

N.B. The English text is an in-house translation of the original Swedish text. Should there be any disparities between the Swedish and the English text, the Swedish text shall prevail.

Remuneration report 2020

Introduction

This report describes how the guidelines for remuneration to senior executives of Lime Technologies AB (publ), adopted by the annual general meeting 2020, have been applied during the financial year 2020. The report also contains information on remuneration to the CEO. The report has been prepared in accordance with the Swedish Companies Act and the Swedish Corporate Governance Board's Rules on Remuneration of the Board and Executive Management and on Incentive Programmes.

Further information on remuneration to senior executives is presented in note 8 (Remuneration to employees) in the annual report for 2020.¹

Information on the work of the remuneration committee during 2020 is set out in the corporate governance report on pages 37 – 51 in the annual report for 2020.

Board fees to the members of the board of directors are not covered by this report. Such fees are resolved upon annually by the annual general meeting and are presented in note 8 of the annual report for 2020.

Performance during 2020

The CEO summarises the Company's overall performance in his statement on pages 2 – 4 in the annual report for 2020.

The Company's remuneration guidelines: scope, purpose and deviations

A prerequisite for a successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Company is able to recruit and retain qualified personnel. Therefore, the Company shall offer employment terms and conditions, including remuneration, which enable access to senior executives with the skills that the Company requires. The overall principles for remuneration to the Company's senior executives shall be market-based and competitive.

Pursuant to the remuneration guidelines, the remuneration to senior executives shall be in line with market conditions and consist of the following components: fixed cash remuneration, variable remuneration, pension benefits and other benefits. The variable

¹ Please note that all references to the annual report are made to the Swedish version of the annual report.

remuneration to senior executives is based on how well the Company meets its financial targets regarding organic growth and EBITDA, whereby the criteria for variable remuneration are linked to how well the Company fulfils its business strategy and long-term interest, including sustainability.

The guidelines can be found on pages 95 – 96 in the annual report for 2020. During 2020, the Company has followed the applicable remuneration guidelines adopted by the annual general meeting. No deviations from the guidelines have been made and no derogations have been made from the procedure to determine remuneration set out in the guidelines. The auditor's report regarding the Company's compliance with the guidelines is available at www.investors.lime-technologies.com/bolagsstyrning. No remuneration has been reclaimed.

Table 1 – Total remuneration to the CEO during 2020 (kSEK)

2020-01-01-2020-12-31	Base salary *)	Other bene-fits **)	Variable remuneration ***)	Multi-year	Pension expenses****)	Total	Proportion of fixed / variable remuneration
Erik Syrén (CEO)	1,804	70	300	0	463	2,637	89/11

*) Including holiday pay

**) Car benefit

***) Refers to variable remuneration earned in 2020, paid in 2021

****) Pension expense which in its entirety refers to base salary and is premium-based

Table 2 – The CEO's performance during the reported financial year: variable remuneration

Executive	Criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance b) Actual remuneration
Erik Syrén (CEO)	EBITA 2020	50%	a) 99 MSEK
			b) 300 TSEK
	Net turnover 2020	50%	a) 339 MSEK
			b) 0 TSEK

Table 3 – Changes in the group's remuneration and earnings during the last five reported financial years (PNL) (kSEK)

	2016 vs 2015	2017 vs 2016	2018 vs 2017	2019 vs 2018	2020 vs 2019	2020
Erik Syrén (CEO), TSEK	+244 (15%)	+136 (7%)	+102 (5%)	+490 (24%)	+76 (3%)	2,637
Adjusted EBITA	-2,067 (-5%)	+9,414 (26%)	+8,949 (20%)	+12,526 (23%)	+32,453 (49%)	99,262
Average remuneration based on the number of full-time equivalents in the group*	-59 (-12%)	32 (7%)	78 (17%)	-16 (-3%)	27 (5%)	564

*) Refers to average total remuneration to employees, excluding remuneration to senior executives.

Changes in average total remuneration to employees, excluding senior executives, based on the number of full-time equivalents in the Group vary depending on the outcome of variable remuneration and the number of new recruits from new graduates during each year.