

## Enea AB Remuneration Report 2024

### Introduction

This report describes how the guidelines for remuneration to senior executives of Enea AB ("Enea"), adopted by the 2024 Annual General Meeting, were applied during the year 2024. 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 Stock Market Self-Regulation Committee's *Rules on Remuneration to Senior Executives and on Incentive Programs*.

Further information on remuneration to senior executives can be found in Note 4 (Employees and personnel costs) on pages 45-49 of the Annual Report for 2024. Information about the Remuneration Committee's work in 2024 can be found in the Corporate Governance Report on pages 89-93 of the Annual Report for 2024.

Board fees are not covered by this report. Such fees are resolved annually by the Annual General Meeting and are reported in Note 4 on page 48 of the Annual Report for 2024.

### Development in 2024

The CEO summarizes Enea's overall results in his report on pages 8-9 of the Annual Report 2024.

### Enea's Remuneration Guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of Enea's business strategy and the safeguarding of its long-term interests, including its sustainability, is that Enea can attract, motivate and retain high-performing employees and leaders. This requires that Enea can offer a competitive compensation package. Enea's remuneration guidelines enable senior executives to be offered a competitive total remuneration. According to the remuneration guidelines, remuneration to senior executives shall be in line with market conditions and may consist of the following components: base salary, variable remuneration and pension. The variable remuneration shall be linked to financial or non-financial criteria. They can consist of individualised quantitative or qualitative objectives. The criteria should be designed so that they promote Enea's business strategy, long-term interests and sustainability and thereby Enea's long-term value creation, by, for example, having a clear link to the business strategy or promoting the executive's long-term development.

The guidelines can be found on pages 45-46 of the Annual Report for 2024. During 2024, Enea 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 opinion on Enea's compliance with the guidelines is available on [www.enea.se/investerare/bolagsstyrning](http://www.enea.se/investerare/bolagsstyrning). No compensation has been claimed. In addition to the remuneration covered by the remuneration guidelines, Enea's Annual General Meetings have resolved to implement long-term share-based incentive programs.

Remuneration for Anders Lidbeck has been made through a consultancy fee through his own company.

**Table 1 – Total remuneration of acting CEO (kSEK)**

Name (position)	Consultant	Fixed/Variable
Anders Lidbeck (tf VD)	7 000	86%/14%

Application of performance criteria

The performance criteria for the CEO's variable remuneration have been chosen to realize Enea's strategy and to encourage actions that are in Enea's long-term interest. The selection of performance criteria has considered the strategic objectives and short- and long-term business priorities for 2024.

**Table 2 – Managing Director's performance during the financial year: variable remuneration**

Namn (position)	Replacement component	Relative weighting	Measured performance	Compensation outcome
Anders Lidbeck (tf VD)	Revenue Group	50%	904.3 MSEK	500 000 SEK
	Group EBITDA	50%	305.5 MSEK <sup>1)</sup>	500 000 SEK

1/ EBITDA Profit adjusted for non-recurring items.

Comparative information regarding changes in remuneration and Enea's results

**Table 3 – Changes in remuneration and Enea's results during the last 5 financial years (kSEK)**

	2024	2023	2022	2021	2020
Remuneration for the CEO part of the year until 3 July		3 339			
Remuneration for acting CEO <sup>1/</sup>	5 395	2 340			
Total Remuneration to the CEO	5 395	5 679	7 264	5 725	5 148
	-284 (-5,0%)	-1 585 (-21,8%)	+1 539(+26,9%)	+577(+11,2%)	
Group operating profit	122 364	-499 470	118 103	215 963	188 603
	+621 834 (N/A)	-617 573(-522%)	-97 860(-45,3%)	+27 360(+14,5%)	
Compensation per average FTE <sup>2/</sup>	490	473	559	477	468
	+17 (+3,6%)	-86(-15,4%)	+82(+17,2%)	+9(+1,9%)	

1/ The consulting fee to the acting CEO is converted to comparable remuneration to an employed CEO

2/ Remuneration per average FTE (Full-time equivalent), based on the average remuneration of the number of employees in the parent company (excluding members of the Group Executive Management).

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Kista, March 2025  
Enea AB (publ)  
Board