



Corporate Governance Report 2025

LIME TECHNOLOGIES AB (PUBL)

Strong business model in a time of change



2025 was a year of strategic transformation towards higher share of recurring revenue, AI breakthroughs and renewed leadership. We delivered 13 per cent software growth and a stable EBITA margin of 25 per cent, strengthened mandates for our business units and a well-executed CEO change. But we can do more - growth is not where we want it to be and the changes we have made during the year are important to take the next step. The Board proposes an increased dividend from SEK 4.00 to SEK 4.50 per share, corresponding to SEK 60 million, while we amortise our loans. This confirms our ability to create shareholder value even in a challenging year.

TURBULENT ENVIRONMENT & AI AS A COMPETITIVE ADVANTAGE

The market was characterised by uncertainty during the year, not least in the software industry. At the same time, 2025 was the year when AI became a business-critical reality. For Lime, this is a huge opportunity.

We've been through transformations before - internet, mobile, cloud. We know how to navigate platform shifts. Each time, the story is the same: everything changes, established players are challenged. And each time, the reality is more nuanced. Those who act decisively not only survive - they grow.

We are now implementing the AI transformation on two levels: we are integrating AI into the organisation and into the products. AI is speeding us through the entire value chain - from development to delivery. At the same time, we are building our software to be more configurable and easy to implement, reducing dependence on consulting services and driving higher margins. Every AI feature we launch generates unique data that makes the product smarter. Our competitive advantage lies in the fact that we already

own the customer relationship, the domain knowledge, the mission-critical systems, and the responsibility for security and management. New players lack this.

THE TRANSFORMATION TOWARDS RECURRING REVENUE

AI developments allow us to accelerate the transformation towards recurring software revenue. Software growth of 13 per cent shows that we have a competitive offering and are growing faster than the market, while the share of expert services revenue in the total is declining. This is a conscious transformation that strengthens our business model and drives higher margins over time.

As a natural consequence of this transformation, we updated our financial targets in March 2026. We have introduced ARR growth above 18 per cent as a new growth measure and raised our profitability target to 27 per cent EBITA margin. The new targets reflect the software-based growth strategy we are pursuing, as well as the efficiency and scalability that the transformation creates.

THE WORK OF THE BOARD IN A CHALLENGING YEAR

During the year, the Board worked intensively with management to clarify growth strategies and mandates for each business unit. Some will grow faster, others will drive higher margins - and all will contribute to the whole and create value for both customers and shareholders. This focus on value creation permeates all our work - from product development and sales to how we invest and make strategic decisions.

One challenge during the year was the situation surrounding Lime Sportadmin. In early 2026, the Swedish Data Protection Authority (IMY)'s review of the cyberattack on Sportadmin was finalised with a penalty of SEK 6 million. We do not share IMY's assessment and believe that the focus has been misplaced. When a Swedish company is hit by a sophisticated attack from a state-financed criminal network, acts responsibly by reporting, being transparent and implementing extensive security improvements - then the response should be support and cooperation, not sanctions and government statements that "it should hurt".

What really hurts is not the amount of the penalty, but that members, customers and staff have been harmed - and that business has been severely slowed down. We have invested significant resources in strengthening defences and sharing lessons. But in practice, the attackers have partly achieved their goal: in addition to direct costs and damages, we are now forced to spend additional resources on lengthy processes and sanctions. My concern is that this approach will lead to fewer reports, less transparency and more concessions to criminals. The way forward must be based on cooperation - not on penalising those companies that have acted responsibly and transparently.

We choose to move forward rather than appeal. We are putting our energy where it counts: creating value for our associations and members.

CONTINUED PROFITABLE GROWTH & VALUE CREATION

With a business model that generates recurring revenue, a diversified customer base and strong industry verticals, Lime is built for long-term resilience. In the AI transformation, those who already own the customer relationship, the domain knowledge and the business-critical systems win. That is exactly what we have built. Profitability allows us to continue investing in product innovation, international expansion and competence building, while increasing dividends to our shareholders. We have an active acquisition agenda and continue to combine organic growth with strategic acquisitions.

Lime's success lies in our constant hunger for improvement. We always prioritise customer satisfaction, which creates a positive work environment and value in both the short and long term. We thank our customers, employees and shareholders for another year and look forward to continuing to deliver what Lime does best - great customer value and profitable growth, now with the help of AI.

/Erik Syrén,

Chairman of the Board

Corporate Governance Report

Effective and clear corporate governance helps ensure the trust of Lime Technologies' stakeholders and also increases the focus on business benefit and shareholder value in the company. Lime Technologies' board and management strive to make it easier for individual shareholders to follow the company's decision-making processes through great transparency and to clarify where responsibilities and authorities lie in the organisation. Corporate governance within Lime is primarily exercised through the annual general meeting and the board of directors. In a wider perspective, it also includes management, its responsibilities and the control and reporting functions within the Group.

GOVERNANCE FRAMEWORK AND COMPLIANCE WITH THE SWEDISH CODE OF CORPORATE GOVERNANCE

Lime Technologies shares are listed for trading on Nasdaq Stockholm and the company thus follows Nasdaq Stockholm's rules for issuers. Lime also applies the Swedish Code of Corporate Governance (the "Code"), which is described in more detail at investors.lime-technologies.com/en/corporate-governance. Any deviations from the corporate governance code and justifications for this are reported throughout the text.

