

1. Opening of the meeting

The meeting was declared opened by the chairperson of the Board of Directors, Lennart Johansson.

2. Election of chairperson of the meeting

Attorney Madeleine Rydberger was appointed chairperson of the meeting in accordance with the Nomination Committee's proposal.

The chairperson informed that the minutes were kept by the chairperson, and that the approved minutes will be published on the company's website.

3. Preparation and approval of voting list

A list of shareholders who were present in person or through a representative at the meeting was established, Appendix 1. The list was approved as the voting list for the meeting.

The meeting resolved that certain guests, primarily shareholders not recorded in the shareholders' register or who did not notify the company of their intention to participate in the meeting properly, and certain employees, were allowed to attend the meeting.

4. Approval of the agenda

The meeting resolved to approve the agenda according to the proposal in the notice convening the meeting.

5. Election of persons to approve the minutes

Caroline Sjösten, representing Swedbank Robur Fonder, and Annika Boström, representing Swedish and international shareholders, were appointed to approve the minutes together with the chairperson of the meeting.

6. Determination of whether the meeting has been duly convened

The chairperson informed that a notice convening the meeting had been published in the Swedish Official Gazette (Sw: *Post- och Inrikes Tidningar*) on 28 April 2025 and that a short form notice had been inserted in Svenska Dagbladet on the same

date and that the notice had been published on the company's website on 23 April 2025. The meeting was declared to be duly convened.

7. Address by the CEO

The CEO, Emil Billbäck, reported on the company's operations during the financial year 2024.

The shareholders were given the opportunity to ask questions.

8. Presentation of the annual report and the auditor's report and the annual report for the group and the auditor's report for the group, as well as the auditor's statement regarding the application of applicable guidelines for remuneration to senior executives

The chairperson informed that the annual report of the company and the group, together with the balance sheet and the income statement for the financial year 2024, had been available to the shareholders at the company and on the company's website since 16 April 2025, had been distributed to all shareholders on request and was available at the meeting.

The chairperson further informed that the statement by the auditor regarding the application of applicable guidelines for remuneration to senior executives, the Board of Directors' report regarding remuneration pursuant to Chapter 8, Section 53 a of the Swedish Companies Act and the Board of Directors' proposals under items 14-16 had been available to the shareholders at the company and on the company's website since 28 April 2025 at the latest, had been distributed to all shareholders on request and were available at the meeting.

It was noted that the documents thereby had been duly presented at the meeting.

Henrik Rosengren, authorised public accountant, reported on the work of the auditors and presented the auditor's report and the auditor's report for the group for the financial year 2024.

The shareholders were given the opportunity to ask questions.

9. Resolutions on:

- (a) adoption of the profit and loss statement and balance sheet and the group profit and loss statement and the group balance sheet**

The meeting resolved to adopt the presented income statement and the balance sheet and the group income statement and group balance sheet.

(b) allocation of the company's result in accordance with the adopted balance sheet; and

The chairperson informed that the Board of Directors' complete proposal for appropriation of the company's earnings is presented in the annual report. The meeting resolved that no dividend is to be distributed for the financial year of 2024 and that the funds at the disposal of the meeting of SEK 1,245,845,477 should be carried forward.

(c) discharge from liability of the members of the Board of Directors and the CEO

The meeting resolved that the members of the Board of Directors and the CEO should be discharged from liability for the financial year 2024. It was noted that the members of the Board and the CEO did not participate in the decision regarding discharge from liability in relation to themselves.

10. Determination of the number of members of the Board and the number of auditors

The chairperson of the Nomination Committee presented the work of the Nomination Committee prior to the Annual General Meeting 2025 and the Nomination Committee's proposals.

The shareholders were given the opportunity to ask questions.

The meeting resolved in accordance with the proposal from the Nomination Committee that the number of Board members shall be five, with no deputy members and that one registered accounting firm shall be the company's auditor.

11. Determination of fees to the Board of Directors and the auditor

The meeting resolved in accordance with the proposal from the Nomination Committee that Board remuneration shall be paid with SEK 550,000 to the chairperson of the Board and with SEK 250,000 to each of the other Board members who are not employed by the company. Furthermore, the meeting resolved that remuneration for committee work shall be paid with SEK 180,000 to the chairperson of the audit committee, with SEK 90,000 to each of the other members of the audit committee, with SEK 65,000 to the chairperson of the remuneration committee and with SEK 35,000 to each of the other members of the remuneration committee. The meeting also resolved that additional remuneration of SEK 100,000 (corresponding to approximately USD 10,000) shall be paid to the Board member Mary I O'Connor as compensation for lost time due to travel to and from the company.

