

## REMUNERATION REPORT 2024

### Introduction

This remuneration report provides an overview of how Mycronic's guidelines for remuneration to members of the executive management, which were adopted by the Annual General Meeting 2024, have been applied during 2024. The report also provides details on remuneration to the CEO as well as a summary of Mycronic's outstanding share-related and share price-related incentive programs. The report has been prepared in accordance with the Swedish Companies Act and rules on remuneration to the board and executive management and on incentive programs issued by the Swedish Corporate Governance Board and administered by the Stock Market Self-Regulation Committee (ASK).

Further information on remuneration to members of the executive management is available in note 14 "Employees, personnel costs and remuneration to the executive management" on page 74 in the annual and sustainability report for the financial year 2024. Information on the remuneration committee's work during the year is available in the Corporate governance report on page 42 in the annual and sustainability report 2024.

Remuneration to Mycronic's Board of Directors is not covered by this report. The Board's fees is resolved annually by the Annual General Meeting and is disclosed in note 14 in the annual and sustainability report 2024.

### The year in brief

The CEO summarizes the company's development in his comments on page 8 in the annual and sustainability report 2024.

### **Mycronic's guidelines for remuneration to members of the executive management: scope, purpose and derogations**

The Board of Directors considers that it is critical for the successful implementation of the company's business strategy and safeguarding of its long-term interests, that the company is able to recruit and retain members of the executive management with competence and capacity to achieve specified goals. To this end, the company must offer competitive remuneration to motivate the executive management. Mycronic's remuneration guidelines enables the company to offer a competitive total remuneration.

According to the guidelines, remuneration and other terms of employment for members of the executive management shall be based on market terms and may consist of base salary and variable pay, pension and other benefits. Variable pay covered by the guidelines shall be based on criteria established to contribute to the company's business strategy and long-term interests, including its sustainability.

The remuneration guidelines, which were adopted by the Annual General Meeting 2024, are available on page 74 in the annual and sustainability report 2024 and were applied during the year. The remuneration to the executive management during 2024 has followed these guidelines. No deviation from the remuneration guidelines have been decided and no deviation from its decision making process have been made. No remuneration to members of the executive management covered by this remuneration report has been paid from another undertaking within the same corporate group. No remuneration has been recouped.

The auditor's report on whether the guidelines adopted by the General Meeting regarding remuneration to Group Executive Management have been complied with is available on the company's website [www.mycronic.com](http://www.mycronic.com). In addition to remuneration covered by the guidelines, the Annual General

Meeting of Mycronic has, as in previous years, resolved to implement a new long-term incentive program as well as resolved on fees to the Board of Directors.

## **Application of the remuneration guidelines and the performance criteria**

After evaluating the remuneration guidelines and the performance criteria, as well as their application, it can be concluded that these enable Mycronic to recruit and retain the right people in the executive management, which provides the company with the conditions for long-term value creation. The guidelines and performance criteria have also contributed to keeping the remuneration to the CEO and members of the executive management well-balanced. The current remuneration structures and remuneration levels for the CEO and executive management are reasonable.

## **Share-related and share price-related remuneration**

Since 2019, the company has annually implemented a long-term incentive program ("LTIP") based on performance shares. These programs are aimed at members of the executive management and key personnel. The company currently has three outstanding incentive programs: LTIP 2022, LTIP 2023 and LTIP 2024. Performance shares refer to ordinary shares in the company. Vesting of performance shares presupposes continued employment and is subject to a three-year qualification period. Vesting of performance shares also presupposes fulfilment of performance conditions that are based on earnings per share for the company and, as far as LTIP 2024 is concerned, also the company's CO<sub>2</sub> equivalent emission level. Allotment of performance shares shall take place free of charge and is subject to income taxation. For further information, see Table 2 and Table 3b below.

## **Share-related and share price-related incentive programs completed during 2024**

The company's long-term incentive program 2021 ("LTIP 2021") was completed during the financial year 2024. Allotment of performance shares within LTIP 2021 required that the performance target linked to the company's earnings per share ("EPS") for the financial year 2023 were fulfilled. The EPS for the financial year 2023 that was used for this purpose was derived directly from the EPS value stated in the annual report for the financial year 2023 as established and approved by the annual general meeting. The number of shares used in the calculation of EPS was the number of outstanding shares by December 31, 2023, on a fully diluted basis according to IFRS.