The corporate governance report has been reviewed by the company's auditor in accordance with statutory auditing. Lime's corporate governance is based primarily on Swedish law, primarily the Swedish Companies Act, Lime's articles of association, and internal policies and instructions.

The board and management strive to meet the requirements that Nasdaq Stockholm, shareholders and other stakeholders place on the company. The Board also follows the debate on the subject and the recommendations issued by various stakeholders.



CORPORATE GOVERNANCE STRUCTURE

Lime's shareholders are the ones who ultimately make decisions about the group's governance. At the Annual General Meeting, the shareholders appoint the board of directors, the chairman of the board and auditors, and decide how the nomination committee will be appointed.

The board is responsible to the owners for the group's organisation and management of the group's affairs.

The auditors report on their audit at the Annual General Meeting.

SHAREHOLDERS & GENERAL MEETING

According to the Companies Act, the general meeting is Lime Technologies' highest decision-making body. At the general meeting, shareholders exercise their voting rights on issues such as adoption of income statements and balance sheets, allocation of the Company's results, granting discharge from liability for the board members and CEO, election of board members and auditors, and determination of fees for board members and auditors. Board members are appointed and dismissed in accordance with the Swedish Companies Act and the articles of association contain no special rules for this.

The Annual General Meeting shall be held within six months of the end of each financial year. In addition to the annual general meeting, an extraordinary general meeting may be convened. According to Lime's articles of association, notice of the general meeting is given by advertising in the Swedish Official Gazette and by making the notice available on Lime's website. The fact that a summons has been issued shall be announced in Dagens Industri at the same time.

The company's articles of association contain no restrictions on how many votes each shareholder can cast at a general meeting.

Amendments to the articles of association are decided in a manner that follows from the Companies Act and the articles of association do not contain any special rules for this.

Right to participate in the general meeting

Anyone wishing to participate in the general meeting must be registered as a shareholder in the share register maintained by Euroclear Sweden AB five weekdays before the general meeting, and must notify Lime of their intention to participate no later than the date stated in the notice of the general meeting. It is usually possible for shareholders to register for the general meeting in several different ways, which are stated in the notice of the general meeting. In order to participate in the meeting, those who have had their shares registered with a nominee must, in addition to notifying their intention to participate, have the shares registered in their own name so that they are registered as shareholders in the share register maintained by Euroclear Sweden AB five business days before the general meeting.

Shareholders who are not personally present at the general meeting may exercise their rights at the meeting through a proxy. Shareholders who are present in person at the general meeting, or alternatively representatives for absent shareholders, may be accompanied by a maximum of two assistants.

SHAREHOLDERS' RIGHT OF INITIATIVE

A shareholder who wishes to have a matter considered at a general meeting must request this in writing from Lime's board of directors. The matter shall be raised at the general meeting if the request has been received by the board no later than one week before the earliest time at which a notice may be issued under the Companies Act or after this time but in such a time that the matter can be raised in the notice of the general meeting.

ANNUAL GENERAL MEETING 2025

The Annual General Meeting (AGM) was held on 24 April 2025 at Kungsbrolan 1 in Stockholm. At the meeting, the shareholders decided on, among other things, the following:

- It was decided to increase the dividend to SEK 4.00 (3.50) per share, corresponding to MSEK 53.2, to be paid in two instalments of SEK 2.00 on each occasion. The record date for the first dividend instalment was 5 May 2025 and for the second dividend instalment 3 November 2025. The first instalment was paid on 8 May 2025 and the second on 6 November 2025.
- The AGM resolved to re-elect Erik Syrén, Johanna Fagerstedt, Lars Stugemo and Emil Hjalmarsson as members of the Board of Directors until the end of the 2026 AGM. The AGM resolved to elect Anna Jennehov as a new member of the Board of Directors until the end of the 2026 AGM.
- Erik Syrén was re-elected as Chairman of the Board for the same period.
- The Annual General Meeting resolved to authorise the Board of Directors to decide, on one or more occasions during the period until the 2025 Annual General Meeting, on the issue of shares against cash payment, with provision for payment in kind or set-off or otherwise with conditions, and to be able to deviate from the shareholders' preferential rights. The authorisation is limited to a maximum of 10% of the total number of shares in the company at the time of the decision on the authorisation.

ANNUAL GENERAL MEETING 2026

Lime Technologies AB (publ) will hold its Annual General Meeting on Tuesday 21 April 2026 at 17.30 at Kungsbrolan 1 in Stockholm. The notice has been issued and can be found at www.investors.lime-technologies.com. The last day for registration is Wednesday, April 15, 2026.

NOMINATION COMMITTEE

The Annual General Meeting decides how the Nomination Committee will be appointed. The Nomination Committee's task is to prepare and submit proposals to the next Annual General Meeting regarding the chairman and other members of the board, as well as fees for the chairman and other members. The Nomination Committee's assignment includes evaluating the work of the Board, primarily on the basis of the report submitted by the Chairman of the Board to the Nomination Committee. The Nomination Committee considers Lime's diversity policy in its proposal regarding the election of board members to the board.

