

Remuneration report 2025

This report describes how the guidelines for remuneration to senior executives at Vitec Software Group AB (publ), adopted by the 2025 Annual General Meeting, were applied during the year 2025. The report also contains information on remuneration of the Chief Executive Officer and a summary of the company's outstanding share- and share price-related incentive programs. The report has been prepared in accordance with the Swedish Companies Act and the *"Rules on Remuneration of the Board and Executive Management and on Incentive Programs"* issued by the Swedish Corporate Governance Board.

Further information on remuneration to senior executives can be found in Note 2 on pages 172-173 of the Annual Report for 2025. Information about the Remuneration Committee's work in 2025 is described in the Corporate Governance Report on page 57 of the Annual Report.

Board fees are not covered by this report. Such fees are resolved annually by the Annual General Meeting and are reported in Note 2 on page 173 of the Annual Report for 2025.

Key developments in 2025

The Chief Executive Officer summarizes the company's overall performance in the section "Comments from the CEO" on pages 12-13 in the 2025 Annual report.

Guidelines for remuneration of senior executives

Successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, relies on the ability of the company to recruit and retain qualified personnel. To this end, the company must offer competitive remuneration. Vitec's remuneration guidelines enable the company to offer senior executives a competitive total remuneration package. Under the remuneration guidelines, executive remuneration shall be on market terms. Remuneration consists of base salary, pension benefits and other benefits.

Guidelines for remuneration of senior executives can be found on pages 143-144 of the Annual report. During 2025, the Company has complied with the applicable remuneration guidelines adopted by the Annual General Meeting. No deviations from the guidelines have been made and no deviations have been made from the decision-making process that according to the guidelines should be applied to determine the remuneration. The auditor's statement on the company's compliance with the guidelines is available on vitecsoftware.com/en/investors-press/general-meeting/. No remuneration has been reclaimed. In addition to remuneration covered by the remuneration guidelines, the Annual

General Meeting in April 2023, April 2024 and April 2025 have resolved to implement share savings plans.

Table 1 – Remuneration to CEO, SEK thousands

Name and position	Financial year	Fixed remuneration		Pension	Total remuneration
		Base salary	Other benefits		
Olle Backman	2025	5,670	14	484	6,168
Olle Backman	2024	5,062	4	445	5,511

Share-based remuneration

Outstanding share-related and share-price related incentive programs:

The company has introduced two performance-based share savings programs for senior executives, approximately 70 people, Performance ESSP2024 and Performance ESSP2025. Subject to the employee having made a personal investment in shares in the company (savings shares), the employee has been allocated up to four matching share awards. Within the framework of the program, the CEO has invested in 1,444 saving shares and consequently been allocated 5,776 matching share awards. The Matching Share Awards have been granted free of charge and are subject to three-year vesting periods and are subject to continued employment and fulfilment of performance conditions – compounded annual growth rate of earnings per share during the performance periods 2024-2026 and 2025-2027.

A total of 124,084 matching share awards have been allocated, the shares have been acquired on the market and do not entail any dilution.

Furthermore, the company has introduced three share savings programs, ESSP 2023, ESSP 2024 and ESSP 2025 for all employees. Subject to the employee having made a personal investment in shares in the company (savings shares), the employee has been awarded the corresponding number of matching share awards. In the plan, the CEO has invested in 990 savings shares and thus been awarded 990 matching share awards. Matching share awards have been awarded free of charge and are subject to three-year vesting periods and continued employment.

A total of 112,599 matching share awards have been granted, the shares are acquired on the market and do not entail any dilution.

Table 2 – Stock option plan (Chief Executive Officer)

					Opening balance	During the year	Closing balance
Name and position	Name of the program	Grant date	Exercise period	Redemption price (SEK)	Stock options, Jan. 1	Expired stock options	Stock options, Dec 31
Olle Backman, CEO	Incentive program TO 2022:1	Jul 20, 2022	Jun 3, 2025–Jun 14, 2025	579	10,000	10,000	-

Table 3 – Share savings program (Chief Executive Officer)

The main conditions of the share savings program					
Name and position	Name of plan	Performance period	Award date	Vesting date	End of retention period
Olle Backman, CEO	Performance ESSP 2025	Jan 1, 2025—Dec 31, 2027	Oct 17, 2025	Jun 30, 2028	Jun 20, 2028
Olle Backman, CEO	Performance ESSP 2024	Jan 1, 2024–Dec 31, 2026	Jul 14, 2025 Apr 24, 2025 Feb 6, 2025 Oct 21, 2024	Jun 30, 2027	Jun 30, 2027
Olle Backman, CEO	ESSP 2023	Jun 1, 2023–Jun 30, 2026	Jul 15, 2024 Apr 19, 2024 Feb 2, 2024 Oct 23, 2023	Jun 30, 2026	Jun 30, 2026

Name and position	Opening balance	During the year			Closing balance	
	Share awards held at beginning of year	Awarded	Vested	Subject to performance condition	Awarded and unvested at year end	Shares subject to retention period
Olle Backman, CEO	-	1,440*	-	1,440	-	360
Olle Backman, CEO	1,136*	3,200*	-	4,336	-	1,084
Olle Backman, CEO	990*	-	-	-	-	990

**The total market value of the underlying shares at the time of allotment is SEK 3,026.2 thousands

** Allocated matching share awards subject to performance conditions are preliminary until the performance period has ended, and calculation of fulfilment of conditions has been completed.

Comparative information

Table 4 – Change in remuneration and the company’s earnings over the past five reported financial years, SEK thousands

Annual change	RFY-4 vs RFY-5	RFY-3 vs RFY-4	RFY-2 vs RFY-3	RFY-1 vs RFY-2	RFY vs RFY-1	RFY 2025
Remuneration to CEO						
Remuneration to CEO, SEK thousands	418 (+ 12%)	622 (+15%)	290 (+6%)	550 (+11%)	657 (+12%)	6,168
Company performance						
Operating profit (EBIT), SEK thousands	60,616 (+27%)	72,791 (+26%)	234,276 (+66%)	107,311 (+18%)	14,606 (+2%)	712,034
Average remuneration to employees, SEK thousands*	-24 (-4%)	23 (+4%)	44 (+7%)	11 (+2%)	29 (+4%)	710
*Based on the number of full-time equivalents other employees in the Group, not senior executives. Change in average remuneration to employees is affected by currency changes, as well as by corporate acquisitions.						