

Corporate Governance

GOVERNANCE REPORT

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Corporate Governance report

Corporate governance framework

Verisure plc is a UK public limited company (plc) with its shares listed on Nasdaq Stockholm. This results in a combined governance framework. At Verisure, we are committed to clarity and transparency in how this framework operates.

As a company incorporated in the United Kingdom, Verisure plc is governed by the requirements set by the UK Companies Act 2006 and other binding legislation governing UK companies. As a company listed on Nasdaq Stockholm, Verisure is also subject to Swedish laws and regulations related to the listing on Nasdaq Stockholm, such as the Swedish Securities Markets Act, the Swedish Financial Instruments Trading Act, the requirements of the Nasdaq Nordic Main Market Rulebook for Issuers of Shares (the 'Nasdaq Stockholm Rulebook') and good practice in the Swedish stock market (*Sw. God sed på aktiemarknaden*), as applied to non-Swedish companies.

Additionally, Verisure is governed by its articles of association (the 'Articles'), other internal rules and instructions, the shareholders' agreement related to the Company entered into between Verisure, Aegis Lux 2 S.à. r.l., Aegis Lux 1A S.à. r.l., Eiffel Investment Pte Ltd., Alba Investments S.à. r.l., Alba Europe S.à. r.l., and Securholds Spain S.L. (the 'Shareholders' Agreement') and the principles for the appointment of, and instructions for, the nomination committee of Verisure (the 'Nomination Committee Instructions').

As a UK company listed in Sweden, Verisure may apply either the Swedish Corporate Governance Code (the 'Swedish Code') or the UK Corporate Governance Code. To align with the corporate governance standards generally observed on Nasdaq Stockholm, Verisure has elected to follow the Swedish Code, to the extent consistent with the UK legislation and related practice.

The Swedish Code acts as a complement to legislation and other regulations by specifying a set of norms for good corporate governance. Under the Swedish Code's 'comply or explain' principle, companies may deviate from individual rules, provided the reasons are transparently explained.

Verisure materially complies with the Swedish Code, and the deviations during 2025 related to the UK entity structure are explained below. The Swedish Code is available at www.corporategovernanceboard.se, where a description of the Swedish corporate governance model can also be found.

This Corporate Governance Report has been prepared in accordance with the Swedish Code.

Deviations from the Swedish Code during 2025

The Swedish Code acts as a complement to legislation and other regulations by specifying a set of norms for good corporate governance. Companies applying the Swedish Code are not obliged to comply with every rule of the Swedish Code, which provides for the possibility to deviate from the rules provided that any such deviations are explained, under the so-called 'comply or explain' principle.

For the financial year 2025, Verisure reports the following deviations from the Swedish Code:

- According to Rule 2.1 in the Swedish Code, the Nomination Committee shall propose fees and other remuneration to each director. However, under mandatory requirements of the UK Companies Act 2006, Verisure is required to prepare a directors' remuneration policy at least once every three years. The directors' remuneration policy is subject to shareholder approval and will set out Verisure's approach to remuneration applicable to the directors, including the CEO in his capacity as executive director. The directors' remuneration policy is proposed by Verisure's Remuneration Committee for approval by the Board, and such proposal is then submitted to the general meeting by the Board for shareholder approval. As a result, the Company cannot fully comply with Rule 2.1 of the Swedish Code.
- According to Rule 2.1 in the Swedish Code, the Nomination Committee shall make proposals on the election of and fees to the auditors. However, in accordance with UK market practice, Verisure's Audit and Risk Committee is to propose recommendations regarding the election and re-election of, and remuneration to be paid to, Verisure's auditors, with such proposals then submitted to the general meeting by the Board for approval by shareholders. Verisure considers the Audit and Risk Committee, comprising the most financially literate of the Company's directors, to be best placed to submit such proposals for approval by the general meeting. As a result, the Company does not fully comply with Rule 2.1 of the Swedish Code.

Shares and shareholders

All issued and outstanding shares in the Company are of the same class. Each share in the Company entitles the holder to one vote at general meetings and each shareholder is entitled to cast votes equivalent to the number of shares in the Company held by the shareholder. As of 31 December 2025, the number of shares and votes in Verisure amounted to 1,033,962,264.

The shares in Verisure are registered in the CSD register operated by CREST, the UK-based CSD operated by Euroclear UK & International Limited, in Euroclear Sweden's CREST participant account. Euroclear Sweden holds legal title to the shares and is the sole member of the Company. Euroclear Sweden has, via a CSD link, recorded the Company's uncertificated shares in its own book-entry system. Book-entry interests in respect of such shares are recorded in the Euroclear Sweden CSD register of shareholders.

As of 31 December 2025 and following Aegis Lux 2 S.à. r.l. being put into liquidation and having distributed its holdings in Verisure plc, two shareholders had shareholdings representing at least one tenth of the votes of all shares in the Company: Aegis Lux 1A S.à. r.l. (controlled by funds managed or advised by Hellman & Friedman (H&F)) with 43.71% of the votes and Eiffel Investment Pte Ltd. with 15.99% of the votes.

General meeting

The general meeting is the highest decision-making body of Verisure plc, where shareholders may exercise their voting rights.

Other than what is governed by applicable laws and regulations, the Articles govern the convening and notice of general meetings, proceedings at general meetings as well as voting and proxies. In accordance with the provisions of Article 47, Euroclear Sweden has executed and delivered a nomination certificate to the Company nominating the persons recorded in the Euroclear Sweden CSD register of shareholders from time to time to enjoy and exercise all the rights in relation to Verisure as a member of Verisure.

Verisure's Annual General Meeting will be held on 23 April 2026, at 15:00 CEST (14:00 BST), at the Grand Hôtel in Stockholm, Sweden. All documents related to the 2026 Annual General Meeting are published on Verisure's website.

Authorisations from the general meeting

At the general meeting held on 7 October 2025, the following authorisations were granted to the Board of Directors.