Lime Technologies AB (publ) adopted the following instructions for the nomination committee at the Annual General Meeting on June 29, 2020.

The Chairman of the Board shall contact the three largest shareholders in terms of votes based on Euroclear Sweden AB's list of registered shareholders as of the last banking day in August of the year before the Annual General Meeting is held. The three largest shareholders shall be offered the opportunity to appoint a representative to serve on the nomination committee for the period until a new nomination committee is appointed. If any of these shareholders chooses to waive their right to appoint a representative, the right will be transferred to the shareholder who, after these shareholders, has the largest shareholding. The Nomination Committee may co-opt the Chairman of the Board to the Nomination Committee.

The chairman of the nomination committee shall, unless the members agree otherwise, be the member who represents the largest shareholder in terms of votes. However, a board member shall not be the chairman of the nomination committee.

The majority of the members of the nomination committee must be independent in relation to the company and company management. The CEO or other person from the company's management shall not be a member of the nomination committee. At least one of the members of the nomination committee must be independent in relation to the company's largest shareholder in terms of votes or group of shareholders who collaborate on the company's management. Board members shall not constitute a majority of the members of the nomination committee. If more than one Board member is included in the Nomination Committee, no more than one of them may be dependent in relation to the company's major shareholders.

No fees shall be paid to the members of the nomination committee. If necessary, the company shall be responsible for reasonable costs for external consultants that the nomination committee deems necessary for the nomination committee to be able to fulfill its mission.

The composition of the nomination committee shall be announced through a separate press release as soon as the nomination committee has been appointed and no later than six months before the Annual General Meeting. The information shall also be found on the company's website, where it shall also be stated how shareholders can submit proposals to the nomination committee.

A member of the nomination committee shall make his or her seat available if the shareholder who appointed this member is no longer one of the three largest shareholders, after which new shareholders in order of size shall be offered the opportunity to appoint a member, however, only three shareholders in order need to be asked. Unless there are special reasons, however, no changes shall be made to the composition of the nomination committee if only minor changes in the number of votes have taken place or the change occurs later than three months before the annual general meeting. If a member of the nomination committee voluntarily resigns from the assignment before its work is completed, the shareholder who appointed the resigning member shall appoint a successor, provided that the shareholder is still one of the three strongest shareholders represented on the nomination committee in terms of votes.

The Nomination Committee has the right, if deemed appropriate, to co-opt a member appointed by shareholders who, after the Nomination Committee was constitu-

ted, have become among the three shareholders with the largest shareholdings in the company and who are not already represented on the Nomination Committee. Such an adjunct member does not participate in the Nomination Committee's decisions.

Apart from AB Grenspecialisten, which represents 10.24%, there are no other shareholders representing more than 10% of the votes as of 31 December 2025.

NOMINATION COMMITTEE FOR THE 2026 ANNUAL GENERAL MEETING

Name/represented	Share of votes, 31 December 2025
Josef Weidman (Chairman), AB Grenspecialisten	10.24 %
Patrik Jönsson, SEB Funds AB	9.18 %
Erik Syrén, Syringa Capital AB	8.83 %

EXTERNAL AUDITORS

The auditor shall review Lime's annual report and accounting as well as the administration of the board of directors and the CEO. Since Lime is the parent company of a group, Lime's auditor must also review the consolidated financial statements and the relationships between the group companies. The auditor shall submit an audit report and a group audit report to the Annual General Meeting after each financial year.

Lime's auditor is Öhrlings PricewaterhouseCoopers AB. Vicky Johansson is the auditor in charge. The company's auditor is presented in more detail in the section "Board of Directors, Group Management & Auditor" in the annual report.

During the financial year 2025, the total expensed remuneration to the Company's auditors amounted to TSEK 1,966, of which TSEK 1,445 was attributable to the parent company (TSEK 2,249 in 2024, of which TSEK 1,424 was attributable to the parent company). In 2025, TSEK 1,679 was due to the audit assignment (of which TSEK 1,237 was attributable to the Parent Company).

Board of Directors

BOARD COMPOSITION

The board members are normally appointed by the Annual General Meeting for the period until the end of the next Annual General Meeting. According to Lime's articles of association, the board shall consist of a minimum of three and a maximum of eight members without deputies.

In accordance with the Code, the Chairman of the Board shall be appointed by the Annual General Meeting.

No more than one board member elected by the general meeting may work in Lime's management or in the management of Lime's subsidiaries. The majority of the board

members elected by the general meeting shall be independent in relation to Lime and the company management. At least two of the board members who are independent in relation to Lime and the company management must also be independent in relation to Lime's major shareholders. For a presentation of Lime's board members and a statement of their independence in relation to the Company and management as well as Lime's major shareholders, see the section "Board & Auditor" in the annual report.

THE WORK AND RESPONSIBILITIES OF THE BOARD

The Board of Directors is Lime's second highest decision-making body after the Annual General Meeting. According to the Companies Act, the board of directors is responsible for Lime's organisation and the management of Lime's affairs. The board shall continuously assess Lime's and the group's financial situation. The board shall ensure that Lime's organisation is designed so that accounting, asset management and Lime's financial conditions are otherwise controlled in a reassuring manner.

