

The board of directors' proposal on implementation of a long-term incentive program for senior executives and other key employees by way of (A) implementation of a performance-based share saving program; and (B) resolution on transfer of own ordinary shares; alternatively (C) resolution on entering into a share swap agreement with a third party

The board of directors proposes that the annual general meeting (“**AGM**”) 2025 resolves to implement a long-term incentive program in the form of a performance-based share saving program for senior executives and other key employees (the “**LTI 2025**”) in accordance with A below.

The resolution, pursuant to section A, shall be conditioned upon that the AGM also resolves on hedging measures in accordance with either section B or, if the majority requirement for section B is not achieved, according to section C. If section B is adopted, section C will lapse. In the event that section A is not adopted, sections B - C will lapse.

A. Implementation of a performance-based share saving program

Background and motives

The AGM of the company has since 2018 (with the exception of the AGM 2022) adopted incentive programs for senior executives and other key employees where the terms mainly correspond to the terms that constitute LTI 2025, which are found below.

The overall purpose of LTI 2025 is to align the interests of the employees with those of the shareholders and thus ensure a maximum long-term value adding commitment, in particular in relation to senior executives and other key employees who started their employment after the application period for the previous year's incentive program. LTI 2025 is also considered to create a long-term focus on increase in earnings and growth among the participants. LTI 2025 is further considered to facilitate for the company to recruit and retain senior executives and other key employees.

In light of the above, the terms set out below, the allotment size and other circumstances, the board considers that the proposed LTI 2025 is well-balanced and beneficial for the company and its shareholders.

Terms and conditions for LTI 2025

1. To be entitled to participate in LTI 2025, it is required that the participant has been employed by the company or another company within the Group at the latest on the date of expiration of the Investment Period in accordance with the

below. LTI 2025 entails that the participants will invest in ordinary shares in the company ("**Saving Shares**"). In order to be entitled to participate in LTI 2025, each participant must acquire or allocate the number of Saving Shares which has been specified for each category in the table set out in paragraph 4 below. The investment in Saving Shares shall be made through acquisition of ordinary shares on the stock market or by allocating shares already held by the participant and which have not been used as saving shares in an already existing incentive program. Investment or allocation shall have taken place during period from and including the time the AGM resolves to introduce LTI 2025 up to and including 30 September 2025 (the "**Investment Period**").

2. If the Saving Shares are retained as from the expiration of the Investment Period to and including 31 December 2028 (the "**Saving Period**") the participant is entitled to allotment of additional ordinary shares in the company free of charge (the "**Performance Shares**"), provided that, firstly the performance targets (the "**Performance Targets**") mentioned below are achieved or exceeded, secondly, that the participant's employment, with the exceptions set out in paragraph 7 below, has not been subject to notice of termination before the expiry of the Saving Period.
3. Regarding the Sales Target and the EBITDA Target listed below, vesting of Performance Shares pertaining to these will occur linearly during the Saving Period starting 1 January 2026, while vesting of Performance Shares pertaining to the Share Price Target specified below will occur at the last day of the Share Price Target's measurement period, i.e. on 31 December 2028.
4. LTI 2025 shall include the following employee categories, which include employees who have been identified as key persons for the company's development in the coming years (some of whom have not been offered participation in previous incentive programs), and the participant shall acquire or allocate the following number of Saving Shares, with the opportunity to be allotted up to the following number of vested Performance Shares per Saving Share:

Position	Number of Saving Shares (per participant)	Maximum number of Performance Shares per Saving Share	Total and maximum number of Performance Shares
CEO (1 person)	15,000	3	45,000
CFO (1 person)	5,000	3	15,000
Other senior executives (7 persons)	1,500	3	31,500

Key employees level 1 (approximately 5 persons)	1,000	3	15,000
Key employees level 2 (approximately 10 persons)	500	3	15,000

The final number of Performance Shares vested by each participant shall be rounded downwards to the nearest whole number.

