

This is a translation of the Swedish original. In case of discrepancies, the Swedish language version shall prevail.

THE NOMINATION COMMITTEE'S PROPOSAL AND REASONED STATEMENT TO STARBREEZE AB'S ANNUAL GENERAL MEETING ON 15 MAY 2024

The Nomination Committee of Starbreeze AB ("**Starbreeze**" or the "**Company**") has consisted of Christoffer Seidac appointed by Digital Bros S.p.A., Michael Hjorth appointed by Indian Nation AB and Anna Magnusson appointed by Första AP-fonden. The Chairman of the Board, Torgny Hellström, has been a co-opted member of the Nomination Committee and Michael Hjorth has been the Chairman of the Nomination Committee. No remuneration has been paid to the members of the Nomination Committee.

Shareholders have had the opportunity to submit proposals to the Nomination Committee via e-mail. No proposals have been received.

The Nomination Committee's proposal to the Annual General Meeting on May 15, 2024

The Nomination Committee proposes that attorney-at-law Patrik Marcellius be appointed Chairman of the Meeting.

The Nomination Committee proposes that the Board of Directors shall consist of five members without deputies.

The Nomination Committee proposes re-election of Jon Gillard, Jürgen Goeldner, Anna Lagerborg, Thomas Lindgren and Christine Rankin until the 2025 Annual General Meeting has been held. Torgny Hellström has declined re-election. Jürgen Goeldner is proposed as Chairman of the Board of Directors.

According to the Nomination Committee's assessment, all proposed Board members are independent in relation to the company and its management as well as in relation to major shareholders.

More information about the persons proposed for re-election to the Board of Directors can be found on the company's website www.starbreeze.com.

It is proposed that SEK 725,000 be paid to the Chairman of the Board and SEK 270,000 to each of the Board members for the period until the end of the Annual General Meeting 2025. A fee of SEK 175,000 is proposed for the Chairman of the Audit Committee and SEK 65,000 for the other members. A fee of SEK 50,000 is proposed for the Chairman of the Remuneration Committee and SEK 40,000 for each other member. This corresponds to an increase in remuneration of 3.6 per cent for the Chairman of the Board and 3.8 per cent for the Board of Directors compared with 2023. Fees for committee work remain unchanged.

Öhrlings PricewaterhouseCoopers AB is proposed to be re-elected as auditor. The Nomination Committee's proposal is in accordance with the Audit Committee's recommendation. Öhrlings PricewaterhouseCoopers AB has informed the company that the authorized public accountant Alexander Lyckow will continue to be the company's auditor in charge. Fees to the auditor are proposed to be paid in accordance with invoices approved by the company.

The Nomination Committee's reasoned statement and work report

Ahead of the 2024 Annual General Meeting, the Nomination Committee held five minuted meetings and has also been in regular contact. All members of the Board of Directors and the company's CEO have been interviewed. The Chairman of the Board has reported on the work of the Board and its committees, and the Nomination Committee has taken note of the Board's internal evaluation. The Nomination Committee has thoroughly discussed the experience and competencies that the Board of Directors needs, among other things to support the Company's strategy and growth initiatives. Rule 4.1 of the Swedish Corporate Governance Code has been applied as a diversity policy, entailing that the composition of the Board of Directors shall be appropriate with regard to the company's operations, stage of development and other circumstances, characterised by diversity and breadth in terms of the competence, experience and background of the Board members elected by the Annual General Meeting, and that an equal gender distribution shall be strived for.

At an Extraordinary General Meeting in 2023, the Board of Directors was supplemented with two new members with deep expertise and extensive experience from the gaming industry. In its work, the Nomination Committee has considered the issue of the number of Board members and considers that a size of five members is sufficient to ensure the required breadth and competence. A unanimous Nomination Committee announced a proposal for a new Chairman in a press release on 10 January 2024.

Together, the proposed Board of Directors has good business knowledge and experience mainly in accounting & finance, M&A, law, IP rights, game development, the computer games industry and companies in a listed environment. The proportion of women on the proposed Board of Directors is 40 per cent and the proportion of men is 60 per cent.

Stockholm, April 2024
The Nomination Committee of Starbreeze AB (publ)