According to the Code, the Board's duties include, among other things, determining the Company's overall goals and strategy, appointing, evaluating and, if necessary, dismissing the CEO, establishing the necessary guidelines for the Company's conduct in society in order to ensure its long-term value-creating ability, ensuring that there are appropriate systems for monitoring and controlling the Company's operations and the risks to the Company associated with its operations, ensuring that there is satisfactory control of the Company's compliance with laws and other regulations that apply to the Company's operations and the Company's compliance with internal guidelines, and ensuring that the Company's provision of information is characterized by transparency and is correct, relevant and reliable. Furthermore, the board's duties include identifying how sustainability issues affect the company's risks and business opportunities. If certain tasks are delegated to one or more of the board members or to others, the board must, according to the Companies Act, act with care and continuously check whether the delegation can be maintained. The Chairman of the Board shall ensure that the work of the Board is conducted efficiently and that the Board fulfills its duties.

In its work, the board follows written rules of procedure. The rules of procedure regulate, among other things, functions and division of work between the board members and the CEO, as well as between the board and its various committees, as well as certain procedural issues regarding the convening of board meetings.

The board meets according to an annually established schedule. In addition to these regular meetings, the Board shall be convened if the Chairman of the Board deems it necessary or if a Board member or the CEO requests it. In accordance with the Swedish Companies Act, the Board of Directors has also established instructions for the CEO, which include instructions on both internal reporting to the Board of Directors and the Company's external reporting to the market.

Gender distribution, Board

40% Women 60% Men

DIVERSITY POLICY

Lime has an established policy to set out the principles for diversity on the board.

The Board of Directors of Lime as a whole shall have appropriate overall expertise and experience for the business conducted and to be able to identify and understand the risks that the business entails. The goal is for the board to consist of members of varying ages, with an even gender distribution and varying geographical origins, as well as with varying educational and professional backgrounds that collectively contribute to independent and critical questioning on the board.

REMUNERATION COMMITTEE

The Board has decided that the Board as a whole shall perform the tasks that, according to the Code, would otherwise have been assigned to a specially established remuneration committee. This means that the board must:

- prepare decisions on matters concerning remuneration principles, compensation and other employment conditions for company management,
- monitor and evaluate ongoing and during the year completed variable remuneration programs,
- monitor and evaluate the application of the guidelines for remuneration to senior executives that the Annual General Meeting must decide on by law, as well as applicable remuneration structures and remuneration levels in the Company, and
- The Remuneration Committee prepares matters for the Board of Directors, which has the right to make decisions.

AUDIT COMMITTEE

The board has decided to establish a special audit committee. The audit committee shall:

- monitor the Company's financial reporting and provide recommendations and suggestions to ensure the reliability of the reporting,
- with regard to financial reporting, monitor the effectiveness of the Company's internal control, internal audit and risk management,
- keep itself informed of the audit of the annual accounts and consolidated accounts and of the conclusions of the quality control by the Swedish Inspectorate of Auditors,
- keep informed about the results of the audit and how the audit contributed to the reliability of the financial reporting, as well as about the function of the committee,
- review and monitor the auditor's impartiality and independence, paying particular attention to whether the

auditor provides the Company with services other than auditing,

- assist in the preparation of proposals for the general meeting's decision on the election of auditors, and

The Audit Committee prepares matters for the Board of Directors, which has the right to make decisions. Since the Annual General Meeting on 24 April 2025, the Audit Committee has consisted of Anna Jennehov and Emil Hjalmarsson.

Lime's CEO and CFO participate in the committee's meetings as rapporteur and secretary, respectively.

REMUNERATION TO THE BOARD OF DIRECTORS

At the 2025 Annual General Meeting, it was resolved that the fees to the Board members for the period until the next Annual General Meeting shall be paid in the amount of SEK 450,000 to the Chairman of the Board and SEK 250,000 to each of the other Board members. It was also decided that, if the board establishes an audit committee, an additional fee to the members of the committee for the period until the next annual general meeting shall be paid in a total of SEK 60,000 to the chairman and SEK 30,000 to each of the other members. Board fees for the period until the end of the 2026 Annual General Meeting shall thus be paid in a total amount of SEK 1,450,000, distributed among the Board members in accordance with the table below.

Name	Position	Board fee
Erik Syrén	Chairman	450,000
Anna Jennehov	Member / Chairman Audit Committee	310,000
Emil Hjalmarsson	Member / Audit Committee	280,000
Johanna Fagerstedt	Member	250,000
Lars Stugemo	Member	250,000
Total		1,540,000

CHAIRMAN OF THE BOARD

The board's rules of procedure state, among other things, that the chairman shall ensure that the board's work is conducted efficiently and that the board fulfills its obligations. This includes organising and leading the board's work and creating the best possible conditions for its work. In addition, the chairman shall ensure that the board members continuously update and deepen their knowledge of the company and that new members receive appropriate introduction and training. The chairman shall be available as an advisor and discussion partner to the CEO, but also evaluate his work and report on his assessment to the board. In addition, it is the chairman's responsibility to ensure that the board's work is evaluated annually and to inform the nomination committee about the evaluation.

At the Annual General Meeting of 24 April 2025, Erik Syrén was elected Chairman of the Board. The Chairman of the Board does not participate in the operational management of the company.