5. LTI 2025 shall comprise a maximum of 152,000 shares in the company, of which a maximum of 121,500 Performance Shares. The remaining 30,500 shares are shares that may be transferred by the company for the purpose of cash flow hedging certain payments related to LTI 2025, mainly social security contributions.
6. The Performance Targets that have to be achieved or exceeded relate to (i) the share price development of the company's shares (the "**Share Price Target**"), weighted as 40 percent of Performance Targets, (ii) the net sales for each respective financial year of 2026–2028 (the "**Sales Target**") weighted as 40 percent of Performance Targets, and (iii) the EBITDA for each respective financial year of 2026–2028 (the "**EBITDA Target**") weighted as 20 percent of Performance Targets. Whereby the measurement period for the Sales Target and the EBITDA Target shall be divided with 1/3 for each of the financial years: 2026, 2027 and 2028.

The Share Price Target relates to the development of the company's share price on Nasdaq Stockholm over the period from the date of the AGM 2025 to and including 31 December 2028. The share price development will be measured based on the volume weighted average share price 30 trading days immediately following the AGM 2025 and 30 trading days immediately preceding 31 December 2028. An increase in the share price with less than 22.5 percent does not entitle to any vesting of any of the Performance Shares pertaining to the Share Price Target and an increase in the share price with 30 percent or more does entitle a vesting of all of the Performance Shares pertaining to the Share Price Target. If the minimum level of 22.5 percent increase in the share price is achieved, half of all Performance shares pertaining to the Share Price Target are vested. In the event of an increase in the share price of between 22.5 and 30 percent, vesting of the Performance Shares pertaining to the Share Price Target will occur linearly between the minimum level and the target level.

The Sales Target and the EBITDA Target shall be determined by the board of directors annually as soon as possible, at the beginning of each financial year. For each respective target, a minimum level and a target level (maximum) shall be determined for each respective financial year. The minimum level shall be 75 percent of the target level. If the minimum level is not achieved, no

Performance Shares are vested in relation to the relevant Performance Target for the financial year and if the target level is achieved, full vesting shall take place of the Performance Shares pertaining to the relevant Performance Target for the financial year. If the minimum level is achieved, half of all Performance Shares pertaining to the actual Performance Target for the financial year are vested. If the minimum level is exceeded but the target level is not achieved, vesting of the Performance Shares pertaining to the actual Performance Target for the financial year will occur linearly between the minimum level and the target level. The board of directors intends to present the determined targets regarding the Sales Target and the EBITDA Target as well as the achievement of these in connection with the expiration of LTI 2025 at the latest.

7. If, before the end of the Saving Period, a participant's employment in the company (i) ceases due to retirement, death or long-term illness; (ii) is subject to notice of termination given by the company whereby the notice is not attributable to personal reasons (Sw. *personliga skäl*) or material breach of contract; or (iii) is terminated or subject to notice of termination and if, in accordance with the board's assessment, there are corresponding reasonable reasons for termination or notice of termination of the employment, the person in question shall continue to be entitled to receive already vested Performance Shares, even in if he or she sells his or her Saving Shares after the above event but before the end of the Saving Period.
8. Before the number of Performance Shares to be allocated is finally determined, the board of directors shall evaluate if allocation pursuant to the terms set out above is reasonable, with regard to the company's results, financial standing, conditions on the stock market and other circumstances in general. If the board of directors finds that it is not reasonable, then the board of directors may decrease the number of Performance Shares to be allotted to the lower number of shares that the board of directors finds reasonable.
9. The number of Performance Shares that may be allotted by virtue of Saving Shares shall be subject to recalculation in consequence of a bonus issue, split, rights issue, and/or other similar company actions.
10. Allotment of Performance Shares shall take place after the publication of the year-end report for the financial year 2028, with the aim of allocating Performance Shares approximately 30 days after the publication of the year-end report.
11. Participation in LTI 2025 presupposes that the participation is legally possible and that the participation in the company's sole opinion can be made with reasonable administrative costs for the company.
12. The board of directors shall be responsible for the details and management of LTI 2025 within the framework of the main conditions as set out above, and the board of directors shall be authorized to make minor adjustments to these conditions as required by law or for administrative reasons. The board of

