

## REMUNERATION REPORT OF ALIMAK GROUP AB 2021

### Introduction

This report describes how the guidelines for executive remuneration of Alimak Group AB (the “remuneration guidelines”), adopted by the general meeting 2020, were implemented in 2021. The report also provides information on remuneration to Alimak Group’s CEO and a summary of the Company’s outstanding share-related incentive plans.

The report has been prepared in compliance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management and on Incentive Programmes issued by the Swedish Corporate Governance Board.

Further information on executive remuneration is available in note 7, pages 93-96 in the annual report 2021. Information on the work of the remuneration committee in 2021 is set out in the corporate governance report available on pages 66-73 in the annual report 2021.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed on page 68 in the annual report 2021.

### Company performance in 2021

The CEO summarises the Group’s overall result in his statement on pages 8-9 in the annual report 2021.

### Application of the remuneration guidelines in 2021

Under the remuneration guidelines, remuneration of executive management shall be market competitive and shall consist of a balanced combination of the following components: fixed remuneration, variable remuneration, pension, and other benefits. The remuneration guidelines, adopted by the Annual General Meeting 2020, can be accessed at [www.alimakgroup.com](http://www.alimakgroup.com). A summary of the guidelines can also be found on pages 56-57 and in note 7 on pages 93-96 in the annual report 2021.

During 2021, the remuneration guidelines have been applied without deviation. There have been no deviations from the guidelines, nor from the procedure to determine remuneration in accordance with the guidelines.

No remuneration has been recovered by the company during the fiscal year.

In addition to remuneration covered by the remuneration guidelines, the Annual General Meetings of Alimak group AB have for a number of years resolved to implement share-related incentive programs.

The company’s auditor will make a statement on whether the remuneration guidelines have been complied with. The statement will be provided on the company’s website along with other documents relating to the Annual General Meeting 2022.

## Total remuneration of the CEO

Table 1 below outlines the CEO's total remuneration (KSEK)

Name and position	Year	Fixed remuneration		Variable remuneration	Extraordinary remuneration	Pension expense	Total remuneration	Proportion	
		Base salary (1)	Other benefits (2)					Fixed	Variable
Ole Kristian Jødahl CEO since June 1, 2020	2021	4,718	481	468	780 (3)	1,807	8,254	94%	6%
	2020	2,643	189	-	500 (4)	904	4,236	100%	0%
Tormod Gunleiksrud CEO until May 31, 2020	2021	-	-	-	-	-	-	-	-
	2020	1,956	15	-	6,948 (5)	815	9,734	100%	0%
Stefan Rinaldo Deputy CEO until Oct 31, 2020	2021	-	-	-	-	-	-	-	-
	2020	2,150	-	-	-	1,779	3,929	100%	0%

1) Including vacation pay

2) Allowance for travel expenses and double accommodation

3) Remuneration for extraordinary performance in 2021 beyond the individual's ordinary tasks. Corresponds to two month's base salary.

4) One time payment regarding fixed bonus because of employment during the year

5) Severance pay including pension

## Performance criteria for variable pay

The performance criteria for the CEO's variable pay have been selected to contribute to the company's long term and sustainable development. In 2021, the criteria were linked to Group Orders Received, Group EBITA and Group Cash Conversion Ratio. The target fulfilment was 20% which resulted in a variable pay of 468 KSEK.

## Comparative information

Table 2 below shows comparative information relating to the CEO's total remuneration, the Group's operating profit and the average remuneration to other employees in the Group (KSEK).

	2020 (1)	2021	Change 2021/2020
CEO total remuneration	7,022	8,254	17.5%
Group Operating Profit	277,475	448,088	61.5%
Average full-time remuneration other employees in the Group (2)	494	536	8.5%

1) Total remuneration for both CEOs in 2020. Severance pay for Tormod G. not included.

2) Based on the number of full time equivalent employees in the Group (excluding the Group leadership team)

## Share-related incentive plans

During 2021 the Annual General Meeting resolved on a long-term share-based incentive program in the form of a call option program. The program was launched during the year and was offered to CEO and senior executives, executive management in the Divisions and some employees in group functions.

Participation in the program required a personal investment in call options. The price of the option was determined as 10% of the recorded volume-weighted average share price during ten days prior to the date of issue. The subscription period will be May 20 to June 20, 2025. The exercise price was

determined by an independent valuer at the time of issue of the call options. The calculation was made according to the Black & Scholes model. For the program launched in 2021, the option price was SEK 14 and the exercise price SEK 160. The CEO acquired 55 000 call options.