

## REMUNERATION REPORT OF ALIMAK GROUP AB 2025

### Introduction

This report describes how the guidelines for executive remuneration of Alimak Group AB (the “remuneration guidelines”), adopted by the annual general meeting 2022, were applied during 2025. The report also provides information on remuneration to Alimak Group’s CEO and a summary of the Company’s outstanding share-based 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 in the annual report 2025. Information on the work of the remuneration committee in 2025 is set out in the corporate governance report available on pages 104-110 in the annual report 2025.

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 pages 106 and 108 in the annual report 2025.

### Company performance in 2025

CEO summarises the Group’s overall result in his statement on page 8 of the annual report 2025.

### Application of the remuneration guidelines in 2025

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 2022, can be accessed at [www.alimakgroup.com](http://www.alimakgroup.com). A summary of the guidelines can be found on pages 41-42 and in note 7 in the annual report 2025.

During 2025, the remuneration guidelines have been applied without deviation, including the procedure for determining remuneration.

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-based incentive programmes.

The company’s auditor will issue a statement on compliance with the remuneration guidelines. The statement will be provided on the company’s website along with other documents relating to the annual general meeting 2026.

### Total remuneration of the CEO

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

Name	Year	Fixed remuneration			Extraordinary remuneration (4)	Variable remuneration (5)	Total remuneration	Proportion	
		Base salary (1)	Other benefits (2)	Pension (3)				Fixed	Variable
Ole Kristian Jørdahl	2025	7,077	521	2,290	694	1,529	12,111	82%	18%
	2024	6,429	515	1,868	629	4,343	13,784	64%	36%

1) Including vacation pay.

2) Allowance for travel expenses and double accommodation.

3) During 2023 it was decided that the CEO’s pension commitment shall be fulfilled through a cash salary supplement instead of through a pension insurance, to avoid double taxation in Norway and Sweden. The change was implemented from June 2023. The cash supplement is included in the pension amount above.

4) Compensation corresponding to 50% of the price paid for options in Call Option Program 2025. The remuneration was paid to all participants in accordance with the resolution taken by the annual general meeting in relation to Call Option Program 2025.

5) Refers to variable remuneration earned during the year that will be paid in the following year, i.e. the 2024 amount was paid in 2025 and the 2025 amount will be paid in 2026.

## Performance criteria for variable remuneration

The variable remuneration for the CEO may be up to 70% of the base salary. The performance criteria for the CEO's variable remuneration have been selected to contribute to the company's long term and sustainable development. In 2025, the criteria were linked to the Group's Earnings Per Share (90%) and to updating the Group's emission reduction targets and establishing a plan for how to achieve these targets (10%). The target fulfilment was 31.2% which resulted in a variable pay of 1,529 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).

	2021	2022	2023	2024	2025	Change 2025/2024
CEO total remuneration	8,254	9,268	10,749	13,784	12,111	-12.1%
Group Operating Profit	448,088	546,116	945,165	997,553	977,473	-2.0%
Average full-time remuneration other employees in the Group (1)	536.0	564.0	642.6	650.2	645.3	-0.7%

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

## Share-based incentive plans

The annual general meetings 2021, 2022, 2023, 2024 and 2025 resolved on share-based incentive programmes in the form of call option programmes. The programmes were launched during the respective year and was offered to the CEO and senior executives, management in the divisions and some key positions in Group functions.

Participation in the programmes required a personal investment in call options. The price of the options corresponds to 10% of the recorded volume-weighted average share price during ten days prior to the date of issue. The programmes run over approximately four years, and the subscription period is May 20 to June 20, 2025, 2026, 2027, 2028, 2029 respectively.

The exercise price was determined by an independent valuer when the call option programmes were launched. A recalculation of the terms for the 2021 and 2022 programmes was carried out in 2023 following the rights issue. The recalculation was made by an external valuer following accepted principles.

For the programme launched in 2021 the option price was SEK 14 and the exercise price SEK 118.50. For the 2022 programme, the option price was SEK 7.90 and the exercise price SEK 63.90. Each call option gives the right to buy 1.35 shares. The CEO acquired 55,000 call options in each programme.

For the programme launched in 2023 the option price was SEK 7.57 and the subscription price SEK 80.35. For the 2024 programme the option price was SEK 11.43 and the exercise price SEK 132. The CEO acquired 110,000 options in each programme. For the 2025 programme the option price was SEK 13.88 and the exercise price SEK 158.20. The CEO acquired 100,000 call options in the programme.

In connection with the termination of the 2021 programme, which happened during 2025, the CEO sold his options to Alimak Group AB and received a market price corresponding to the difference between the current share price and the exercise price.