- That the directors be generally and unconditionally authorised in accordance with section 551 of the UK Companies Act 2006 to allot shares or to grant rights to subscribe for, or to convert any securities into shares up to a maximum aggregate nominal amount equal to 10% of Verisure's issued share capital as at the IPO. This authority expires at the end of the 2026 Annual General Meeting, save that the Company may, before such expiry, make an offer or agreement which would or might require rights to subscribe for or to convert any securities into shares to be granted or equity securities to be allotted after such expiry and the directors may allot equity securities or grant such rights under any such offer or agreement as if the authority conferred by this resolution had not expired.
- That the directors be generally and unconditionally authorised in accordance with section 570 of the UK Companies Act 2006 to allot equity securities for cash with disapplication of pre-emption rights as if section 561 of the UK Companies Act 2006 did not apply to the allotment but that power shall be limited to the allotment of equity securities having a nominal amount not exceeding 10% of Verisure's issued share capital as at the IPO. This authority expires at the end of the 2026 Annual General Meeting.
- Subject to the provisions of the UK Companies Act 2006, Verisure is generally permitted to buy back its own shares out of profits available for distribution or the proceeds of a fresh share issue for the purpose of funding a buy-back. However, English law prohibits the Company from conducting 'on market purchases' as its shares are not traded on a recognised investment exchange in the United Kingdom. Therefore, the Company is not able to effect any buy-back of its shares unless a buy-back contract has been approved by ordinary resolution of the Company's relevant shareholders, permitting it to undertake off-market share buy-backs. Accordingly, subject to certain limitations, Verisure has authority to conduct certain directed (being direct buy-backs

from certain existing shareholders) and open-market (being buy-backs from an intermediary which has purchased shares on Nasdaq Stockholm) off-market share buy-backs, in each case under the terms of the shareholder resolutions, and the forms of the buy-back contracts approved by shareholders, on 7 October 2025. The maximum aggregate amount of Verisure's share capital authorised to be purchased under these authorities is 10 percent of Verisure's issued share capital as at the IPO. This authority expires at the end of the 2026 Annual General Meeting.

The authorisations proposed to be approved at the 2026 Annual General Meeting are set out in the notice of the meeting, published on Verisure's website.

Nomination Committee

Companies applying the Swedish Code shall have a Nomination Committee. According to the Swedish Code, the general meeting shall appoint the members of the Nomination Committee and/or resolve on procedures for such appointment. Verisure's Nomination Committee Instructions that govern the appointment of Nomination Committee members were approved by the general meeting held on 7 October 2025.

The members of the Nomination Committee for the 2026 Annual General Meeting are:

- Stuart Banks, chair of the Nomination Committee, representing Aegis Lux 1A S.à r.l. (controlled by funds managed or advised by Hellman & Friedman (H&F))
- Raphael Tocquet, representing Eiffel Investment Pte Ltd.
- Pablo Gómez Garzón, representing Alba Investments S.à r.l. and Alba Europe S.à r.l. (both entities owned by Corporación Financiera Alba, S.A.)
- Luís M. Gil Lasa, representing Securholds Spain S.L.
- Anders Hansson, representing AMF Pension and AMF Fonder

The Nomination Committee Instructions stipulate that Verisure's Nomination Committee proposes candidates for the position of chair of the general meeting, chair and other members of the Board, as well as any changes to the Nomination Committee Instructions. The Nomination Committee's proposals ahead of the 2026 Annual General Meeting are included in the notice of the meeting, published on Verisure's website.

Ahead of the Annual General Meeting 2026, the Nomination Committee has held three meetings at which minutes were recorded as well as additional interactions by telephone and e-mail. Shareholders have been able to submit proposals to the Nomination Committee. The Nomination Committee has not received any proposals from any shareholders.

Corporate Governance Report Continued

Work of the Board of Directors during 2025

Prior to the listing on Nasdaq Stockholm, the main Board of Directors resided at Verisure Group Topholding AB. As part of the reorganisation in connection with the IPO, Verisure plc was inserted as the new Group parent company and is since then where the main Board of Directors resides. During 2025 and the term in each entity, the Board of Directors had 10 meetings, of which one by written resolutions. The directors' attendance at meetings held during 2025 is set out in the table below.

The Directors' attendance at Board and Committee meetings during 2025

Director	Meetings of the Board	Meetings of the Audit and Risk Committee	Meetings of the Remuneration Committee	Meetings of the IPO committee
Stefan Goetz	10	N/A	6	2
Casilda Aresti	9	N/A	N/A	N/A
Andrew Barron	9	N/A	N/A	N/A
Luis Gil	10	N/A	N/A	N/A
Patrick Healy ¹	7	N/A	N/A	N/A
Austin Lally	10	N/A	N/A	2
Adrien Motte	10	4	6	2
Henry Ormond	10	N/A	6	2
Carlos Ortega	9	4	N/A	N/A
Graeme Pitkethly	9	3	N/A	N/A
Dominique Reiniche	10	N/A	5	2
Sara Öhrvall ²	7	N/A	N/A	N/A
Total number of meetings³	10	4	6	2

1) Patrick Healy resigned from the Board on 3 February 2026.

2) Sara Öhrvall joined the Board in July 2025 and has since joining attended all Board meetings in 2025.

3) Prior to the listing on Nasdaq Stockholm, the main Board of the Group resided at Verisure Group Topholding AB. The total number of meetings refer to meetings held in both Verisure Group Topholding AB and Verisure plc, during 2025 and the term of the main Board in each entity.

The Board of Directors is responsible for the Verisure Group's strategy and long range plan, for regularly controlling and evaluating the Group's operations and for the other duties set forth in the UK Companies Act 2006 and the Swedish Code.

The Board of Directors applies written Rules of Procedure and Board Reserved Matters for its governance, inter alia, covering the role of the Chair, conduct of Board meetings, notices and pre-reads, standard agenda items, minutes and meeting participation by non-directors.