THE WORK OF THE BOARD IN 2025

Since the Annual General Meeting on 24 April 2025, the Board of Directors has held 11 minuted meetings up to and including the adoption of this annual report. Lime's CEO and CFO participate in board meetings as rapporteur and secretary, respectively. At its meetings, the Board discussed the fixed items that, in accordance with the Board's rules of procedure, were on the agenda for each Board meeting. This includes business situation, budget, interim reports and annual accounts. Otherwise, the work focused on further developing the previously developed market and acquisition strategies, AI positioning and organisational structure. In addition to the scheduled meetings, the board's work consists of ongoing financial monitoring, strategic product development, recommendations regarding remuneration levels, acquisition issues, and issues regarding accounting and auditing.

The work of the Board of Directors has been systematically evaluated, starting with the inaugural Board meeting on 24 April 2025. The evaluation showed very well-functioning board work.

Board meeting attendance

Member	Attendance (of 11)
Erik Syrén	11
Anna Jennehov	10
Lars Stugemo	11
Emil Hjalmarsson	11
Johanna Fagerstedt	10

Since the Annual General Meeting of 24 April 2025, the Audit Committee has held 4 minuted meetings up to and including the adoption of this annual report.

AUDIT COMMITTEE ATTENDANCE

Member	Attendance (of 4)
Anna Jennehov	4
Emil Hjalmarsson	4

ATTENDANCE AT THE REMUNERATION COMMITTEE

Member	Attendance (of 1)
Erik Syrén	1
Anna Jennehov	1
Lars Stugemo	1
Emil Hjalmarsson	1
Johanna Fagerstedt	1

CEO & Group Management

WORK AND RESPONSIBILITIES OF SENIOR EXECUTIVES

The CEO shall manage the day-to-day administration of the Company in accordance with the Board's guidelines and instructions. The division of work between the Board of Directors and the CEO is set out in the rules of procedure for the Board of Directors and the instructions for the CEO.

The CEO leads the work of the Group Management Team and makes decisions after consultation with its members. Furthermore, the CEO is the rapporteur at the Board meetings and shall ensure that the Board members are

continuously provided with the information needed to assess the Company's and the Group's financial situation.

The CEO and other senior executives are presented in more detail in the section "Board of Directors, Group Management & Auditor" in the annual report.

REMUNERATION TO SENIOR EXECUTIVES

The table below shows the remuneration that the CEO and other senior executives have received during the financial year 2025 from the Company and its subsidiaries.

The total average number of senior executives employed, including the CEO, in 2025 was 11 (12).

2025-01-01- 2025-12-31 (TSEK)	Basic salary/ fee	Variable salary	Pension costs	Share-based payment	Other compensation	Total
Managing Director	2,082	-	503	69	385	3,040
Other senior executives	10,992	-	2,056	401	2,353	15,802
	14,614	-	2,559	471	2,737	20,381

TERMS OF EMPLOYMENT FOR THE CEO AND OTHER SENIOR EXECUTIVES

Compensation and pensions

Under his employment contract, the CEO is entitled to a monthly remuneration of SEK 175,000 and pension provisions in accordance with the Company's pension policy in force at the time. However, pension provisions shall never exceed what is tax deductible for the Company. Provided that certain pre-determined goals are achieved, the CEO may also receive a company bonus of a maximum of six months' salary. The bonus is based on measurable performance targets for the Group that are approved annually by the Board of Directors. The CEO is also entitled to other customary employment benefits.

Other senior executives are entitled to a fixed salary, company bonus, and where applicable, individual bonus, pension and other benefits, and otherwise have customary employment conditions.

Notice period and severance pay

When terminating the CEO's employment contract, a notice period of nine months applies when termination is made by the Company and a notice period of six months when termination is made by the CEO. The CEO is not entitled to severance pay in connection with the termination of employment.

One of the senior executives has a mutual notice period of six months. Other senior executives have a mutual notice period of three months (or such other period as may be required by law or collective agreement) and are not entitled to severance pay in connection with the termination of their employment.

GUIDELINES FOR REMUNERATION OF SENIOR EXECUTIVES

The Annual General Meeting on 24 April 2025 resolved to adopt the following guidelines for remuneration to senior executives.

Senior executives

In these guidelines, senior executives refer to the CEO and the management of the company and the group. Information about the composition of the management is available at investors.lime-technologies.com.

General principles for compensation and other terms and conditions

The company's business strategy, in short, consists of being a comprehensive CRM expert that offers a powerful and scalable SaaS platform, leading to a loyal customer base with a profitable business model, strong cash flow and long-term profitable growth. Additional information can be found, among other things, in the Company's annual reports and on the Company's website, investors.lime-technologies.se.

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

In preparing the Board of Directors' proposal for the guidelines, salary and employment conditions for the Company's employees have been taken into account by including information on the employees' total remuneration, the components of the remuneration and the increase and rate of increase of the remuneration over time as part of the The Remuneration Committee and the Board of

Directors have used this information as part of the basis for their decisions when evaluating the reasonableness of the guidelines and the limitations that follow from them.

