

## VESTUMS REMUNERATION REPORT FOR 2024

### Introduction

This report describes how the guidelines for remuneration to senior executives at Vestum AB (publ) ("Vestum"), adopted at the annual general meeting in 2022, have been applied during the financial year 2024. The report includes information about remuneration to the CEO Simon Göthberg.

The report has been prepared in accordance with the Swedish Companies Act and the Stock Market Self-Regulation Committee's rules on remuneration to senior executives.

Additional information about remuneration to senior executives can be found in Note 27 (Transactions with related parties) on p. 77 in the annual report for 2024. Information about the work of the remuneration committee during 2024 can be found in the corporate governance report on p. 30 in the same annual report.

The report does not include fees to the board of directors decided by the annual general meeting. Such fees are reported in Note 27 on p. 77 in the annual report for 2024.

### Vestum's Development during 2024

The CEO Simon Göthberg summarizes Vestum's overall development and results in his statement on p. 8 in the annual report for 2024.

### Riktlinjer för ersättning

Vestum shall have the remuneration levels and employment conditions required to recruit and retain the skills and qualified employees necessary for Vestum to successfully implement the company's business strategy and safeguard the company's long-term interests, including its sustainability. This requires Vestum to offer competitive remuneration and attractive employment conditions.

According to Vestum's remuneration guidelines, remuneration to senior executives shall be market-based and may consist of the following components: fixed remuneration (salary), variable remuneration, pension benefits, insurance, and other benefits.

Vestum has followed the applicable remuneration guidelines adopted by the annual general meeting during 2024. No deviations from the guidelines have been made, and no deviations have been made from the decision-making process that, according to the

guidelines, must be applied to determine the remuneration. The auditor's opinion on Vestum's compliance with the guidelines is available on Vestum's website.

No remuneration to senior executives has been claimed back.

## Remuneration to the CEO

Below is the total remuneration for the CEO Simon Göthberg.

No variable remuneration has been paid; all remuneration reported below is considered fixed remuneration. The remuneration is paid and reported in Swedish kronor (SEK).

	Fixed remuneration (gross salary)	Benefits <sup>1</sup>	Pension	Total remuneration
Simon Göthberg, CEO	3,335,475	1,892	875,467	4,212,834

## Remuneration in Relation to Vestum's Results and the Average Remuneration for the Company's Employees<sup>2</sup>

FINANCIAL YEAR 2024	(SEK)
Simon Göthberg, CEO, total remuneration	4,212,834
Vestums operating profit (SEK million)	164
Vestum's EBITA per share	1.19
Vestum's share price <sup>3</sup>	11.66
Average remuneration for full-time employees at Vestum <sup>4</sup>	1,086,136
The ratio between the total remuneration for the CEO and the average remuneration for Vestum's full-time employees	3.9

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1 Benefits include health insurance and, where applicable, other benefits.

2 Since 2022 was the first full financial year for Vestum, comparative information is presented from this financial year onwards.

3 Vestum's share price refers to the closing price on Nasdaq Stockholm on the last trading day of the financial year.

4 The average compensation for full-time employees at Vestum refers to the average compensation in full-time equivalents for employees within Vestum AB (publ), excluding the executive management. The average compensation includes fixed compensation (gross salary), benefits, and pension.

FINANCIAL YEAR 2023 <sup>5</sup>	(SEK)
Conny Ryk, CEO, total remuneration	4,425,042
Simon Göthberg, Deputy CEO and CEO, total remuneration	3,154,840
Erkan Sen, Deputy CEO, total remuneration	128,284
Olle Nykvist, board member and General Counsel, total remuneration	2,644,747
Vestums operating profit (SEK million)	318
Vestums EBITA per share	1.66
Vestums share price	7.25
Average remuneration for Vestum's full-time employees	1,281,205
The ratio between the total remuneration for the CEO and the average remuneration for Vestum's full-time employees.	4.0

FINANCIAL YEAR 2022	(SEK)
Conny Ryk, CEO, total remuneration	5,282,626
Erkan Sen, Deputy CEO, total remuneration	3,128,388
Olle Nykvist, board member and General Counsel, total remuneration	3,125,180
Vestums operating profit (SEK million)	378
Vestums EBITA per share	1.86
Vestums share price	17.27
Average remuneration for Vestum's full-time employees	865,788
The ratio between the total remuneration for the CEO and the average remuneration for Vestum's full-time employees.	6.1

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5 When comparing the remuneration paid to senior executives, it is important to note that the remuneration reported for 2023 in all cases refers to part of the financial year. The total remuneration paid to the CEO (Conny Ryk for the period 1 January – 31 October and Simon Göthberg for the period 1 November – 31 December) for 2023 amounted to SEK 5,127,644.

## Incentive Programs

Vestum has established subscription option-based incentive programs. The programs have been decided by the general meeting and are not covered by the guidelines for remuneration to senior executives. Complete information about the programs can be found on <https://www.vestum.se/en/about-vestum/corporate-governance/remuneration/>.

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Stockholm March 2025

Vestum AB (publ)

The Board of Directors