The main focus areas for the Board during 2025 have been the IPO and IPO related topics, capital allocation and refinancing in connection with the IPO and other strategic priorities for Verisure, including the performance of the Company, technology innovations, AI, entry into Mexico, rebranding and talent.

In 2025, Graeme Pitkethly and Sara Öhrvall were appointed as independent non executive directors. The Board considered Graeme Pitkethly's extensive financial and operational leadership, including his proven track record steering organisations through strategic transformation and public market expectations. The Board concluded that Verisure and its shareholders would benefit from his deep expertise in finance, global scale up experience, and disciplined approach to governance and value creation. The Board also considered Sara Öhrvall's broad experience across Scandinavian business and consumer culture, as well as her senior leadership background in digital transformation and sustainability. The Board

determined that Verisure and its shareholders would benefit from her forward looking perspective on how digital experiences can drive and create customer value, and from her deep ties to Sweden, which provide a strong link to the Company's foundations.

Committee work is an important part of the tasks performed by the Board. In order to assist the Board in carrying out certain of its responsibilities and enable more detailed analysis of certain subject matters, the Board has formed an Audit and Risk Committee and Remuneration Committee comprised of subject matter specialists. Furthermore, during the year, the Board formed a temporary IPO Committee. For a description of the work conducted by the committees, see the respective subsections below.

All Board members, including the Chair of the Board, are elected annually at the Annual General Meeting, based on proposals from the Nomination Committee. Under the Articles, Verisure's Board also retains the ability to appoint directors on an interim basis. Any such appointment is required to be made in accordance with the recommendations of the Nomination Committee in accordance with the Nomination Committee Instructions. Any such interim appointments are also subject to the approval of Verisure's shareholders at the next Annual General Meeting. Provisions on election, retirement and removal of directors are set out in section 55 to 61 of the Articles. Ahead of the Annual General Meeting 2026, the Nomination Committee proposes to amend the Nomination Committee Instructions to reflect that the Board of Directors

going forward will only under exceptional circumstances use its powers to appoint a director in the interim period between Annual General Meetings. The Board of Directors supports this amendment and has separately resolved to only use its powers to appoint Directors under exceptional circumstances, in accordance with the Nomination Committee Instructions.

Changes to the Board of Directors in 2026

Cecilia Beck-Friis was appointed as independent non-executive director on 3 February 2026, in accordance with the Board's powers under the Verisure Articles of Association. The Nomination Committee has further proposed that Sam Kini is elected as independent non-executive director at the 2026 Annual General Meeting, to take effect from 1 May 2026. Both Cecilia and Sam are independent of Verisure, its executive management and major shareholders and have been endorsed by Verisure's Nomination Committee. As part of this planned Board transition, Patrick Healy, CEO of Hellman & Friedman, has also stepped down as a member of the Board, effective 3 February 2026.

Diversity policy

As part of the Nomination Committee's work ahead of the 2026 Annual General Meeting, the Nomination Committee has applied Rule 4.1 of the Swedish Code as diversity policy. The aim has been to achieve a well-functioning composition of the Board of Directors when it comes to diversity and breadth of qualification, experience and background, versatility and the requirement to strive for gender balance.

Four of the current directors are women (33%), 10 of the current directors are considered independent of both the Company and executive management (83%) and eight of the current directors are considered independent of the major shareholders (67%).

Taking into account the proposed election of Sam Kini at the 2026 Annual General Meeting, five of the directors are women (38%), eleven of the directors are considered independent of both the Company and executive management (85%) and nine of the current directors are considered independent of the major shareholders (69%).

The current and proposed composition of Verisure's Board of Directors meets the independence requirements under the Swedish Code.

Evaluation of the work of the Board of Directors

On an annual basis, the chair of the Board initiates an evaluation of the work of the Board of Directors during the preceding year. As part of the evaluation, the directors were asked to complete a questionnaire and assess various areas related to the work of the Board of Directors from their own perspective. The areas evaluated for 2025 included Verisure's strategic aims and objectives, investments, reporting and financial control, the role of the Board Chair and the CEO, the Board's working procedures, composition and overall function, and each Director's own qualifications and work. As part of the annual evaluation process, the results of the evaluation questionnaire were discussed by the Board and the Chair of the Board reported the results to the Nomination Committee.

Audit and Risk Committee

Verisure has established an Audit and Risk Committee consisting of three members: Graeme Pitkethly (Chair), Adrien Motte and Carlos Ortega. The current Audit and Risk Committee composition complies with the requirements under the Swedish Code.

The Audit and Risk Committee, without it affecting the responsibilities and tasks of the Board, supports the Board in fulfilling its responsibilities regarding financial reporting and assessing the effectiveness of the Group's financial risk management and internal controls. The Audit and Risk Committee also reviews and challenges, where necessary, accounting judgments and estimates and is responsible for reviewing quarterly interim results, the Annual Report and financial statements, sustainability reports and external announcements before recommending them to the Board for approval and publication.

The Audit and Risk Committee also monitors the effectiveness of the internal audit and risk function and reviews market Enterprise Risk assessments and Principal Risk assessments for recommendation to the Board and assesses the appropriateness of the external audit scoping, independence, quality of audit, the handling of key judgments and overall auditor effectiveness.

The Audit and Risk Committee shall also make recommendations to the Board in relation to the appointment, re-appointment and removal of the external auditor and prepare a proposal on external audit fees, to be put to shareholders for approval at each annual general meeting. Further, the Board has granted the Audit and Risk Committee authority to make certain decisions, including approving the appointment and termination of the Director of Internal Audit & Control, approving the mandate of the Company's internal audit function and approving the external auditors' terms of engagement.

The Audit and Risk Committee applies written Terms of Reference. Among other things, the Terms of Reference govern the practice of the Audit and Risk Committee, its tasks and its relation to the Board. The Terms of Reference are regularly reviewed and any updates that are required or otherwise considered desirable would be approved by the Board.