directors shall also be authorized to adjust or deviate from the terms and conditions as required by local laws and regulations as well as existing market practices. Furthermore, in the event of a public take-over offer, a sale of the company's business, liquidation, merger or any other such transaction affecting the company, the board of directors shall, at its sole discretion, be entitled to resolve that the Performance Shares (partially or in full) shall vest and be allotted on completion of such transaction. The board of directors will make this resolution based on the level of achievement of the Performance Targets, the remainder of the Saving Period and any other factors deemed relevant by the board of directors.

B. Resolution on transfer of own ordinary shares

In order to fulfil the company's obligations towards participants in LTI 2025, the board of directors proposes that the AGM resolves that the company shall be entitled to transfer the company's own ordinary shares as follows:

13. The company shall have the right to transfer the number of ordinary shares that the company has a maximum obligation to allocate as Performance Shares to participants in LTI 2025, at most 121,500 shares.
14. The shares that can be transferred in accordance with paragraph 1 above shall consist of series C shares, after conversion into ordinary shares, issued in connection with corresponding previous LTI programs, but which are no longer required for the performance of the company's commitments under such programs.
15. The number of shares that may be transferred pursuant to LTI 2025 shall be subject to recalculation in consequence of a bonus issue, split, rights issue, and/or other similar corporate action which affects the number of shares in the company, which consequently, to the corresponding degree affects the highest number of shares that can be transferred.
16. The right to acquire ordinary shares shall, with deviation from the shareholders' preferential rights, vest in participants in LTI 2025 who are entitled to be allotted Performance Shares in accordance with the terms and conditions of the program.
17. Transfer of shares to participants in LTI 2025 shall be made free of charge and be executed at the relevant time pursuant to the terms of LTI 2025.

Since LTI 2025 initially, in principle, is not expected to give rise to any social charges for the company (and as a resolution on transfer of the company's own shares is valid only until the next AGM), the board of directors has decided not to propose to the 2025 AGM to decide on authorization regarding the transfer of own ordinary shares on a regulated market to hedge costs associated to LTI 2025, such as social charges. The board of directors may however, prior to any transfer of the company's shares to the participants in LTI 2025, propose to a later AGM to resolve on transfer of the company's own ordinary shares on a regulated market to hedge such costs.

The reason for the deviation from the shareholders' preferential rights in connection with the transfers of own ordinary shares is to enable the company's delivery of Performance Shares to participants in LTI 2025.

C. Share swap agreement with a third party

Should the majority requirement for section B above not be met, the board of directors proposes that the AGM, for the purpose of hedging the delivery of Performance Shares and to cover therewith associated costs, such as social charges, instead resolve that the company shall be able to enter into a share swap agreement with a third party on terms in accordance with market practice. The share swap agreement entails that the third party in its own name shall acquire and transfer ordinary shares in the company to the participants in LTI 2025 and sell ordinary shares in the market.

Scope and dilution

As per the date of the notice, the number of shares in the company amounts to 66,764,350 shares, of which 65,859,195 are ordinary shares and 905,155 are series C shares which were issued in connection with the share saving programs resolved at previous AGMs. Of these, 152,000 series C shares are intended to be used to hedge delivery of Performance Shares to the participants in LTI 2025 and thereto associated costs, while the remaining series C shares are intended to be used to hedge delivery of performance shares to the participants in the share saving programs resolved at the AGM in 2023 and 2024, and to hedge associated costs, such as social charges.

All 152,000 shares required to hedge delivery of Performance Shares to the participants in LTI 2025, and thereto associated costs, consist of existing series C shares which the company has issued and repurchased within previous corresponding LTI programs (but which has not been required for the fulfillment of the company's commitments under such programs), resulting that no new shares will need to be issued to hedge delivery of Performance Shares and costs associated to LTI 2025. Consequently, LTI 2025 does not entail any dilution of the number of shares.