The meeting further resolved in accordance with the proposal from the Nomination Committee that the Board members together shall receive an extended Board remuneration of a total of SEK 1,550,000, subject to (i) the Board member acquiring shares in BONESUPPORT HOLDING AB for the entire extended Board remuneration (after tax) as soon as possible after the Annual General Meeting's resolution and the payment of the extended Board remuneration, and (ii) the Board member undertakes not to sell the shares during the Board member's entire term of

office at BONESUPPORT HOLDING AB. The extended Board remuneration shall be distributed as follows: SEK 550,000 to the chairperson of the Board and SEK 250,000 to each of the other Board members who are not employed by the company. In the event that the Board member before the next Annual General Meeting is dismissed as a result of breach of his or hers obligations as a Board member or leaves the Board at his or hers own request, the Board member is obliged to repay the entire extended Board remuneration (after tax).

The meeting resolved in accordance with the proposal from the Nomination Committee that remuneration for the auditor shall be paid in accordance with invoiced amounts in accordance with customary charging standards.

12. Election of members of the Board, chairperson of the Board and election of auditor

The chairperson informed the meeting that information about all Board members proposed for election and their assignments in other companies are set forth in the materials for the meeting.

The meeting resolved in accordance with the proposal from the Nomination Committee on re-election of Lennart Johansson, Mary I O'Connor, Björn Odlander and Christine Rankin and new-election of Jens Viebke as ordinary Board members. Furthermore, the meeting resolved in accordance with the proposal from the Nomination Committee to re-elect Lennart Johansson as chairperson of the Board of Directors.

Finally, the meeting resolved in accordance with the proposal from the Nomination Committee on re-election of Ernst & Young AB as auditor. It was noted that Ernst & Young AB had informed that the authorized public accountant Henrik Rosengren will continue to be appointed as the principal auditor.

13. Resolution on approval of the remuneration report

The meeting resolved to approve the Board of Directors' remuneration report pursuant to Chapter 8, Section 53 a of the Swedish Companies Act.

14. Resolution on guidelines for remuneration to senior executives

The chairperson presented the Board of Directors' proposal on resolution on guidelines for remuneration to senior executives.

The shareholders were given the opportunity to ask questions.

The meeting resolved on guidelines for remuneration to senior executives in accordance with the proposal of the Board of Directors, Appendix 2.

15. Resolution on authorization for the Board of Directors to resolve on new issues

The chairperson presented the Board of Directors' proposal on resolution on authorization for the Board of Directors to resolve on new issues.

The shareholders were given the opportunity to ask questions.

The meeting resolved on authorization for the Board of Directors to resolve on new issues in accordance with the proposal of the Board of Directors, Appendix 3. It was noted that the resolution was adopted with the necessary majority of two thirds of the votes cast and represented at the meeting.

16. Resolution on implementation of a long-term incentive program for senior executives and other key employees by way of implementation of a performance-based share saving program and resolution on entering into a share swap agreement with a third party

The chairperson presented the Board of Directors' proposal on resolution on implementation of a performance-based share saving program for senior executives and other key employees, resolution on transfer of own ordinary shares, and the alternative proposal on resolution for the Board of Directors to enter into a share swap agreement with third party.

The shareholders were given the opportunity to ask questions.

The meeting resolved on implementation of a performance-based share saving program for senior executives and other key employees in accordance with the Board of Directors' proposal (A), Appendix 4.

The Board of Directors' proposal on transfer of own ordinary shares in accordance with the Board of Directors' proposal (B), Appendix 4, was not supported by shareholders representing at least nine-tenths of the votes cast and the shares represented at the meeting, and it was therefore concluded that the meeting did not approve the proposal.

The meeting resolved in accordance with the Board of Directors' proposal (C), Appendix 4, on entering into a share swap agreement with a third party for the purpose of hedging the delivery of performance shares and to cover therewith associated costs.

17. Closing of the meeting

The chairperson closed the meeting.

Håkan Björklund was thanked for his contributions as a member of the company's Board of Directors.

Nothing further was considered.

At the minutes:

Madeleine Rydberger

Approved:

Caroline Sjösten

Annika Boström

The Board of Directors' proposal on guidelines for remuneration to senior executives

The Board of Directors of BONESUPPORT HOLDING AB proposes that the annual general meeting 2025 resolves on the following guidelines for remuneration to senior executives.

