

# Remuneration report 2025

## Introduction

This report describes how the guidelines for remuneration to senior executives for Lime Technologies AB (publ), adopted by the Annual General Meeting on 25 April 2024, were applied during the year 2025. 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 programs.

Further information on remuneration to senior executives can be found in note 8 (Employee remuneration) in the annual report for 2025.

Information on the work of the Remuneration Committee in 2025 can be found in the Corporate Governance Report on pages 31-40 of the 2025 Annual Report.

Board fees are not covered by this report. Such fees are determined annually by the AGM and are disclosed in Note 8 of the 2025 Annual Report.

## Performance during 2025

The CEO summarises the Company's overall performance in his statement on pages 7-8 in the annual report for 2025.

## 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 81-82 of the annual report for 2025. The Company has during 2025 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-technologies.com](http://www.investors.lime-technologies.com), no later than three weeks before the Annual General Meeting. No remuneration has been claimed back.

**Table 1 - Total remuneration of the CEO in 2025 (TSEK)**

2025-01-01- 2025-12-31	Base salary*)	Other benefits**)	Variable salary***)	Variable salary – Multi year****)	Pension expenses*****)	Total	Proportion of fixed / variable remuneration
Nils Olsson (CEO)	2,082	85	0	300	503	2,970	90/10

\*) Including holiday pay

\*\*\*) Car benefit

\*\*\*\*) Refers to variable salary earned in 2025, paid in 2026

\*\*\*\*\*) Benefit from incentive shares received within the share savings program LTIP 2022

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

## Share-based incentive program

The Company has an outstanding share savings program (LTIP 2023). All employees of Lime as of 1 May 2023 were offered the opportunity to participate. For each ordinary share acquired by a participant ("Savings Shares"), the participant has the opportunity to receive two or three shares ("Incentive Shares") for each Savings Share, depending on role, subject to payment of the quota value of the share.

The receipt of Incentive Shares is conditional upon the fulfilment of the following conditions:

- that the participant retains their Savings Shares for a period of three years, starting at the beginning of the acquisition period until the end of the relevant Savings Period, 2 June 2026 for LTIP 2023.
- that the performance criterion is fulfilled.
- that the participant remains employed within the Lime Group throughout the entire Savings Period.

The performance criterion is determined by the Board of Directors and is aligned with the financial targets of the Lime Group.

During 2025, the outcome of the share savings program LTIP 2022 was determined, resulting in the delivery of 41,279 Incentive Shares to participants in the program, of which 800 Incentive Shares were delivered to the CEO.

**Table 2 – Share savings program for the CEO**

Program	Vesting period	Shars received during the year	Value (TSEK)
LTIP 2022	june 2022 – may 2025	800	300
LTIP 2023	june 2023 – june 2026	-	-
Total		800	300

CEO, Nils Olsson, remains enrolled in the LTIP 2023 share savings program

**Table 3 – The CEO’s performance during the reported financial year: variable remuneration**

<b>Executive</b>	<b>Criteria related to the remuneration component</b>	<b>Relative weighting of the performance criteria</b>	<b>a) Measured performance b) Actual remuneration</b>
Nils Olsson (CEO)	Adjusted EBITA 2025	33%	a) 185 MSEK b) 0 TSEK
	Net turnover 2025	33%	a) 740 MSEK b) 0 TSEK
	ARR	33%	a) 519 MSEK b) 0 TSEK

**Table 4 - Changes in the Group's remuneration and performance over the last five reported financial years (RR) (TSEK)**

	<b>2021 vs 2020</b>	<b>2022 vs 2021</b>	<b>2023 vs 2022</b>	<b>2024 vs 2023</b>	<b>2025 vs 2024</b>	<b>2025</b>
CEO*	-156 (-6%)	-29 (-3%)	347 (14%)	254 (9%)	-83 (-3%)	2,970
Adjusted EBITA	+9,291 (9%)	+16,549 (15%)	+23,069 (18%)	+23,796 (16%)	+12,905 (8%)	184,872
Average remuneration based on the number of full-time equivalents in the group**)**	6 (1%)	3 (1%)	27 (5%)	45 (8%)	32 (5%)	676

\*) Refers to Erik Syrén until 30 April 2021 and Nils Olsson from 1 May 2021.

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

\*\*\*\*) Average remuneration per employee, based on the number of full-time equivalents, has been recalculated for 2023 and 2024 in accordance with principles applied in the Annual Report.

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.