Estimated costs and effects on key ratios

The board of directors has made a preliminary cost calculation for LTI 2025. The costs for LTI 2025, which will be reported under the profit and loss statement, are calculated in accordance with the accounting standard IFRS 2 and are accrued over the vesting period which runs until December 2028. The calculation has been made based on the quoted closing price for shares in the company as per April 17, i.e. SEK 309.4 per share, and with the following assumptions: (i) an annual dividend yield of 0 percent; (ii) an estimated annual employee turnover of 0 percent; (iii) an achievement of the Performance Targets with 100 percent; and (iv) that a total maximum of 121,500 Performance Shares may be allotted.

In addition to the above, the costs for LTI 2025 have been based on LTI 2025 comprising a maximum of 24 participants. In total, the costs for LTI 2025 are, according to IFRS 2, estimated to amount to approximately SEK 30.9 million, excluding social charges. The costs for social charges are estimated to amount to approximately SEK 12.2 million, based on the above assumptions, and under the assumption of a share price increase of 30 percent during the duration of LTI 2025 and an average tax rate of 25 percent for social charges.

The anticipated annual costs of SEK 13.3 million, including social security contributions, correspond to approximately 5.4 percent of the company's total employee costs for the financial year 2024. Based on the calculation of costs as described above, the key figure earnings per share for the full year 2024 had been changed from SEK 2.04 to SEK 1.88.

Should the AGM resolve on section C, the cost of entering into a share swap agreement is expected to amount to approximately SEK 2 million. The share swap agreement will not affect the dilution or earnings per share set aside for the costs incurred by LTI 2025.

Other incentive programs

The company currently has one ongoing employee stock option program and two performance-based share saving programs.

The employee stock option program runs over ten years and expires 2025. There are no employee stock options left to exercise for shares within that program.

The share saving programs were resolved by the AGM 2023 (LTI 2023) and the AGM 2024 (LTI 2024). LTI 2023 and LTI 2024 includes performance shares for senior executives and key persons. Within the framework of these share saving programs the participants can receive between three and four performance shares depending on share price development and the company's development in terms of sales and EBITDA during the duration of the programs. LTI 2023 comprise, depending on the fulfillment of the performance targets determined by the board of directors, and including hedging measures for social charges, a maximum of 741,984 shares. LTI 2024 comprise, depending on the fulfillment of the performance targets determined by the board of directors, a maximum of 366,000 shares. Delivery of performance shares, and associated costs, has for LTI 2023 been secured through the issuance of series C shares, which shall be converted into ordinary shares prior to delivery to the participants in LTI 2023. Delivery of performance shares has for LTI 2024 been secured through a share swap agreement with a third party. Vested shares shall be allotted to the participants after the publication of the year-end report for the financial year 2026 and 2027, respectively.

All programs (incl. LTI 2025) correspond to approximately 1.6 percent of all ordinary shares in the company (calculated on the number of ordinary shares that will be added upon full exercise of all outstanding and now proposed incentive programs).

Preparation of the proposal

The proposal for LTI 2025 has been prepared by the Remuneration Committee together with external consultants. The final proposal has been resolved upon by the board of directors.

Majority requirement

For a valid resolution regarding the proposal in section A, it is required that shareholders representing at least half of the votes cast at the AGM support the proposal. For a valid resolution regarding the proposal in section B, it is required that the resolution is supported by at least nine tenths of the shares represented at the AGM and the votes cast. For a valid resolution regarding the proposal in section C, it is required that shareholders representing at least half of the votes cast at the AGM support the proposal.

Authorization

The chairman of the board of directors, or anyone appointed by him, shall be authorized to make minor formal adjustments of the resolutions which may be required for registration with the Swedish Companies Registration Office (*Sw. Bolagsverket*) or Euroclear Sweden AB.

Lund in April 2025

BONESUPPORT HOLDING AB (publ)

The Board of Directors