Remuneration Committee

Verisure has established a Remuneration Committee consisting of four members: Stefan Goetz (Chair), Adrien Motte, Henry Ormond and Dominique Reiniche. The current Remuneration Committee composition complies with the requirements under the Swedish Code.

The Remuneration Committee prepares matters concerning remuneration principles, remuneration framework and policies and other employment terms for the CEO and direct reports of the CEO with function, cluster or other management responsibilities ('CEO-1 Management'). The Remuneration Committee also prepares a directors' remuneration policy for consideration by the Board and subsequent approval by the Company's shareholders at the Annual General Meeting at least

Corporate Governance Report Continued

every three years, and a directors' annual remuneration report also for consideration by the Board and subsequent advisory vote by the Company's shareholders at the annual general meeting every year.

The Remuneration Committee applies written Terms of Reference. Among other things, the Terms of Reference govern the practice of the Remuneration Committee, its tasks and its relation to the Board and CEO (including the responsibility of the CEO, in consultation with the Remuneration Committee, for determining individual remuneration packages of direct reports of CEO-1 Management within the agreed framework and policies). The Terms of Reference are regularly reviewed and any updates that are required or otherwise considered desirable would be approved by the Board.

➤ For additional information, see also the Remuneration Report on page 62 of this Annual Report.

IPO Committee

As part of the IPO preparations, Verisure established an IPO Committee consisting of five members: Stefan Goetz, Austin Lally, Adrien Motte, Henry Ormond and Dominique Reiniche.

The IPO Committee was responsible for certain specific decision-making in connection with the offer of shares in the Company and admission to trading on Nasdaq Stockholm, as delegated to it by the Board beforehand. The delegation to the IPO Committee applied without prejudice to the responsibilities of the Board as a whole and with a reporting obligation to keep the full Board informed of the IPO Committee's activities and decisions.

CEO and Management Team

The CEO is responsible for the day-to-day management and operations of Verisure. The CEO must keep the Board informed of developments in the operations, the development of sales, results and financial condition, important business events and all other events, circumstances or conditions which can be assumed to be of significance to the Company's shareholders, on an ongoing basis.

The CEO leads Verisure's operations through the Management Team. The Management Team brings broad expertise across industries, functions, and geographies. Their diverse backgrounds and perspectives form a strong foundation for Verisure's continued success. The members of the Management Team are presented in further detail below.

Auditor

The external auditor audits the Annual Report and Financial Statements and submits its audit report to the Annual General Meeting. At least once a year, the Board of Directors meets the auditor without the CEO or any other member of the Management Team present. The external auditor will also provide limited assurance on Verisure's interim report for the third quarter 2026.

On an ongoing basis, the Company's shareholders will be asked to approve the appointment, or re-appointment, of the auditor at each Annual General Meeting. In addition, the Company's

shareholders will be asked to resolve to authorise the Board of Directors to determine the remuneration of the auditor each year. PricewaterhouseCoopers LLP has been the auditor of Verisure plc since 2025. PwC Sweden has also been the auditor of the former parent company of the Verisure Group, Verisure Group Topholding AB, since 2021 (PricewaterhouseCoopers AB for the years 2021-2024 and Öhrlings PricewaterhouseCoopers AB from 2025).

Internal control

Internal control is a process effected by the Board, the Audit and Risk Committee, the CEO, the Management Team and other employees, which is intended to provide reasonable assurance that the Group's objectives are met with respect to effective and efficient operations, reliable reporting, and compliance with applicable laws and regulations. Internal control with respect to financial reporting forms an integral part of the overall internal control framework, including control activities such as segregation of duties, reconciliations, approvals, safeguarding of assets, and control over information systems.

Internal control over financial reporting is intended to provide reasonable assurance regarding the reliability of external financial reporting and ensure that external financial reporting complies with applicable laws, accounting standards and other requirements for listed companies. The Board is ultimately responsible for the effectiveness of the Group's internal controls framework and ensuring that an effective system of internal controls is maintained. This includes overseeing effective frameworks for risk mitigation and control mechanisms across the Group. This is executed formally through written rules of procedure, which define the responsibilities of the Board and how these responsibilities are divided between the Board's committees and the CEO.

The Audit and Risk Committee assists the Board by providing guidance and supervision on maintaining internal controls and risk management process, particularly on matters regarding compliance and financial reporting. Verisure's Group Director of Internal Audit & Risk was appointed in November 2025 to ensure that the control framework within which the Group operates remains robust and appropriate for a multinational business of this scale.

Verisure uses an Enterprise Risk Management process to identify, evaluate and manage risks. Risk assessments of strategic, compliance, operational and financial risks are conducted annually/quarterly depending on the risk severity by key representatives of the Group and markets and documented in a risk map. The identified risks are evaluated based on likelihood and impact. Materiality is used to determine the significance or importance of specific risks and their potential impact on the Group's objectives and the financial statements. The risk assessments, including related remediation plans, are reported to the Audit and Risk Committee and the Board. Control activities, including policies and procedures are designed to detect and correct any errors, fraud and non-compliance with laws and internal principles. The control activities are integrated into the daily operations, maintaining alignment with the strategic objectives and risk management

processes. Key controls are implemented to mitigate risks associated with the Company's processes and systems. The key controls are documented in Verisure's Internal Control over Financial Reporting ('ICFR') Framework.

Information and communication within the Group regarding risks and internal controls contribute to ensuring that the right business decisions are made. Policies and guidelines are communicated to all employees as applicable through different means (e.g. Intranet, committee meetings, etc.).

The Workiva Governance, Risk, and Compliance platform was implemented in 2025 and will support risk management and control activities onward. This implementation strengthens the organisation's risk assurance by enhancing compliance, governance, and reporting capabilities in line with regulatory requirements and industry best practices. Key control self-assessments are conducted annually to review and evaluate the effectiveness of internal controls and risk management processes. The results, including control deficiencies and related remediation plans, are reported to the Management Team and the Audit and Risk Committee. In addition, independent evaluations and testing of key controls are conducted following ISA 315 Group Internal Audit. The results, including recommendations for remediation or improvements and an associated impact analysis, are reported to the Management Team, the Audit and Risk Committee and the Board.