A threshold EPS at 6.04 SEK had to be reached in order to have any allotment of performance shares, which entitled each participant to an allotment of 25 percent of such participant's maximum number of performance shares within LTIP 2021. A target EPS at 9.47 SEK entitled each participant to an allotment of 62.5 percent of such participant's maximum number of performance shares within LTIP 2021, and a stretch EPS at 12.12 SEK entitled each participant to an allotment of 100 percent of such participant's maximum number of performance shares within LTIP 2021. Allotment was linear for performances between the threshold and the target values, and between the target and the stretch values.

The EPS for the financial year 2023 was 10.22 SEK. Thus, participants in LTIP 2021 were allotted 73 percent of their respective maximum number of performance shares within LTIP 2021.

## Information on shareholders' voting

At the Annual General Meeting 2024, the remuneration report regarding the financial year 2023 was submitted for approval. The remuneration report regarding the financial year 2023 was approved. No opinions from the shareholders were expressed when the general meeting addressed the remuneration report regarding the financial year 2023. Thus, no review of the guidelines for remuneration to senior executives has been conducted based on opinions from shareholders.

**Table 1 – Total remuneration during the financial year (KSEK)<sup>1</sup>**

Name (Position)	Financial year	Fixed remuneration <sup>2</sup>		Variable remuneration <sup>3</sup>		Extraordinary remuneration <sup>4</sup>	Pension <sup>5</sup>	Total remuneration <sup>6</sup>	Proportion of fixed and variable remuneration <sup>7</sup>
		Base salary	Other benefits	Short-term	Long-term				
Anders Lindqvist (CEO)	2024	7 009	261	8 060	2 072	-	2 494	19 896	49/51

<sup>1</sup> With the exception of long-term variable remuneration, the table reports remuneration earned during the financial year, excluding statutory social security contributions.

<sup>2</sup> Refers to base salary and other benefits including holiday pay and benefits such as car benefits and health insurance.

<sup>3</sup> Consists of short-term and long-term variable remuneration. Short-term remuneration refers to remuneration earned during the financial year according to achieved performance targets. Long-term remuneration refers to share-based remuneration (LTIP) released to the CEO.

<sup>4</sup> Refers to non-recurring remuneration such as severance and remuneration that is paid in special situations such as in the event of relocation, or at the beginning of the employment.

<sup>5</sup> Refers to the company's pension costs which are premium-based. For the CEO, pension is based on base salary.

<sup>6</sup> Summarizes remuneration elements during the financial year.

<sup>7</sup> As a share of total remuneration. The fixed share includes fixed remuneration and pension. The variable share includes variable and extraordinary remuneration, as well as (if applicable) pension paid on a variable remuneration.

**Table 2 – Performance share program during the financial year**

Name (Position)	The main conditions of share award program				Information regarding 2024		
					During the year		Closing balance
	Program	Maximum number of performance shares that can be allotted	Qualification period <sup>1</sup>	Date of allotment of performance shares <sup>2</sup>	Number of shares allotted	Number of shares subject to fulfillment of qualification period	Number of shares subject to performance requirement
Anders Lindqvist (CEO)	LTIP 2021	7 300	2021-07-01 - 2024-07-01	2024-09-01	5 563 <sup>3</sup>	0	0
	LTIP 2022	8 900	2022-07-01 – 2025-07-01	2025-09-01	0	8 900 <sup>4</sup>	0
	LTIP 2023	7 200	2023-07-01 – 2026-07-01	2026-09-01	0	0	7 200 <sup>5</sup>
	LTIP 2024	14 704	2024-07-01 – 2027-07-01	2027-09-01	0	0	14 704 <sup>5</sup>

<sup>1</sup> The qualification period ends on the date of allotment of performance shares.