Principles for fixed and variable remuneration

The remuneration to senior executives may consist of a fixed basic salary, variable cash remuneration, pension and other benefits. In addition, the general meeting may decide on, for example, share-based incentive programs.

Principles for fixed basic salary

Each senior executive shall receive a fixed base salary that shall be based on the senior executive's competence, responsibility and performance and shall be market-based and competitive.

Principles for variable remuneration

The variable salary shall be linked to specific performance criteria, which, together with weighting, target levels and thresholds, shall be determined prior to each period for which variable remuneration may be paid. The performance criteria are determined by the Board of Directors with regard to the CEO and by the Remuneration Committee with regard to other members of Group Management. The majority of the criteria should be linked to clear and measurable financial performance measures (e.g. operating profit and net sales). Non-financial criteria (e.g. operational criteria or criteria linked to sustainability) may also be applied. The variable remuneration is thus linked to the company's business strategy and long-term interests, including sustainability.

For each senior executive (except for senior executives whose main task is their own sales), variable cash remuneration may constitute a maximum of thirty-five (35) percent of the total remuneration if full variable remuneration, pension benefits and other benefits are paid. For senior executives whose main task is their own sales, the total variable cash remuneration may amount to a maximum of eighty (80) percent of the total remuneration, if full variable remuneration, pension benefits and other benefits are paid. The Company has the right to reclaim variable remuneration if it turns out that the Company's accounting contains material errors or that the variable remuneration is based on incorrect data or fraud or other misconduct.

Further information on fixed and variable remuneration can be found in the company's annual report for the most recent financial year, and when applicable, in the board's proposal regarding share-based remuneration programs to the general meeting.

Pension

Senior executives shall be offered market-based pension terms and levels. Pension benefits shall be defined contribution. Variable remuneration shall only form the basis for pension benefits if this follows from applicable collective agreement provisions. For each senior executive, pensions may constitute a maximum of thirty (30) percent of the fixed basic salary to the extent that a higher provision does not follow from the applicable collectively agreed pension plan and, if full variable remuneration, pension benefits and other benefits are paid, a maximum of twenty (20) percent of the total remuneration to the extent that a higher provision does not follow from the applicable collectively agreed pension plan.

Other benefits

Senior executives may be offered other benefits such as a company car and medical insurance. The benefits shall be market-based and the costs of such benefits may for each senior executive constitute a maximum of eight (8) percent of the fixed basic salary and, if full variable remuneration, pension benefits and other benefits are paid, a maximum of five (5) percent of the total remuneration.

Termination and severance pay

Employment contracts entered into between the Company and senior executives shall, as a general rule, be valid until further notice. If the Company terminates the employment of a senior executive, the notice period may not exceed twelve (12) months. Severance pay shall only be paid upon termination by the Company and shall not exceed an amount corresponding to the agreed fixed basic salary during the notice period. In the event of the senior executive's own termination, the notice period may not exceed six (6) months and no severance pay shall be paid.

Decision process

The Board's Remuneration Committee, or the Board if it has decided that the Board as a whole shall perform the duties that, according to the Swedish Code of Corporate Governance, are incumbent on the Remuneration Committee (in which case all references to the Remuneration Committee shall refer to the Board), shall prepare the Board's proposed guidelines. Based on the recommendation of the Remuneration Committee, the Board shall, when the need arises for significant changes to the guidelines, but at least every four years, prepare proposals for guidelines for resolution by the Annual General Meeting.

The Remuneration Committee shall also monitor and evaluate the application of these guidelines, ongoing and programs concluded during the year for variable remuneration to senior executives, and the Company's current remuneration structures and remuneration levels.

Within the framework of the guidelines and based on them, the board of directors shall, based on the preparation and recommendations of the remuneration committee, decide each year on specific changed remuneration conditions for each individual senior executive, and make other decisions regarding remuneration to senior executives that may be required. When the Board of Directors considers and makes decisions on remuneration-related issues, the CEO or other members of Group Management shall not be present, to the extent that they are affected by the issues.

Deviations from the guidelines

The Board shall have the right to temporarily depart from these guidelines in whole or in part, if in an individual case there are special reasons for doing so and a departure is necessary to meet the Company's long-term interests, including sustainability, or to ensure the Company's financial viability. As stated above, the remuneration committee's duties include preparing the board's decisions on remuneration issues, which includes decisions on deviations from the guidelines. Deviations must be reported and justified annually in the remuneration report.

Board of Directors' report on internal control

GENERALLY

Lime has established an internal control routine aimed at achieving an efficient organisation that achieves the goals set by the board. Internal control over financial reporting is an integral part of corporate governance. This procedure includes work to ensure that Lime's operations are conducted correctly and efficiently, that laws and regulations are complied with and that the financial reporting is correct and reliable and in accordance with applicable laws and regulations. Lime has chosen to structure the work with internal control in accordance with the so-called COSO framework, which includes the following elements: control environment, risk assessment, control activities, information and communication, and monitoring and follow-up.

The control activities carried out shall cover the key risks identified within the Group. Responsibilities and authorities are defined in instructions for certification rights, manuals, policies and procedures, for example Lime's manual for accounting and reporting, finance and credit policy, information policy, IT security policy and HR policies. These guidelines, together with laws and other external regulations, constitute the so-called control environment.