Scope and applicability of the guidelines

These guidelines comprise the persons who are part of BONESUPPORT HOLDING AB's ("BONESUPPORT") group management. The group management currently comprises nine positions. The guidelines also encompass any remuneration to members of the board of directors, in addition to board remuneration.

These guidelines are applicable to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the annual general meeting 2025. These guidelines do not apply to any remuneration resolved by the general meeting, such as e.g. board remuneration and share-based incentive programs.

The guidelines' promotion of the company's business strategy, long-term interests and sustainability

BONESUPPORT is an innovative and rapidly growing commercial stage orthobiologics company. In brief, BONESUPPORT's business strategy is to develop and commercialize innovative injectable bio-ceramic bone graft substitutes that remodel to the patient's own bone and have the capability of eluting drugs. The company's bone graft substitutes are based on the patented technology platform CERAMENT®. For more information about BONESUPPORT's business strategy, see BONESUPPORT's latest annual report.

A successful implementation of BONESUPPORT's business strategy and safeguarding of BONESUPPORT's long-term interests, including its sustainability, require that the company is able to recruit and retain highly competent senior executives with a capacity to achieve set goals. In order to achieve this, BONESUPPORT must offer a competitive total remuneration on market terms, which these guidelines enable.

Types of remuneration, etc.

The remuneration shall be on market terms and be competitive, and may consist of the following components: fixed salary, variable cash remuneration, pension benefits and other benefits. For the individual senior executive, the level of remuneration shall be based on factors such as work duties, competence, experience, position and performance. Additionally, the general meeting may – irrespective of these guidelines – resolve on e.g. share and share price-related remuneration.

For employments governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Fixed salary

The CEO and other senior executives shall be offered a fixed annual cash salary. The fixed salary shall be determined by taking into consideration the individual's competence, area of responsibility and performance. A review should in general be made annually.

Variable cash remuneration

In addition to fixed salary, the CEO and other senior executives may, according to separate agreements, receive variable cash remuneration. Variable cash remuneration covered by these guidelines is intended to promote BONESUPPORT's business strategy and long-term interests, including its sustainability.

The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one year. Variable cash remuneration may, for the CEO, amount to a maximum of 75 percent of the fixed annual salary, for the CFO, a maximum of 52.5 percent of the fixed annual salary, and for other senior executives, a maximum of 40 percent of the fixed annual salary, whereby the individual maximum level should be based on factors such as the position held by the specific individual. Variable cash remuneration shall not qualify for pension benefits, save as required by mandatory collective bargaining agreements or when BONESUPPORT voluntarily aligns the remuneration with collective bargaining agreement provisions.

The variable cash remuneration shall be linked to one or several predetermined and measurable criteria, which can be financial, such as net revenue and operating profit (EBIT), or non-financial, such as qualitative targets (also referred to as MBOs). A maximum of 40 percent of the variable cash remuneration shall depend on non-financial criteria. By linking the goals in a clear and measurable way to the remuneration of the senior executives to BONESUPPORT's financial and operational development, they contribute to the implementation of the company's business strategy, long-term interests and sustainability.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated and determined when the measurement period has ended. The Remuneration Committee is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the company. The board of directors shall have the possibility to, in whole or in part, reclaim variable remuneration paid on incorrect grounds.

Pension benefits

Pension benefits, including health insurance, shall be defined contribution, insofar as the senior executive is not covered by defined benefit pension under mandatory collective bargaining agreements. Premiums for defined contribution pensions, including health insurance, may amount to a maximum of 40 percent of the fixed annual salary.

Other benefits

Other benefits may include life insurance, medical insurance and a company car. Premiums and other costs relating to such benefits differ substantially from country to country, but may generally amount to a maximum of 25 percent of the fixed annual salary.

Termination of employment and severance payment

Senior executives shall be employed until further notice or for a specified period of time. Upon termination of an employment by BONESUPPORT, the notice period may not exceed 12 months. Severance pay, in addition to fixed salary and other remuneration during the notice period, may not exceed an amount corresponding to the fixed annual cash salary for 12 months. Upon termination by the senior executive, the notice period may not exceed six months.

Additional remuneration may be paid for non-compete undertakings in order to compensate for loss of income. Such remuneration shall only be paid in so far as the previously employed senior executive is not entitled to severance pay. The remuneration shall be based on the fixed salary at the time of termination of employment and may not exceed 60 percent of the fixed salary at the time of termination of employment, save as otherwise provided by mandatory collective bargaining agreements, and shall be paid during the time as the non-compete undertaking applies, however not for more than twelve months following termination of employment.