<sup>2</sup> The dates of allotment of performance shares are preliminary and the preliminary dates are based on a three year qualification period. Performance metrics and periods are outlined in table 3b below.

<sup>3</sup> Number of shares after adjustment for dividends during the qualification period according to the LTIP terms and conditions.

<sup>4</sup> Performance outcome was 100% of max. A threshold EPS at 8.07 SEK had to be reached in order to have any allotment of performance shares, which entitled the CEO to an allotment of 25 percent of the

maximum number of performance shares within LTIP 2022. A target EPS at 11.51 SEK entitled the CEO to an allotment of 62.5 percent of the maximum number of performance shares within LTIP 2022, and a stretch EPS at 13.57 SEK entitled the CEO to an allotment of 100 percent of the maximum number of performance shares within LTIP 2022. Allotment was linear for performances between the threshold and the target values, and between the target and the stretch values. The EPS for the financial year 2024 was 17.24 SEK. Number of shares to be adjusted for dividends during the qualification period before allotment.

<sup>5</sup> Performance outcome has not yet been established.

**Table 3a – Performance during the financial year: short-term variable remuneration (KSEK)**

Name (Position)	Performance criteria	Relative weighting of the performance criteria	a) Measured performance <sup>1</sup> b) Actual award/outcome <sup>2</sup>
Anders Lindqvist (CEO)	1) Operating profit 2024, Pattern Generators 2) Operating profit 2024, High Flex 3) Operating profit 2024, High Volume 4) Operating profit 2024, Global Technologies 5) Diversity – Share of women among Mycronic group new Hires during 2024 higher than share of women in total Mycronic group headcount year end 2023	1) 20% 2) 20% 3) 20% 4) 20% 5) 20%	a) 100% b) 8 060

<sup>1</sup> Each individual performance criterion can reach a potential maximum of 30%, at 150% target fulfillment. However, the maximum actual outcome is for the CEO set to 115% of base salary.

<sup>2</sup> In accordance with Table 1, Short-term remuneration.

**Table 3b – Performance during the financial year: long-term variable share-related and share price-related remuneration**

Name (Position)	Name of the program <sup>1</sup>	Performance criteria	a) Measured performance b) Actual award/outcome
Anders Lindqvist (CEO)	LTIP 2021	Earnings per share 2023	a) 10.22 SEK b) 5 563 <sup>2</sup>
	LTIP 2022	Earnings per share 2024	a) 17.24 SEK b) <sup>3</sup>
	LTIP 2023	Earnings per share 2025	a) <sup>4</sup> b) <sup>4</sup>
	LTIP 2024	Earnings per share 2026 and the CO <sub>2</sub> equivalent emission level 2026	a) <sup>4</sup> b) <sup>4</sup>

<sup>1</sup> An overview of the programs is found in Table 2.

<sup>2</sup> Number of shares after adjustment for dividend during the plan period according to LTIP terms and conditions.

<sup>3</sup> The qualification period is still running.

<sup>4</sup> The performance and qualification period is still running.

**Table 4 – Change in remuneration and the company’s performance during the recent financial year (KSEK). Change versus previous year in parentheses (change in KSEK; Change in percentage)**

	2024	2023	2022	2021	2020
Anders Lindqvist (CEO)	19 896 <sup>1</sup> (+2 769; +16%)	17 127 (+687; +4%)	16 440 (+3 069; +23%)	13 371 (+5 125; +62%)	8 246
The Group’s operating profit	2 021 (+786; +64%)	1 235 MSEK (+341 MSEK; +38%)	894 MSEK (-155 MSEK; -15%)	1 049 MSEK (+151 MSEK; +17%)	898 MSEK
Average total remuneration per full-time employee <sup>2</sup>	853 (+19; +2%)	834 (-4; 0%)	838 (+32; +4%)	806 (+91, +13%)	715

<sup>1</sup> In accordance with Table 1, Total remuneration.

<sup>2</sup> Refers to fixed and variable remuneration, including holiday pay, other benefits and pension attributable to the financial year, excluding restructuring costs, extraordinary remuneration (such as severance) and statutory social security contributions. The average total remuneration excludes members of the executive management.