To provide the board with the basis for determining the level of internal governance and control, Lime has continued its review of existing internal controls in 2024, in accordance with established guidelines. The work culminates in an evaluation and verification of the governing documents and guidelines that form the basis for the group's operational management.

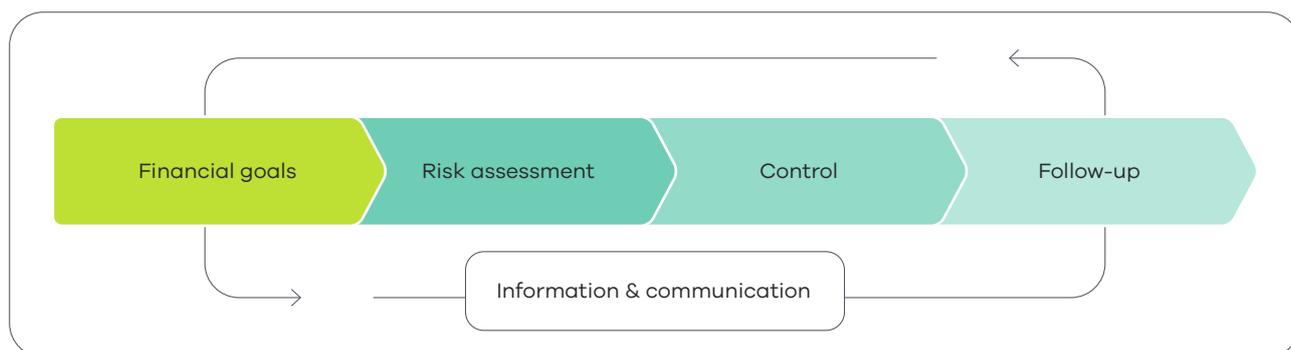
CONTROL ENVIRONMENT

Lime's control environment is based on the division of labour between the Board of Directors, the Board Committee and the CEO, as well as the values that the Board of Directors and Group Management communicate and work on the basis of. It is based on an organisation with clear decision-making paths where authority and responsibility are defined with clear instructions, as well as a corporate culture with shared values and the individual's awareness of their role in maintaining good internal control. The Group's ambition is for its values to permeate the organisation.

In order to maintain and develop a well-functioning control environment, to comply with applicable laws and regulations and to ensure that the Group's desired way of conducting business is adhered to throughout the Group, the Board of Directors, as the ultimately responsible body, has established a number of fundamental documents of importance for risk management and internal control, which consist of steering documents, policies, procedures and instructions. These documents include, among other things, the Board's rules of procedure, instructions for the CEO, instructions for financial reporting, the Group's conduct policy, communications policy and insider policy.

Policies, routine descriptions and instructions are distributed to affected Lime employees through the company's intranet and during onboarding of new employees. Employees in the group are, among other things, required to follow Lime's conduct policy and insider policy. The conduct policy describes the desired approach in different situations.

The board has overall responsibility for internal control regarding financial reporting. The responsibility for maintaining an effective control environment and the ongoing work with internal control is delegated to the CEO, who in turn has delegated function-specific responsibilities to managers at various levels in the Group.



RISK ASSESSMENT

Lime has established a risk assessment routine that involves conducting a risk analysis and risk assessment annually. According to this routine, risks are identified and categorized into the following four areas:

- Strategic risks
- Operational risks
- Financial risks
- Compliance risks

Lime's goal with the risk analysis is to identify the largest risks that could prevent Lime from achieving its financial goals or pursuing its strategy. The objective is also to evaluate these risks based on the likelihood that they will arise in future periods and the extent to which the risks could affect the Company's objectives if they were to occur.

Each individual risk has a so-called risk owner. This risk owner has the mandate and responsibility to ensure that measures and controls are established and implemented. The risk owner is also responsible for monitoring, following

up and reporting changes in the group's risk exposure to identified risks.

Identified risks are reported to the Board by Group Management. The board then evaluates Lime's risk management system, including risk assessments, in an annual risk report in which the ten largest risks are examined in detail. The purpose of this procedure is to ensure that significant risks are managed and that controls that counteract identified risks are implemented.

The overall financial risks are identified as liquidity risk, currency risk, interest rate risk and customer credit risk. They are mainly managed by the finance function in accordance with the Group's finance policy. The risk assessment includes identifying risks that may arise if the basic requirements for financial reporting (completeness, accuracy, valuation and reporting) in the Group are not met. Focus is placed on risks in financial reporting regarding significant profit and loss and balance sheet items, which are relatively higher depending on the complexity of the process or where the effects of any errors risk being large, as the values in the transactions are significant. The results of audits conducted lead to measures such as improved control routines to further ensure correct financial reporting.

CONTROL ACTIVITIES

Lime has established a risk management process that includes a number of key controls that must be established and functioning in the risk management processes. The control requirements are an important tool and instrument that enables Lime's board to manage and evaluate information from group management and to take responsibility for identified risks.

Lime focuses on identifying and evaluating the largest risks related to financial reporting to ensure that the Group's reporting is accurate and reliable. An example of such a control is that Lime annually conducts an impairment test of intangible assets in order to assess return and potential impairment needs.

