

Remuneration report 2023

Introduction

This remuneration report provides an outline of how BONESUPPORT HOLDING AB's ("**the Company**") guidelines for executive remuneration (the "**remuneration guidelines**"), adopted by the Annual General Meeting 2023, have been implemented in 2023. The report also provides details on the remuneration of the CEO and the deputy CEO.

In addition, the report contains a summary of the Company's outstanding, and during 2023 terminated, share and share-price related incentive programs. The report has been prepared in compliance with the Swedish Companies Act (2005:551) and The Swedish Corporate Governance Board's *Rules on Remuneration of the Board and Executive Management and on Incentive Programmes*. Information required by Chapter 5, Sections 40-44 of the Annual Accounts Act (1995:1554) is available in note 11 in the Company's annual report for 2023 (the "**annual report 2023**").

Information on the work of the remuneration committee in 2023 is set out in the Corporate Governance Report, which is available on pages 50-53 in the annual report 2023.

Remuneration of the Board of directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in note 11 in the annual report 2023. Other remuneration to the Board members, than fees for work relating to the Board, is included in this report.

Important events 2023

For a description of significant events, please refer to the Directors' Report on page 9 in the annual report 2023. For further information, see also the Message from the CEO on page 4.

Compliance and purpose regarding the guidelines for remuneration to senior executives

A prerequisite for a successful implementation of the Company's business strategy and the safeguarding of its long-term interests, including its sustainability, is that the Company can recruit and retain qualified employees. This requires that the Company can offer competitive remuneration. The Company's remuneration guidelines enable senior executives to be offered a competitive total remuneration. The guidelines for remuneration to senior executives' state that remuneration shall be paid on market terms that enable senior executives to be recruited and retained and that the terms shall be competitive with regards to the conditions in the country where the senior executive is employed. Remuneration to senior executives may consist of a fixed salary, variable cash remuneration, pension benefits and other benefits. Fixed salary must be determined considering competence, area of responsibility and performance. The variable cash remuneration shall be based on the outcome of pre-set and well-defined goals, which must be linked to financial or non-financial criteria. The criteria must be designed so that they promote the Company's business strategy and long-term interests, including its sustainability, by, for example, having a clear connection to the business strategy or promoting the executive's long-term development. The variable remuneration shall have a maximum ceiling and may not exceed 75 per cent of the fixed annual salary for the CEO, 52.5 per cent of the fixed annual salary for the CFO and 40 per cent of the fixed annual salary for other senior executives, whereby the individual maximum level shall be determined based on the person's position.

The guidelines for remuneration to senior executives adopted by the 2023 Annual General Meeting appear on pages 14-15 in the annual report 2023. The auditor's opinion regarding the Company's compliance of the guidelines for remuneration to senior executives is available on the Company's website, <https://bonesupport.com/en-eu/investors/corporate-governance/>.

In 2023, the guidelines for remuneration to senior executives were applied without deviation and no deviations have been made from the decision-making process that according to the guidelines is to be applied when determining the compensation. No compensation has been claimed back.

In addition to remuneration covered by the adopted guidelines for remuneration to senior executives, the 2023 Annual General Meeting decided on remuneration to the Company's Board members.

Table 1 - Total remuneration of the CEO and deputy CEO (SEKt)

In the table below, the total remunerations paid to the CEO and deputy CEO during 2023 and the comparison year, are disclosed.

Name and position	Financial year	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense	Total remuneration	Proportion of fixed and variable remuneration****
		Base salary*	Other benefits**	One-year variable***	Multi-year variable				
Emil Billbäck, CEO	2023	3,873	0	2,450	0	0	613	6,936	65/35
	2022	3,539	0	1,827	0	0	273	5,639	68/32
Håkan Johansson, CFO and deputy CEO	2023	1,392	78	772	0	0	297	2,539	70/30
	2022	1,379	120	428	0	0	274	2,201	81/19

* Including holiday pay for CEO of SEK 257 thousand (469) and for deputy CEO of SEK 212 thousand (219).

