



Remuneration report 2025

Introduction

This remuneration report provides an outline of how the remuneration framework of Enity Holding AB (publ) ("EHAB"), applicable to the Chief Executive Officer and senior executives have been applied during the financial year 2025, in accordance with Chapter 8, Sections 53a–53b of the Swedish Companies Act. The Chief Executive Officer and senior executives are employed by a subsidiary within the Group, and no remuneration has been paid by Enity Holding AB (publ) during the financial year. In addition, the report contains a summary of EHAB's outstanding share and share-price related incentive programs.

The company's guidelines for remuneration to senior executives was adopted on the Annual General Meeting held 5 May 2025.

This report has been prepared in compliance with the Swedish Companies Act (2005:551), the Annual Accounts Act (1995:1554), the Shareholder Rights Directive II (SRD II), and the rules and recommendations issued by the Swedish Corporate Governance Board.

Further information required under Chapter 5, Sections 40–44 of the Annual Accounts is available in note 9 in the company's consolidated annual report for 2025 (the "annual report 2025").

Information on the work of the Remuneration Committee in 2025 is set out in the corporate governance report, which is available on p. 17-21 in the annual report 2025.

Remuneration to the Board of Directors is not covered by this report, as such remuneration is resolved annually by the Annual General Meeting and disclosed in note 9 in the annual report 2025.

Key Developments 2025

The CEO provides an overview of EHAB's operational and financial performance in the Annual Report 2025. EHAB's listing on 13 June 2025 marked a significant milestone, followed by continued integration and strengthening of group governance.

In 2025, developments relevant to remuneration included:

- Implementation of updated Guidelines for remuneration to Senior Executives
- Introduction of the performance-based share program PSP 2025 ("PSP 2025") for senior management and other key personnel
- Strengthened remuneration governance, including enhanced alignment between HR, Risk, Compliance, and Internal Audit.



The company's remuneration guidelines: scope, purpose and application during 2025

Under EHAB's remuneration guidelines, remuneration of senior executives shall be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable remuneration criteria are linked to financial and non-financial performance measures designed to support the company's long-term strategy and sustainability.

In addition to remuneration covered by the remuneration guidelines, extraordinary general meetings of EHAB have resolved to implement the PSP 2025, 5 May 2025, and on remuneration to the board of directors, 6 June 2025.

The auditor's report regarding whether the company has complied with the guidelines is available on the company's website enity.com.

Application during 2025

The company complied with the remuneration framework applied during 2025. No deviations from principles or decision-making procedures occurred. No remuneration was reclaimed.

Risk management

Risk-adjusted performance measures, clawback/malus provisions, and governance controls involving Risk, Compliance and Internal Audit were applied in line with the remuneration guidelines.

Table 1 – total remuneration of the CEO

Table 1 below sets out total remuneration paid to EHAB's CEO during 2025. The Chief Executive Officer is employed by a subsidiary within the Group, and no remuneration has been paid by Enity Holding AB (publ) during the financial year. Remuneration information is disclosed in the consolidated financial statements of the Group.

Name of Director, position (start/end)	Financial year	1 Fixed remuneration		2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total remuneration	6 Proportion of fixed and variable remuneration
		Base salary	Other benefits	One-year variable	Multi-year variable				
Björn Lander CEO	2025	4 956 304	-	-	-	880 000*	579 332	6 415 636	86% fixed, remaining variable.

*The extraordinary item relates to a non-recurring project fee paid to the CEO in connection with the EHAB's public listing.



Share based remuneration

The Company operates one outstanding long-term share-based incentive programme, the Performance Share Programme 2025 (PSP 2025), in which the Chief Executive Officer participates.

PSP 2025 was resolved by an extraordinary general meeting and is designed to align the interests of senior executives and other key employees with those of the company's shareholders and to promote long-term value creation. The programme provides participants with the opportunity to receive performance shares, free of charge or against payment of the quota value of the shares, subject to the fulfilment of predefined performance conditions and continued employment.

The PSP 2025 comprises a defined performance period running from 1 July 2025 to 30 June 2026, during which the applicable performance criteria are measured. Following the performance period, continued employment requirements apply until delivery of shares in accordance with the terms of the programme.

Vesting of performance share awards is conditional upon the achievement of the predefined financial performance criteria, complemented by additional qualitative and quantitative conditions, and is subject to risk adjustment mechanisms, including malus provisions.

No performance shares vested or were allotted under the PSP 2025 during the financial year 2025.

The PSP 2025 constitutes share-based remuneration and is reported in this remuneration report in accordance with applicable disclosure requirements. Further details on the performance criteria and the application thereof are provided below.

Table 2 – Remuneration of the CEO in share options

Name of Director, position	The main conditions of share option plans							Information regarding the reported financial year					
								Opening balance	During the year		Closing balance		
	1 Specification of plan	2 Performance period	3 Award date	4 Vesting date	5 End of retention period	6 Exercise period	7 Exercise price of the share and date	8 Share options held at the beginning of the year	9 Share options awarded	10 Share options vested	11 Share options subject to a performance condition	12 Share options awarded and unvested	13 Share options subject to a retention period
Björn Lander CEO	PSP 2025*	2025-07-01 – 2026-06-30	2025-07-01	2027-06-30	2027-06-30	2027-07-01 – 2027-12-31	SEK 0,01 (quota value), 2025-07-01	-	35 087	-	35 087	35 087	-
								-	35 087	-	35 087	35 087	-

** Although operationally structured via warrants, PSP 2025 is a share-based remuneration, equity-settled, Performance-conditional and therefore reported as share options / share-based*



instruments.