Salary and employment conditions for employees

In the preparation of the board of directors' proposal for these remuneration guidelines, salary and employment conditions for employees of BONESUPPORT have been taken into consideration by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the board of directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

Consultancy fees to the members of the Board of Directors

To the extent a member of the board of directors renders services for the company, in addition to his or her assignment as a member of the board of directors, an additional consultancy fee on market terms may be paid to the member of the board of directors, or to a company controlled by such member of the board of directors, provided that such services contribute to the implementation of BONESUPPORT's business strategy and the safeguarding of BONESUPPORT's long-term interests, including its sustainability.

Preparation and decision-making progress

The board of directors has established a Remuneration Committee. The Remuneration Committee's duties include i.a. preparing the board of directors' resolution to propose guidelines for remuneration to senior executives. The board of directors shall prepare a proposal for new guidelines at least every fourth year and submit it to the general meeting.

The guidelines shall be in force until new guidelines have been adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the senior executives as well as the current remuneration structures and compensation levels in the company. The members of the Remuneration Committee are independent in relation to the company and its senior management. The CEO and other members of the senior management do not participate in the board of directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Deviation from these guidelines

The board of directors may temporarily resolve to deviate from these guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As set out above, the Remuneration Committee's tasks include preparing the board of directors' resolutions in remuneration-related matters, which include any resolutions to deviate from these guidelines.

Information regarding resolved remunerations that have not yet fallen due

Apart from the commitments to pay ongoing remuneration such as salary, pension and other benefits, there are no previously resolved remuneration to any senior executives that have not yet fallen due. For further information on remuneration to senior executives, please see note 11 in the annual report.

Description of material changes of the guidelines and how the shareholders' opinions are considered

These guidelines, which are proposed for the annual general meeting 2025, correspond to a large extent with the guidelines resolved upon by the annual general meeting 2023. In the guidelines now proposed, variable cash remuneration shall qualify for pension benefits also if BONESUPPORT voluntarily matches collective bargaining provisions (not only due to mandatory collective bargaining provisions) and that a maximum of 40 percent of the variable cash remuneration shall depend on non-financial criteria (current guidelines state that it should be *less than* 40 percent).

No comments or questions on the remuneration guidelines have emerged in connection with general meeting proceedings.

Lund in April 2025

The Board of Directors of BONESUPPORT HOLDING AB (publ)

Item 14: Resolution on guidelines for remuneration to senior executives

The board of directors proposes that the annual general meeting resolves on revised guidelines for remuneration to senior executives. The guidelines proposed for the annual general meeting 2025 are in all material aspects similar to those resolved by the annual general meeting in 2023. The proposed guidelines state that variable remuneration shall qualify for pension benefits also if the company voluntarily chooses to align the remuneration with collective bargaining agreement provisions (not only due to mandatory collective bargaining agreement provisions) and that the proportion of variable cash remuneration linked to non-financial criteria shall be no more than 40 percent (current guidelines state that the proportion shall be less than 40 percent).

The board of directors' complete proposal for revised guidelines for remuneration to senior executives will be available on the company's website, www.bonesupport.com.

Item 15: Resolution on authorization for the board of directors to resolve on new issues

The board of directors proposes that the annual general meeting resolves to authorize the board of directors, at one or several occasions, during the time up until the next annual general meeting, with or without deviation from the shareholders' preferential right, and with or without provisions regarding payment in kind or through set-off or other provisions, to resolve to issue new shares, convertibles and/or warrants. The total number of shares that that may be issued (alternatively be issued through conversion of convertibles and/or exercise of warrants) shall not exceed 6,585,919 shares, which corresponds to 10 percent of the current number of ordinary shares in the company. The purpose of the authorization and reason for any deviation from the shareholders' preferential right is to enable the company to raise working capital, to execute acquisitions of companies or operating assets as well as to enable issues to industrial partners within the framework of partnerships and alliances. The issue price shall, in the case of deviation from the shareholders' preferential right, be determined in accordance with market practice. The board of directors shall be entitled to determine other terms of the issue.

The board of directors, the CEO or a person appointed by one of them shall be entitled to make any minor adjustments to the above decision that might be required in connection with registration with the Swedish Companies Registration Office.

For a valid resolution, the proposal has to be approved by shareholders representing at least two-thirds of the votes cast as well as the shares represented at the annual general meeting.

Item 16: Resolution 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

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