

THE NOMINATION COMMITTEE'S PROPOSAL AND REASONED STATEMENT TO STARBREEZE AB'S ANNUAL GENERAL MEETING ON 12 MAY 2026

The Nomination Committee of Starbreeze AB (“**Starbreeze**” or the “**Company**”) has consisted of Christoffer Saidac appointed by Digital Bros S.p.A. (“**Digital Bros**”), Ian Gulam appointed by Embracer AB, Michael Hjorth appointed by Indian Nation AB and Emanuel Lipschütz appointed by Spiky Investments AB, Strongvault Capital AB and himself. The Chairman of the Board Jürgen Goeldner has been a co-opted member of the Nomination Committee and Christoffer Saidac has been the Chairman of the Nomination Committee. Michael Hjorth has not participated in the Nomination Committee's preparations and resolutions as regards himself. No remuneration has been paid to the members of the Nomination Committee.

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

The Nomination Committee's proposal to the Annual General Meeting on 12 May 2026

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

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

The Nomination Committee proposes re-election of Jürgen Goeldner, Michael Hjorth, Stefano Salbe and Cecilia Tosting until the Annual General Meeting 2027 has been held. The Nomination Committee proposes re-election of Jürgen Goeldner 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, with the exception of Stefano Salbe, who is independent in relation to the Company and its management but not in relation to major shareholders.

More information about the persons proposed for re-election to the Board is available on the Company's website www.starbreeze.com.

As remuneration to the Board of Directors for the period until the Annual General Meeting in 2027, it is proposed that SEK 750,000 be paid to the Chairman of the Board and SEK 280,000 to each of the Board members. No remuneration is proposed to Stefano Salbe, who is a full-time employee of the majority shareholder Digital Bros. 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. The proposed remunerations remain unchanged compared to 2025.

Similarly to the previous year, the Nomination Committee proposes that a special fee framework can be created to enable additional committee work, for the Board of Directors’ and management's in-depth strategy development, provided that the Board of Directors resolves to establish such an additional committee (preliminarily named Strategy Committee). In the event that the Board of Directors establishes such a committee, which did not happen during the previous year, additional remuneration shall be paid to such Board members who are part of and fully participate in such

committee work, up to a total framework of SEK 150,000 on an annual basis. Unless the Board of Directors unanimously agrees on a different distribution, the fee shall be distributed equally among the members of the Board of Directors who participate fully in such committee work. The Board of Directors has, since the last Annual General Meeting, given the Company's current strategy, not found a reason to implement such a committee.

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 Martin Johansson will 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 2026 Annual General Meeting, the Nomination Committee has held four 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 presented the work of the Board and its committees to the Nomination Committee. The Nomination Committee has thoroughly discussed the experience and competences needed by the Board, 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 skills, experience and background of the Board members elected by the Annual General Meeting, and that an equal gender distribution shall be strived for.

The Nomination Committee has concluded that the current Board's experience and expertise are solid and that its strategic capacity is strong. As regards in particular that one of the principal owner's main representatives is a member of the Board, the Nomination Committee considers that the potentially increased risk of conflicts of interest in the work of the Board during the year has been, and will continue to be, very limited and foreseeable given Digital Bros' current focus and remaining commercial dealings with Starbreeze and, if relevant, will be manageable.

Following interviews and discussions conducted, the Nomination Committee considers that the work of the Board has functioned well since the last Annual General Meeting. The proposed Board of Directors consists of one woman and three men, corresponding to a proportion of women of 25 percent. The Nomination Committee considers that the current Board of Directors, in light of the Company's operations, development work and circumstances in general, has a well-balanced composition that will continue to enable it to meet the requirements imposed on the Board by the Company's business. In this context, the Nomination Committee has, among other things, considered the issue of the number of Board members and the conditions for expanding the Board should this appear appropriate. Based on how the Board of Directors has functioned during the past year, not least with respect to completed and ongoing strategic work, the Nomination Committee considers that a size of four members will also going forward be sufficient to ensure the necessary breadth, expertise and strategic capacity.

Together, the proposed Board of Directors has good business knowledge and experience mainly in accounting & finance, IP rights, game development, the computer games industry, the entertainment industry in general and companies in a listed environment.

The Nomination Committee has evaluated the procedure for appointing the Nomination Committee adopted by the 2023 Annual General Meeting and does not propose any change to it for this Annual General Meeting.

Stockholm in March 2026

The Nomination Committee of Starbreeze AB (publ)