By order of the Board

AUSTIN LALLY

Director

London, 26 March 2026

Board of Directors

Shareholdings stated as of 26 March 2026



STEFAN GOETZ

CHAIR OF THE BOARD. HELLMAN & FRIEDMAN PARTNER

Born: 1970

Education: Master of Electrical Engineering, Ecole Centrale Paris and Aachen University of Technology. Master of Business Administration, Kellogg Graduate School of Management.

Other board and executive positions: Board member and Partner, Hellman & Friedman LLC. Multiple partner, executive and board positions across various entities within the Hellman & Friedman group. Board member, Belron Group S.A. and Mehiläinen Konserni Oy. Member of the supervisory board, zooplus SE.

Previous board and executive positions: Board member, Nexi S.p.A. and multiple partner, executive and board positions across various entities within the Hellman & Friedman group. Multiple board positions across various entities within the Nets group and the SimpliSafe group.

Independence: Independent in relation to the Company and the executive management but not in relation to major shareholders.

Holdings in Verisure plc (own and related parties): No shares.



AUSTIN LALLY

CHIEF EXECUTIVE OFFICER. BOARD MEMBER

Born: 1965

Education: Bachelor of Science, University of Glasgow.

Other board and executive positions: Multiple board positions across various entities within the Verisure group.

Previous board and executive positions: President, Vice President, General Manager and other various assignments, Procter & Gamble.

Chair of the board of directors, Round Star Investments AB, Round Star 2 AB, SD North Management AB, SD New Management AB and SD South Management AB.

Independence: Independent in relation to major shareholders but not in relation to the Company and the executive management.

Holdings in Verisure plc (own and related parties): 9,940,695 shares.



DOMINIQUE REINICHE

SENIOR INDEPENDENT DIRECTOR. BOARD MEMBER

Born: 1955

Education: Master of Business Administration, ESSEC Business School.

Other board and executive positions: Non-executive board member, Deliveroo and PayPal.

Previous board and executive positions: Chair of the board of directors, Chr HANSEN and EUROSTAR. Non-executive board member and senior independent director, MONDI. Non-executive board member, Severn Trent.

Independence: Independent in relation to the Company and the executive management as well as major shareholders.

Holdings in Verisure plc (own and related parties): 18,867 shares and indirect holdings through a special purpose pooling vehicle. Please see Verisure's IPO prospectus for further information.

**GRAEME PITKETHLY**

NON-EXECUTIVE DIRECTOR. AUDIT AND RISK COMMITTEE CHAIR

Born: 1966

Education: Bachelor of Science in Applied Chemistry, University of Strathclyde. Chartered Accountant, ICAEW.

Other board and executive positions: Board member, deputy-chair and senior independent director, chair of the audit committee, Pearson plc. Board member and chair of the audit, risk and compliance committee of Sandoz Group AG. Board member, Fourpointthree Limited.

Trustee and member of the investment committee, Leverhulme Trust. Member of the CFO advisory board, Watershed Inc. Member of the development board, Theirworld. Member of the advisory board, Strathclyde University's centre for Sustainable Business.

Previous board and executive positions: Chief Financial Officer and Executive Director at Unilever plc. Vice President of Corporate Development at FLAG Telecom. Managing Director at PwC. Vice Chair, Task Force for Climate Related Financial Reporting.

Independence: Independent in relation to the Company and the executive management as well as major shareholders.

Holdings in Verisure plc (own and related parties): 75,471 shares.

**SARA ÖHRVALL**

NON-EXECUTIVE DIRECTOR

Born: 1971

Education: Master of Science, International Business, Umeå University. Architecture and Design, Parson School of Design.

Other board and executive positions: Chair of the board of directors, SSE Ventures AB. Vice-chair of supervisory board, Ahlström Oy. Board member, Investor, Axfod, Dagens Nyheter, Bonnier Books, SNS Center for Business and Policy studies. Advisory board member, Stockholm Resilience Center. Practitioner-in-Residence, Stockholm School of Economics.

Previous board and executive positions: Chair of the board of directors, Humla, KICKS, Newsmill. Board member, SEB, SEB Funds, Axel Johnson International, Novax, Bonnier News Group, TV4, Dagens Industri and Umeå University. Executive management team, Bonnier, SEB and Axel Johnson.

Independence: Independent in relation to the Company and the executive management as well as major shareholders.

Holdings in Verisure plc (own and related parties): 13,000 shares.

**ANDREW BARRON**

NON-EXECUTIVE DIRECTOR

Born: 1965

Education: Bachelor of Arts in History and Management Studies, Trinity College, Cambridge University. Master of Business Administration, Stanford University.

Other board and executive positions: Non-executive board member, Openreach Ltd, Astound Broadband, and Delta Fiber. Senior Operating Partner, Stonepeak Infrastructure.

Previous board and executive positions: Chair of the board of directors and deputy chair of the board of directors, Tele2 AB. Non-executive board member, Ocean Outdoor.

Independence: Independent in relation to the Company and the executive management as well as major shareholders.

Holdings in Verisure plc (own and related parties): 150,339 shares.

Board of Directors continued



CECILIA BECK-FRIIS¹
NON-EXECUTIVE DIRECTOR

Born: 1973

Education: Executive education programs at SSE Executive Education and NYU School of Professional Studies, and studies in marketing and communication at Berghs School of Communication.

Other board and executive positions: Non-executive board member, Funda B.V. and Kivra AB.

Previous board and executive positions: CEO Hemnet Group AB (publ), Deputy Chief Executive Officer at TV4 Group, Chief Digital Officer Bonnier Broadcasting. Non-executive board member, Paradox Interactive AB (publ), Net Insight AB (publ), and Acando AB (publ).