Control activities limit identified risks and ensure accurate and reliable financial reporting as well as process efficiency. Control activities include both overall and detailed controls and aim to prevent, detect and correct errors and deviations. The central finance and accounting department is responsible for consolidated accounting and financial statements as well as for financial and administrative control systems. The department's responsibility also includes ensuring that instructions of importance to financial reporting are made known and available to relevant personnel. Within the accounting and controller function, reconciliations and checks of reported amounts as well as analyses of income statements and balance sheets are carried out continuously. The controller function performs control activities at all levels in the company. The function analyses and follows up on budget deviations, prepares forecasts, follows up on significant fluctuations over periods and reports further within the company, which minimises the risks of errors in financial reporting.

High IT security is a prerequisite for good internal control of financial reporting. Therefore, there are rules and guidelines to ensure availability, accuracy, confidentiality and traceability of the information in the business system.

Permissions to business systems are limited according to powers, responsibilities and roles based on Segregation of duties, in order to prevent accidental/intentional incorrect registration.

As part of the work to ensure the quality of financial reporting, the board has established an audit committee. The committee deals with critical accounting issues and monitors the effectiveness of internal control and risk management regarding financial reporting, among other things.

INFORMATION AND COMMUNICATION

Internal communication to Linde's employees takes place, among other things, through the intranet, where formal policies and instructions are also communicated. Such policies include, among other things, the policies that Lime has established for the purpose of informing employees and others concerned within Lime about the laws and regulations that apply regarding the Company's dissemination of information and the special requirements imposed on persons who are active in a listed company regarding, for example, insider information. For this reason, Lime has also established procedures for the appropriate handling and limitation of the dissemination of information that has not yet been made public. Lime's CEO has been assigned by the board of directors to have overall responsibility for handling issues regarding insider information, and the board has appointed Lime's CFO as responsible for maintaining insider lists.

Lime's IR function is led and supervised by Lime's Head of Communications and IR and Lime's CFO. The main tasks of the IR function are to support the CEO and senior executives in relation to the capital markets. The IR function also works, together with the CEO and CFO, to prepare Lime's financial reports, general meetings, capital market presentations and other regular reporting on IR activities.

The Board of Directors has adopted an information policy that specifies what is to be communicated, by whom and in what way the information is to be issued to ensure that the external information is correct and complete. In addition, there are instructions for how financial information should be communicated between management and other employees. A prerequisite for correct information dissemination is also good routines regarding information security. Lime's procedures and systems for providing information aim to provide the market with relevant, reliable, accurate and up-to-date information about the Group's development and financial position. Lime has an information policy that meets the requirements for a listed company.

Financial information is provided in the form of:

- Interim reports and year-end reports, which are published as press releases
- Annual report
- Press releases that Lime is required to publish under applicable law or Nasdaq Stockholm's rules
- Presentations and conference calls for financial analysts, investors and media in connection with the publication of annual and interim reports
- Meetings with financial analysts and investors. All reports, presentations and press releases are published simultaneously on the Group's website investors.lime-technologies.com

MONITORING AND FOLLOW-UP

Every year, a self-evaluation of the effectiveness of key controls is carried out and a risk report is prepared that summarises the self-evaluations carried out and accounts for any deviations that must be addressed. The risk report is presented to the board every year. The follow-up includes both formal and informal routines applied by managers and process owners as well as control performers. These procedures include, among other things, monitoring results against budgets and plans, analyses and key figures. Failed controls are remediated, which means that actions are taken and implemented to correct the deficiencies.

The Board receives monthly reports on the Group's revenue, results and financial position.

Lime's quarterly reports, other financial reports and the annual report are always processed by the board before they are published.

Furthermore, Lime's policies are subject to annual review by the board. The finance department and management analyse the financial reporting at a detailed level on a monthly basis.

Furthermore, the forecasting process is an essential part of internal control. Sales are forecasted by segment and type of revenue, by those responsible within the sales organisation. The sales forecasts are consolidated and validated in conjunction with the preparation of the full forecasts for the business. The complete forecasts are prepared monthly. In addition to the complete forecast, a budget is also prepared, which is approved by the board in the fourth quarter of the financial year.

In addition to forecasts and budgets, group management works with overall strategic plans.

The audit committee follows up on the financial statements and receives reports from the company's auditor with observations and recommendations. The effectiveness of internal control activities is monitored regularly at various levels in the Group and reported back to the Board.

In light of the scope of the business and existing control activities, the Board has decided that there is no need to introduce a separate review function (internal audit function).

Stockholm, March 18, 2026

Erik Syrén

Johanna Fagerstedt

Anna Jennehov

Emil Hjalmarsson

Lars Stugemo

Auditor's report on the Corporate Governance Statement

To the general meeting of Lime Technologies AB (publ), corporate ID number 556953-2616

ENGAGEMENT AND RESPONSIBILITY

It is the Board of Directors who is responsible for the corporate governance statement for the year 2025 on pages 31-40 and that it has been prepared in accordance with the Annual Accounts Act.

THE SCOPE OF THE AUDIT

Our examination has been conducted in accordance with FAR's standard Rev 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

OPINIONS

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Malmö, 18 March 2026

Öhrlings PricewaterhouseCoopers AB

Vicky Johansson

Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.