** Benefit of Company car.

*** The figure for the CEO includes SEK 2,395 thousand (2,152), which pertains to performance in the year.

**** Pension expense, which in its entirety relates to Base salary and is premium defined, has been counted entirely as fixed remuneration.

Share-based remunerations

The Company has two employee stock option programs and four performance share programs.

Employee stock option programs

One of the two employee stock option programs runs over 10 years and expires 2025 and one runs over 8 years and expires 2024. Each stock option gives the holder the right to acquire 0.2 ordinary shares in BONESUPPORT when exercising the option. This at a price in the first program of SEK 0.125 per option, equivalent to SEK 0.625 per share, and in the second program of SEK 5.30 per option, equivalent to SEK 26.50 per share. The employee stock options are vested according to a schedule in each program. A condition for allotment of options is employment or a contractual relationship with the Company at each vesting date. Of the allocated 25.7 million options, 8.9 million regard active programs. Of these 8.9 million, 5.2 million (5.2) options were fully vested before the end of 2023. Remaining 3.7 million (3.7) options were not allocated. There are no remaining exercisable stock options within the program 2015/2025.

Performance share programs

There are three programs for employees and one program for one Director. The programs run as follows with the below dates:

- The program for employees decided at the Annual General Meeting (“AGM”) in 2020 runs until December 31, 2023;
- The program for employees decided at the AGM in 2021 runs until December 31, 2023;
- The program for one Board member decided at the AGM in 2021 runs until the date of the Annual General Meeting in 2024;
- The program for employees decided at the AGM in 2023 runs until December 31, 2026. The investment period for the participants ended on December 31, 2023 and the vesting period started on January 1, 2024.

In the program decided at the AGM in 2020, each savings share gives the opportunity to be allotted to the employees a maximum of 2 or 3 performance shares without payment depending on share price development and the Company's development in terms of sales and EBITDA during the duration of the program. The performance shares were issued in the form of class C-shares with a subscription price and quota value of SEK 0.625 per share.

In the program for employees decided at the AGM in 2021, each savings share gives the opportunity to be allotted a maximum of 6 performance shares without payment depending on share price development and the Company's development in terms of sales and EBITDA during the duration of the program.

In the program for one Board member decided at the AGM in 2021, each savings share gives the opportunity to be allotted a maximum of 3 performance shares without payment depending on share price development.

In the program decided at the AGM in 2023, each savings share gives the opportunity to be allotted a maximum of 4 performance shares without payment depending on share price development and the Company's development in terms of sales and EBITDA during the duration of the program.

Table 2 - Remuneration of the CEO, the deputy CEO and the Board in shares

Name and position	The main conditions of share award plans					Information regarding the reported financial year						
						Opening balance	Change during the year			Closing balance		
	Specification of plan	Performance period	Award date	Vesting date	End of retention period	Performance share rights held at the beginning of the year (000)*	Performance share rights awarded (000)	Performance shares distributed (000)	Performance share rights vested (000)**	Performance share rights subject to a performance condition (000)	Shares awarded but not yet vested at year end (000)	Performance share rights subject to a retention period (000)***
Emil Billbäck, CEO	LTI2019	2019-01-01 - 2022-12-31	2019-06-19	2022-12-31	2022-12-31	256	0	256	0	0	0	0
	LTI2021	2021-01-01 - 2023-12-31	2021-06-21	2023-12-31	2023-12-31	168	0	0	-23	145	0	145
	LTI2023	2024-01-01 - 2026-12-31	2023-08-11	2026-12-31	2026-12-31	0	160	0	n/a	0	0	0
Håkan Johansson, CFO and deputy CEO	LTI2019	2019-01-01 - 2022-12-31	2019-06-19	2022-12-31	2022-12-31	24	0	24	0	0	0	0
	LTI2021	2021-01-01 - 2023-12-31	2021-06-21	2023-12-31	2023-12-31	48	0	0	-7	41	0	41
	LTI2021	2021-01-01 - 2023-12-31	2021-06-21	2023-12-31	2023-12-31	0	80	0	n/a	0	0	0
Lennart Johansson, Board member	LTI2021 Board	2021-01-01 - 2023-12-31	2021-07-12	2021-12-31	2021-12-31	60	0	60	0	0	0	0

* The number of performance shares that each person could be entitled to, provided the full outcome of performance targets.