Table 3 – Remuneration of the CEO in shares

Name of Director, position	The main conditions of share award plans					Information regarding the reported financial year					
						Opening balance	During the year		Closing balance		
	1 Specificati on of plan	2 Performance period	3 Award date	4 Vesting Date	5 End of retention period	6 Shares held at the beginning of the year	7 Shares awarded	8 Shares vested	9 Shaessubject to a performance condition	10 Shares award ed and unvest ed at year end	11 Shares subject to a retention period
Björn Lander CEO	PSP 2025*	-	-	-	-	-	-	-	-	-	-
					TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL

*Since no vesting, allotment or delivery of shares occurred for the PSP 2025 programme, the values are zero.



Use of the right to reclaim

No variable remuneration was reclaimed during the financial year. Accordingly, no malus or clawback was exercised.

Compliance with the remuneration guidelines and application of performance criteria

A prerequisite for the 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. To this end, it is necessary that the company offers competitive remuneration. EHAB's remuneration guidelines enable the company to offer senior executives and other key employees a competitive total remuneration. Total remuneration of the CEO during 2025 has complied with the company's remuneration guidelines.

The performance criteria applied to any variable remuneration are designed to support the Company's long-term business strategy and sustainable value creation. The criteria are selected to promote sound risk-taking, regulatory compliance and alignment with shareholder interests.

Where applicable, performance criteria include a combination of financial measures, strategic and operational objectives, as well as qualitative assessments related to risk management, compliance and sustainability. The application of the performance criteria ensures that any variable remuneration is linked to long-term performance outcomes and does not encourage excessive risk-taking or short-term behaviour.

During the financial year 2025, the application of performance criteria was consistent with the remuneration guidelines and supported the company's long-term interests and sustainable development.

The company has not applied any share lock-in periods or requirements for long-term share ownership for participants.

Under the PSP 2025, vesting and continued employment requirements apply prior to allotment of shares. No shares are allotted and no shareholder rights arise until the vesting conditions have been fulfilled and the shares have been delivered to the participant.

Description of the criteria for awarding variable short- and long-term remuneration

Variable remuneration applicable to the Chief Executive Officer is designed to support the Company's long-term business strategy, sustainable value creation and alignment with shareholder interests, while ensuring sound risk-taking and compliance with applicable regulations.

Short-term and extraordinary variable remuneration

As a general rule, the Company does not grant annual short-term variable cash remuneration.

During the financial year 2025, the Chief Executive Officer received an extraordinary, non-recurring cash remuneration related to additional work performed in connection with the Company's public listing. The remuneration was granted in the form of a project-related fee ("Project Fee") and covered the period from February 2025 until the completion of the listing.



The Project Fee was not subject to predefined financial performance targets and was not linked to the Company's annual performance. The remuneration is therefore classified as extraordinary variable remuneration and is not expected to recur.

In addition, during the financial year 2025, the Chief Executive Officer was included in an extraordinary, conditional retention incentive established in connection with the public listing of the Company. The retention incentive is subject to vesting conditions and, if vested, will be settled and paid during the financial year 2026. No part of the retention incentive vested or was paid during the financial year 2025.

Long-term variable remuneration

Long-term variable remuneration for the Chief Executive Officer is provided through participation in the Performance Share Programme 2025 (PSP 2025).

Under PSP 2025, performance share awards are subject to a one-year defined performance period and a subsequent vesting period. Vesting of awards is conditional upon the achievement of predefined financial performance criteria, including measures related to profitability and growth, as well as additional qualitative and quantitative performance conditions. Continued employment throughout the vesting period is required, and the programme is subject to risk adjustment mechanisms, including malus provisions.

The performance criteria under PSP 2025 are designed to promote long-term value creation and alignment with shareholder interests, while discouraging excessive risk-taking and short-term behaviour. No performance shares vested or were allotted under the PSP 2025 during the financial year 2025.

Application and alignment with long-term interests

The application of performance criteria for variable remuneration ensures that any potential outcome is linked to sustained performance over time, strategic execution and compliance with the company's risk framework. The criteria applied during 2025 were consistent with the remuneration guidelines and supported the company's long-term and sustainable development.

Derogations and deviations from the remuneration guidelines and from the procedure for implementation of the guidelines

During the financial year, no deviations or derogations from the remuneration guidelines, nor from the procedure for implementation of the guidelines, were applied. The Board did not find it necessary to apply any exceptional measures, and all remuneration was awarded in accordance with the applicable guidelines and governance procedures.

Comparative information on the change of remuneration and company performance

As 2025 is the company's first financial year as a listed company, no comparative information for previous financial years is presented. Comparative information covering a minimum of five financial years will be included progressively in future remuneration reports in accordance with applicable transitional provisions.

Information on shareholder vote

As the Company did not hold an Annual General Meeting as a listed company during the financial year 2025, no advisory shareholder vote on the remuneration report took place.



Consequently, no shareholder views were available to be taken into account. Information on the shareholder vote will be disclosed following the Annual General Meeting 2026.