Independence: Independent in relation to the Company and the executive management as well as major shareholders.

Holdings in Verisure plc (own and related parties): 14,000 shares.



ADRIEN MOTTE
HELLMAN & FRIEDMAN PARTNER. BOARD MEMBER

Born: 1987

Education: Bachelor and Master of Engineering, University of Cambridge. Diploma in Financial Management, the Association of Chartered Certified Accountants.

Other board and executive positions: Multiple partner, executive and board positions across various entities within the Hellman & Friedman group. Member of the supervisory board, zooplus SE.

Previous board and executive positions: Multiple board positions within the Zorro group and the SimpliSafe group.

Independence: Independent in relation to the Company and the executive management but not in relation to major shareholders.

Holdings in Verisure plc (own and related parties): No shares.



CASILDA ARESTI
HELLMAN & FRIEDMAN PRINCIPAL. BOARD MEMBER

Born: 1993

Education: Bachelor of Science and Engineering, Princeton University. Master of Business Administration, Harvard Business School.

Other board and executive positions: LLP member within the Hellman & Friedman group. Board observer, Allfunds Bank S.A.U.

Previous board and executive positions: -

Independence: Independent in relation to the Company and the executive management but not in relation to major shareholders.

Holdings in Verisure plc (own and related parties): No shares.



HENRY ORMOND
GIC HEAD OF EUROPEAN PRIVATE EQUITY. BOARD MEMBER

Born: 1973

Education: Master of Engineering in Engineering and Management, Oxford University. Master of Business Administration, Harvard Business School.

Other board and executive positions: Head of Private Equity, Europe, GIC Private Ltd. Board member, Visma and Raffles Private Holdings.

Previous board and executive positions: Board member, Galderma and RAC.

Independence: Independent in relation to the Company and the executive management but not in relation to major shareholders.

Holdings in Verisure plc (own and related parties): No shares.

1) Cecilia Beck-Friis was appointed to the Board of Directors on 3 February 2026.

**CARLOS ORTEGA**

CO-CEO CORPORACIÓN FINANCIERA ALBA.
BOARD MEMBER

Born: 1967

Education: Bachelor of Arts in International Economics, Harvard University. Master of Business Administration, Harvard Business School.

Other board and executive positions: Chair of the board of directors, Acerinox S.A., Deyá Capital IV SCR S.A. Board member, Atlantic Aviation FBO Inc., Technoprobe S.p.A., and Harvard Club of Spain. Co-CEO, Corporación Financiera Alba S.A. Patron and board member, Foundation Counsel Spain-US. Patron, Real Instituto Elcano.

Previous board and executive positions: Chair of the board of directors, Artá Partners S.A. and Deyá Capital SCR S.A. Board member, Rioja S.à.r.l., Parques Reunidos Servicios Centrales S.A., Piolin Bidco S.A.U. and Artá Capital SGEIC S.A. President, Harvard Club of Spain.

Independence: Independent in relation to the Company and the executive management as well as major shareholders.

Holdings in Verisure plc (own and related parties): 34,369 shares.

**LUIS GIL**

BOARD MEMBER

Born: 1961

Education: Master's in Industrial Engineering by ETSII Politécnica de Madrid, in Business Administration by IESE Business School and in Commercial Management by Instituto de Empresa.

Other board and executive positions: Board member, Tecnola Invest Real Estate SL and Securholds Spain S.L.

Previous board and executive positions: President of Expansion, Acquisitions and Business Development, Verisure.

Independence: Independent in relation to major shareholders but not in relation to the Company and the executive management.

Holdings in Verisure plc (own and related parties, incl. via Securholds, which he controls): 56,279,277 shares.

Management



AUSTIN LALLY
CHIEF EXECUTIVE OFFICER

Austin Lally is in his 12th year as Verisure CEO. He is responsible for shaping and executing Verisure's strategy and delivering the Company's overall performance. He brings significant leadership expertise gained from over 36 years of experience building and growing consumer facing businesses globally. During his tenure as CEO, Verisure has grown strongly and extended its industry leadership position providing monitored security services for residential and small business customers across Europe and Latin America.

Austin joined Verisure as CEO in 2014. This followed a 26-year career with The Procter & Gamble (P&G) Company

where he was Global President and a member of the Global Leadership Council. His team led the turnaround of the Braun and Appliances division. Prior to this, he was responsible for marketing and premium innovation development for the global Gillette business. Earlier, he led the European Baby Care business as well as managing the successful restructuring of the company's operations in Germany. Austin also spent seven years in Guangzhou, where he helped to build P&G's strong leadership position in Greater China. He also held leadership roles in France and the UK where he started his career.

Austin holds a Bachelor of Science from the University of Glasgow, where he was President of the Students' Representative Council and won the World Universities Debating Championship.



COLIN SMITH
CHIEF FINANCIAL OFFICER

Colin Smith joined Verisure as Chief Financial Officer in June 2023. In his role, he has overall responsibility over the Company's financial planning, capital allocation, tax, treasury, M&A and risk management activities. Colin also oversees our Supply Chain and Procurement functions.

Prior to joining the Company, Colin spent 20 years at Sky UK & Ireland – one of Europe's largest telecommunications and media companies.

As well as serving as CFO for five years, Colin also led Sky's Business-to-Business division. His experience at Sky was broad and focused on strategy, financial planning & analysis, M&A, as well as pricing, customer management, and go-to-market. During his career at Sky, Colin set up revenue analytics and cost transformation teams, both of which played a key role in driving both topline growth and profit.

Earlier in his career Colin led Finance and Corporate Development for OSN, the leading Pay TV network in the Middle East and North Africa. Colin qualified as a Chartered Management Accountant in 1999.



