

Remuneration report 2023

On behalf of the Board, Nordisk Bergteknik AB (publ) presents this remuneration report for the financial year 2023.

Introduction

This report describes how the guidelines for remuneration of senior executives of Nordisk Bergteknik AB (publ) ("Nordisk Bergteknik" or "the company"), as adopted by the 2023 AGM, were applied in 2023. The report also provides information about the remuneration of the Chief Executive Officer ("CEO") and a summary of the company's variable remuneration programs and other benefits. The report has been prepared in accordance with the Companies Act and the Swedish Corporate Governance Board's Remuneration Rules. More information about remuneration of senior executives is available in Note 6 on pages 98-102 in the Annual and Sustainability Report for 2023. Information about the work of the Remuneration Committee in 2023 is presented in the Corporate Governance Report on pages 64-75 in the Annual and Sustainability Report for 2023. The Board's remuneration is not covered in this report. Such remuneration is approved each year by the AGM and is reported in Note 6 on pages 98-102 of the 2023 Annual and Sustainability Report.

The auditor's report on Nordisk Bergteknik's compliance with the guidelines is available on the company's website, www.nordiskbergteknik.se.

Key events and key figures in 2023

The CEO summarizes the company's overall performance in his statement on pages 8-11 in the Annual and Sustainability Report for 2023.

Nordisk Bergteknik's guidelines for remuneration of senior executives and remuneration in 2023

A prerequisite for the successful implementation of the company's business strategy and the protection of its long-term interests, including its sustainability, is that the company can recruit and retain qualified staff. To this end, the company must offer competitive and market-based remuneration and benefits. According to the guidelines, total remuneration and benefits to senior executives is to correspond to market practice and be competitive in the senior executive's field of profession. The remuneration is offered as fixed salary, variable remuneration, other benefits such as car benefits, pension, and healthcare benefits.

The total remuneration is to be proportionate to the senior executive's position and authority and the responsibility this entails based on the financial scope and business impact, as well as market complexity. Total remuneration is decided on an individual basis at a level that, in combination with the various remuneration components, is considered to correspond to market practice and is competitive considering performance. Table 1 shows the total remuneration of senior executives in 2023 and the relationship between fixed and variable remuneration. Remuneration was not received from other Group companies and no remuneration was refunded.

The remuneration guidelines, which were adopted by the 2022 AGM, are described on pages 100-102 in the 2023 Annual and Sustainability Report.

Table 1. Total remuneration of the CEO in 2023¹

TSEK	Financial year	Fixed remuneration		Variable remuneration			Pension costs	Total salary and remuneration	Proportion fixed and variable remuneration (%) ⁵
		Fixed salary ²	Other benefits and remuneration ³	Short-term remuneration ⁴	Long-term remuneration				
Andreas Christoffersson President and CEO	2023	2,930.0	129.4	540.0	-	862.0	4,461.4	88/12	

¹ The table shows remuneration that is attributable and expensed in 2023

² Fixed salary is based on a fixed monthly salary and holiday pay

³ Other benefits and remuneration mainly consist of car benefits and healthcare benefits

⁴ The entire amount refers to reserved bonus for 2023 that will be paid out in 2024

⁵ Pension costs, which in their entirety is basic salary and are premium-based, have been fully reported as fixed remuneration

Variable remuneration

The variable remuneration shall aim to benefit the Company's business strategy and long-term interests, including sustainability. Such a variable remuneration may, as far as the CEO is concerned, amount to a maximum of 50% of the annual fixed salary. Variable remuneration may, as far as other senior executives are concerned, amount to a maximum of 40% of the annual fixed salary. The variable remuneration is not pensionable.

Additional variable cash remuneration may be paid in exceptional circumstances, provided that such extraordinary arrangements are only made at the individual level either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary work in addition to the person's ordinary duties. Such compensation may not exceed an amount corresponding to 30% of the fixed annual salary and must not be paid more than once a year per individual. Decisions on such remuneration shall be made by the Board after preparation by the Remuneration Committee.

The variable remuneration shall primarily be based on the development for the entire Nordisk Bergteknik Group. The development must refer to the fulfilment of various improvement targets or the achievement of various financial targets.

Pension benefits

Senior executives may be offered premium-based pension agreements with premiums that on an annual basis amount to a maximum of 30% of the fixed salary, including the pension benefits to which each senior

executive is entitled according to the ITP plan. In the premium-based pension agreement, the pension will correspond to the sum of paid-in premiums and any return, without any guaranteed pension level. The CEO's pension costs in 2023 amount to 29% of the fixed salary.

Other benefits

The senior executives can also be covered by other benefits, such as life insurance, health insurance and car benefits. Premiums and other costs that arise through other benefits, excluding car benefits, may in total amount to a maximum of 10% of the fixed salary for each individual person. The CEO's other benefits in 2023 are less than 10% of the fixed salary.

Share-based remuneration

The company has no ongoing long-term or short-term share-based incentive programs.

Application of performance criteria

The performance criteria for the CEO's variable remuneration have been chosen to realize the company's strategy and to encourage actions that are in the company's long-term interest, including its sustainability. The performance targets for 2023 consisted of adjusted operating profit (adjusted EBIT) and target outcome amounted to 40%. The outcome of the performance targets is described in Table 2.

Table 2. Outcome of short-term variable remuneration program 2023

Name, position	Target	Weighting of target, %	Maximum outcome, TSEK	Target outcome, %	Remuneration, TSEK
Andreas Christoffersson President and CEO	Adjusted EBIT	100	1,350.0	40	540.0

Deviation from the guidelines

No deviations from the guidelines took place in 2023.

Comparative information on the change of remunerations and the Group's performance

Comparative information about changes in total remuneration of senior executives and average remuneration per full-time employee in the Group and the company's performance results, is provided under

Table 3. 2023 is the fifth year that Nordisk Bergteknik prepares and submits audited consolidated accounts. The comparison period thus extends to include the year 2019. Total remuneration in the table includes fixed salary, short- and long-term variable remuneration, pension costs and other benefits. Average remuneration per full-time employee has been adjusted for the years 2019–2022 compared to the 2022 remuneration report. The reason for the adjustment is the recalculation of the average number of employees.

Table 3. Comparative information on the change of remunerations and the Group's performance

Name, position	Total remunerations 2023, MSEK	Total remunerations 2022, MSEK	Total remunerations 2021, MSEK	Total remunerations 2020, MSEK	Total remunerations 2019, MSEK
Andreas Christoffersson President and CEO	4.5	5.4	4.4	3.6	2.4
The Group's adjusted operating profit	173.1	244.3	134.1	54.9	42.6
Average remuneration per employee ¹	0.7	0.6	0.6	0.6	0.6
	Change in remunerations 2023 vs 2022 (%)	Change in remunerations 2022 vs 2021 (%)	Change in remunerations 2021 vs 2020 (%)	Change in remunerations 2020 vs 2019 (%)	
Andreas Christoffersson President and CEO	-17%	22%	23%	50%	
The Group's adjusted operating profit	-29%	82%	144%	29%	
Average remuneration per employee ¹	11%	8%	2%	-3%	

¹ Refers to the Group's employees (converted to full-time equivalents) excluding the CEO and Group Management. Remuneration is based on fixed salary and other remuneration, including pension.

Gothenburg, March 26, 2024

Board of Directors

Nordisk Bergteknik AB (publ)