

# Remuneration report 2023

## Introduction

This report describes how the guidelines for remuneration to senior executives for Lime Technologies AB (publ), adopted by the Annual General Meeting 2023, were applied during 2023. 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 to senior executives and on incentive programmes.

Further information on remuneration to senior executives can be found in note 8 (Employee remuneration) in the annual report for 2023.

Information on the work of the Remuneration Committee in 2023 can be found in the Corporate Governance Report on pages 30–41 of the 2023 Annual Report.

Directors' fees are not covered by this report. Such fees are decided annually by the AGM and are disclosed in Note 8 of the 2023 Annual Report.

## Performance during 2023

The CEO summarises the Company's overall performance in his statement on pages 6–7 in the annual report for 2023.

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

A prerequisite for the successful implementation of the company's business strategy and the safeguarding of its long-term interests, including its sustainability, is that the company can recruit and retain qualified employees. The company shall therefore offer terms of employment, including remuneration, that enable access to senior executives with the expertise that the company needs. Marketability and competitiveness shall be overall principles for remuneration to the Company's senior executives.

According to the remuneration guidelines, the remuneration to senior executives shall be market-based and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration to the management is based on how well the Company meets its financial targets regarding growth, EBITA and ARR, whereby the criteria for variable remuneration are linked to how well the Company fulfils its business strategy and long-term interests, including sustainability.

The guidelines can be found on pages 85–86 of the annual report for 2023. The Company has during 2023 followed the applicable remuneration guidelines adopted by the general meeting. No deviations from the guidelines have been made and no deviations have been made from the decision-making process to be applied to determine the remuneration

according to the guidelines. The auditor's opinion on the company's compliance with the guidelines is available at [www.investors.lime-echнологies.com/bolagsstyrning](http://www.investors.lime-echнологies.com/bolagsstyrning). No remuneration has been claimed back.

**Table 1 - Total remuneration of the CEO in 2023 (kSEK)**

2023-01-01- 2023-12-31	Base salary*)	Other benefits**)	Variable salary***)	Multi-year	Pension expenses****)	Total	Proportion of fixed / variable remuneration
Nils Olsson (VD)	1 920	83	491	0	305	2 798	82/18

\*) Including holiday pay

\*\*\*) Car benefit

\*\*\*\*) Refers to variable salary earned in 2023, paid in 2024.

\*\*\*\*\*) Pension cost that in its entirety relates to basic salary and is premium-based

\*\*\*\*\*) In addition to the above remuneration, there is also a cost for the share savings programme where SEK 46 thousand relates to the CEO.

**Tabell 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
Nils Olsson (VD)	EBITA 2023	33%	a) 148 MSEK b) 92 TSEK
	Net turnover 2023	33%	a) 577 MSEK b) 230 TSEK
	ARR	33%	a) 372 MSEK b) 0 TSEK
	Discretionary		b) 160 TSEK
Executive	Criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance b) Actual remuneration
Nils Olsson (VD)	EBITA 2022	33%	a) 125 MSEK b) 200 TSEK
	Net turnover 2022	33%	a) 490 MSEK b) 0 TSEK
	ARR	33%	a) 322 MSEK b) 0 TSEK

**Table 3 - Changes in the Group's remuneration and performance over the last five reported financial years (RR) (kSEK)**

	<b>2019 vs 2018</b>	<b>2020 vs 2019</b>	<b>2021 vs 2020</b>	<b>2022 vs 2021</b>	<b>2023 vs 2022</b>	<b>2023</b>
CEO*	+490 (24%)	+76 (3%)	-156 (-6%)	-29 (-3%)	347 (14%)	2 798
Justerad EBITA	+12 526 (23%)	+32 453 (49%)	+9 291 (9%)	+16 549 (15%)	+23 069 (18%)	148 171
Average remuneration based on the number of full-time equivalents in the group**	-16 (-3%)	27 (5%)	6 (1%)	3 (1%)	-4 (-1%)	569

	<b>2018 vs 2017</b>	<b>2019 vs 2018</b>	<b>2020 vs 2019</b>	<b>2021 vs 2020</b>	<b>2022 vs 2021</b>	<b>2022</b>
Verkställande direktör*	+102 (5%)	+490 (24%)	+76 (3%)	-156 (-6%)	(-29 (-3%))	(-347 (-14%))
Justerad EBITA	+8 949 (20%)	+12 526 (23%)	+32 453 (49%)	+9 291 (9%)	+16 549 (15%)	125 102
Average remuneration based on the number of full-time equivalents in the group**	78 (17%)	-16 (-3%)	27 (5%)	6 (1%)	3 (1%)	573

\*) Refers to Erik Syrén until 30 April 2022 and Nils Olsson from 1 May 2022.

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

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