ANTONIO ANGUIITA
PRESIDENT SOUTHERN EUROPE, NORDICS & LATIN AMERICA

Antonio Anguita is the President Southern Europe, Nordics & LatAm at Verisure. In his role, he holds the P&L responsibility for the geographic areas he covers, leveraging his broad business experience from different sectors. Antonio joined Verisure in March 2013 as Managing Director for Spain. He was promoted to President of Iberia & Latin America in August 2014, President of Iberia, Latin America and Italy in July 2022. In July 2025, Antonio was appointed President Southern Europe, Nordics & LatAm.

Before joining Verisure, Antonio was a partner and co-founder of Alana Partners, a start-up incubator and accelerator based in Madrid. Prior to that, he was Executive Vice President of Orange, where he led the Group's global fixed and internet services division, based out of Paris. Previously Antonio held several senior positions in telecoms and finance, including as CEO of France Telecom Spain where he led the company through the merger of Wanadoo and Uni2, amongst other transactions. He began his career in Hewlett Packard in Spain, and he also spent time with McKinsey & Co.'s in their New York office.

Antonio Anguita holds a double degree, magna cum laude, in Economics and Political Science from Brown University and an MBA from Harvard University.



OLIVIER ALLENDER
PRESIDENT CENTRAL EUROPE, UK, IRELAND & ARLO

Olivier Allender is the President Central Europe, UK, Ireland & Arlo at Verisure. In his role, he holds the P&L responsibility for the areas he leads, leveraging his broad business experience from different sectors.

Olivier joined Verisure as Managing Director for France in September 2012 and was promoted to General Manager for France, Belgium & the Netherlands in 2015. He later took on leading Arlo Europe in 2020, transforming it from a

hardware business into a recurring revenue model. He has also been leading the UK & Ireland business since January 2024. In July 2025, Olivier was appointed President Central Europe, UK, Ireland & Arlo.

Before Verisure, Olivier was the Commercial Director at Cofidis France, the Consumer Credit Division of Credit Mutuel Group, overseeing Sales, Marketing and Alliances. Prior to that, he held senior roles at L'Oréal, covering a variety of responsibilities. This included a GM role leading L'Oréal's Le Club des Créateurs de Beauté (CCB) Division in Japan, following his time launching and establishing the business model in the US, and managing the global CCB e-business based out of France.



MARTA PANZANO

CHIEF HUMAN RESOURCES, COMMUNICATIONS, AND ESG OFFICER

Marta Panzano joined the Company in October 2014, and is Chief Human Resources, Communications, and ESG Officer at Verisure.

Marta is responsible for developing and leading Verisure's people and organisation strategy. This includes attracting and developing the best talent, driving a strong entrepreneurial culture to support the Company's growth agenda and people engagement. Her remit also includes Communications, as well as leading the Company's ESG strategy and agenda since 2022.

Marta joined Verisure following an expansive career across multiple industries and geographies. Prior to Verisure, she was the Global HR Leader for Orange Internal Digital Transformation based out of Paris, following her role as HR Director for Orange Spain.

Marta has held several positions at Cemex across Mexico, Australia, and Spain, among other geographies. Notably, she served as the Vice President of Human Resources for Europe, the Middle East, Africa, and Asia, where she led HR operations for 20 countries with a workforce of over 20,000 employees. Before that, she worked in strategy and management consulting at Boston Consulting Group, and in Finance for Hewlett Packard for the Iberia region.

Marta holds a Bachelor's degree in Business Administration and Economics from the Universidad Carlos III Madrid.



OLIVIER HORPS

CHIEF MARKETING OFFICER

Olivier Horps is the Chief Marketing Officer of Verisure, leading the Company's global marketing strategy. He drives consumer acquisition, customer satisfaction and loyalty, brand building, and digital transformation in marketing.

Olivier has served as CMO since January 2022. He first joined Verisure in 2017 in France, initially leading the Marketing function in France before expanding his role to oversee Commercial teams. During this time, he

strengthened brand recognition, enhanced sales capabilities, and launched multiple innovations, accelerating growth and improving customer satisfaction.

Before Verisure, Olivier was Managing Director Asia-Pacific and CEO of Greater China at Club Med, where he led commercial expansion in new geographies and strengthening of existing markets. He previously held marketing leadership roles at Procter & Gamble and L'Oreal, managing major brands in Europe and Asia while developing expertise in consumer, market strategy, and brand development.

Olivier holds an MBA from the ESSEC Business School in Paris.



NINA CRONSTEDT

CHIEF LEGAL OFFICER

Nina Cronstedt joined Verisure in November 2018 as Chief Legal Officer, bringing over 25 years of legal experience and counsel to the role. At Verisure, Nina is responsible for Legal, Compliance, Corporate Governance, IP, Privacy and Regulatory & Governmental Affairs.

Prior to joining the Company, Nina served as General Counsel for Cereal Partners Worldwide (a joint venture between Nestlé and General Mills), and as General Counsel of Strategic Business Units and Centre of Expertise at

Nestlé in Switzerland. In these roles, Nina worked across multiple regions to counsel on the full spectrum of legal, corporate governance, IP and regulatory matters, and was closely involved in several critical strategic business initiatives. Before joining Nestlé, Nina held several increasingly senior roles at Philip Morris International, working up to Assistant General Counsel EMEA Region where she led teams across 40 markets.

Before going in-house, Nina held positions at top-tier law firms.

Nina studied Law at Stockholm University and completed a Masters in Commercial and European Law at the University of Cambridge.



CRISTINA RIVAS

CHIEF TECHNOLOGY OFFICER

Cristina Rivas joined Verisure as Technology Director for Iberia and Latin America in November 2016 before her appointment to Group Chief Technology Officer (CTO) in February 2020.

As CTO, Cristina is responsible for defining and implementing Verisure's Technology and Product strategy, driving end-to-end technology, and ensuring high-quality products and service delivery to our customers and the business. This involves creating and executing an

innovative product and service roadmap and delivering leading IT solutions that meet our customers' needs and support the Company's operations. Before joining, Cristina held several senior positions in customer service, sales and marketing for Vodafone, most recently serving as Head of Technology Strategy and Governance at Group level. Before Vodafone, Cristina worked on strategy, marketing and operational efficiency projects across telecommunications, banking, and energy at McKinsey & Co.

