpace, Security and Defence Industries Association of Europe (ASD). He brings more than a decade of experience representing Europe's aerospace, security and defence industries, with extensive knowledge of regulatory environments, industrial cooperation, procurement and strategic partnerships at a European and global level. His background is expected to add significant strategic value as OXE Marine accelerates its international expansion and deepens its presence in the professional maritime sector.

Information on members proposed for election is available on the company's website, [www.oxemarine.com](http://www.oxemarine.com).

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

#### Election of chairman of the board

The nomination committee proposes that Jonas Wikström is elected as chairman of the board.

#### Election of auditor

The nomination committee proposes that one registered auditing company is appointed as auditor until the end of the next annual general meeting. Further, the nomination committee proposes, in accordance with the audit committee's recommendation, re-election of the registered auditing company BDO Mälardalen AB as auditor in the company for the period until the end of the next annual general meeting.

### **3. Statement in support of the Nomination Committee's proposal of election of Board of Directors**

Before the annual general meeting 2026, the nomination committee has held several meetings. In addition, correspondence by email and phone has occurred. The nomination committee has conducted a board evaluation and has made the assessment that the work of the board has been carried out well and efficiently during the year. In preparing its proposal for the board of directors, the nomination committee has paid particular attention to the requirements that the company's strategic development, international operations and governance and control imposed on the board's competence and composition. The nomination committee has also taken into account the board's need for versatility and breadth in terms of competence, experience and background while maintaining the necessary continuity in the work of the board.

Against the background above, the nomination committee has made the assessment that the proposed board has an appropriate composition with regards to the company's operations, phase of development and other relevant circumstances. The proposed board is characterised by diversity and breadth with regard to expertise, experience, background and commitment.

---

The Nomination Committee in March 2026