Cristina holds a Master's degree in Telecommunications Engineering from the Universidad Politécnica in Madrid.

Management continued



JONAS LINDSTRÖM
GENERAL MANAGER NORDICS & MANAGING
DIRECTOR SWEDEN

Jonas Lindström is the General Manager Nordics and Managing Director Sweden at Verisure. In this role, Jonas holds the P&L responsibility for the Nordics cluster including Sweden, Norway, Denmark, and Finland.

Jonas joined Verisure in November 2013 as Acquisition and Portfolio Marketing Director for Sweden and then shifted to Sales Director. He was appointed Managing Director for Denmark in October 2020. In 2022, Jonas was appointed Managing Director for Sweden, and then most recently, in March 2025, Jonas was promoted to General Manager Nordics in addition to his leadership role in Sweden.

Before joining Verisure, Jonas held several roles at Telenor. In the five years he was there, he held roles including Head of Mobile Marketing, where he had overall responsibility for the Consumer and SME segments' financials, and oversaw the Business Management, Pricing, Channel Management, Product Management, CRM, and Business Development functions, amongst other responsibilities.

Prior to joining Telenor, Jonas spent nine years at McKinsey & Co, and he was a co-founder of a biotechnology company.

He holds a Master of Science in Economics and Business Administration from Stockholm School of Economics where he was awarded an exchange, spending a year at the MBA program at University of Chicago Booth School of Business.



ALEX FROMENT-CURTIL
MANAGING DIRECTOR FRANCE

Alex Froment-Curtil is the Managing Director of Verisure France. In his role, Alex capitalises on his previous marketing and business background to focus on excellent customer service and experience, ensuring recurring revenue while driving loyalty and customer portfolio value.

Before joining Verisure in 2023, Alex worked at Vodafone for over 18 years in multiple geographies, including as CEO for Vodafone Hungary, CEO for Vodafone Egypt, and CEO for Vodafone Turkey. He also held the position of Group Chief Commercial Officer for Vodafone and was a member of the Executive Committee. Before this, Alex worked for the strategy consulting firm Booz Allen Hamilton.

Alex holds a Master's in Science and Electrical Engineering from Centrale Supélec.



GUILLERMO PRADO
DEPUTY CHIEF HUMAN RESOURCES OFFICER

Guillermo Prado is the Deputy Chief Human Resources Officer at Verisure.

Since joining the Company in 2015 as Group HR Strategy Director, he has built a broad base of hands-on business experience across several key geographies.

Following his initial role, Guillermo held leadership positions including Sales Structure Creation

for Iberia and LatAm. In 2021, he was appointed Managing Director for Finland, where he established strong commercial fundamentals. In 2023, Guillermo became Director of Group Transformation and the CEO Office at Verisure, before transitioning into his current role in early 2026.

Guillermo started his career at McKinsey as a Business Analyst before taking on roles at Vodafone as a Financial Planning Analyst and Consultant at BCG.

Guillermo holds a BBA in Management and Business Administration, as well as Law from Universidad Complutense de Madrid.



RAFAEL MIRANDA
DEPUTY CHIEF FINANCIAL OFFICER

Rafael Miranda is the Deputy Chief Financial Officer at Verisure. He is responsible for Group Financial Planning and Analysis, Procurement and Supply Chain, and Funding our Growth among other strategic projects. Rafael joined Verisure in 2016, starting as the Funding Our Growth and Product and Services Excellence Programmes Director, where he led key projects for the Company. In 2017, he was appointed Finance Director for Iberia and Latin America.

In 2020, he was appointed Managing Director for LatAm, playing a key role in strengthening the Company's operations in Argentina, Brazil, Chile, and Peru.

Rafael has broad experience in the telecommunications industry. He previously worked at Vodafone, leading the strategy and M&A function in Spain. His career began with Bain & Co., where he worked as a strategic consultant on assignments in Europe and the US.

Rafael holds a double degree in Law and Business Administration from ICADE.

**GERMÁN LARREA****DEPUTY GENERAL DIRECTOR COMMERCIAL SPAIN**

Germán Larrea has been the Deputy General Director Commercial in Spain at Verisure since 2023. In this capacity, he leads the country team responsible for identifying and defining the critical stages within the customer journey.

Germán joined Securitas Direct in 2013 as a Strategy Consultant and, two years later, took on the role of Director of Strategic Planning. In 2018, he was promoted to Director of Customer Marketing before taking up the role

of Financial Director for Iberia and LatAm in 2020. In 2023, he was appointed Deputy General Director in Spain.

Before joining the Company, Germán worked as a Strategy Consultant at companies including KPMG and Roland Berger and served as an advisor to the Chicago Chamber of Commerce. He also holds an Executive MBA from IESE Business School.

**STEFAN KONRAD****MANAGING DIRECTOR LATIN AMERICA**

Stefan Konrad is the Managing Director for Latin America, responsible for our businesses in Brazil, Chile, Peru, and Argentina.

Stefan joined Verisure in 2018 as Sales Structure Creation Director for the Expansion cluster (Netherlands, Germany, UK and Italy), and in 2020, he was appointed Managing Director of Italy. During his tenure, he built up the country's operations to establish Verisure as the market leader in the monitored security sector. Building on this experience, Stefan transitioned to lead the Latin American cluster in March 2025.

Before joining Verisure, Stefan worked for Banco Santander in the Corporate and Investment Banking Division. Prior to this, he worked for CEMEX, holding executive positions across Europe, the Middle East, Africa, and Asia.

Stefan holds an MBA from the IE Business School in Madrid and a degree in Business Administration from Universidad Carlos III de Madrid, with Executive Education from London Business School, Harvard Business School, and Bocconi University.