** Certain performance targets are determined annually by the Board but are not presented until the end of each program, so the number of earned performance shares can only be stated after the last day of each program's earning period.

*** The number of performance share rights that are conditional on continued holdings coincides with the number of performance share rights that are dependent on performance terms.

Performance share programs and Employee stock option programs

Employee stock options and performance shares are valued at fair value at the date of allocation. The total cost is distributed over the vesting period. At the end of the vesting period, a reduction in staff turnover is assumed, which entails an increased cost. The cost is accounted for as personnel cost and is credited to equity. The social security cost is revalued at fair value. When the options are exercised, the Company issues new shares. Payments received on behalf of the shares issued are credited to equity.

Variable remuneration

The variable remuneration is linked to one or more predetermined and measurable criteria, which can be financial, such as net sales and operating profit (EBIT), or non-financial, such as qualitative targets. Less than 40 percent of the variable remuneration must be due to non-financial criteria. The criteria have been chosen to realize the Company's strategy and to encourage actions that are in the Company's long-term interest. By linking the goals in a clear and measurable way to the Company's financial and operational development, they contribute to the implementation of the Company's business strategy as well as the Company's short- and long-term development, including its sustainability.

Table 3 – Performance of the CEO and the deputy CEO in the reported financial year

Name and position	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance
			b) Actual award / remuneration outcome
Emil Billbäck, CEO	Net sales against a defined target	40% at target fulfillment of up to 100% (with possibility of up to 60% at target fulfillment of 150%)	a) SEK 591.1 million (40%) b) SEK 958 thousand
	Operating result (EBIT) against a defined target	20% at target fulfillment of up to 100% (with possibility of up to 30% at target fulfillment of 150%)	a) SEK 13.9 million (20%) b) SEK 479 thousand
	Non-financial targets	40% at target fulfillment of up to 100% (with possibility of up to 60% at target fulfillment of 150%)	a) n/a (40%) b) SEK 958 thousand
Håkan Johansson, CFO and deputy CEO	Net sales against a defined target	40% at target fulfillment of up to 100% (with possibility of up to 60% at target fulfillment of 150%)	a) SEK 591.1 million (40%) b) SEK 304 thousand
	Operating result (EBIT) against a defined target	20% at target fulfillment of up to 100% (with possibility of up to 30% at target fulfillment of 150%)	a) SEK 13.9 million (20%) b) SEK 154 thousand
	Non-financial targets	40% at target fulfillment of up to 100% (with possibility of up to 60% at target fulfillment of 150%)	a) n/a (40%) b) SEK 304 thousand

Table 4 – Change of remuneration and Company performance over the last five reported financial years (SEKt)

Annual change	2019 vs 2018*	2020 vs 2019	2021 vs 2020	2022 vs 2021	2023 vs 2022	2023
Directors' remuneration**						
Emil Billbäck, CEO (From March 1, 2018)	-2,272 (-25.9%)	-1,510 (-23.2%)	-541 (-10.8%)	+1,508 (+33.8%)	+916 (+15.4%)	6,881
Håkan Johansson, deputy CEO (From November 28, 2018)	-3,002 (-56.4%)	-248 (-10.7%)	+190 (+9.2%)	-142 (-6.3%)	+409 (+19.3%)	2,528
Company's performance						
Criterion: Net sales	+58,839 (+60.9%)	+25,398 (+16.3%)	+32,025 (+17.7%)	+115,933 (+54.5%)	+262,259 (+79.8%)	591,077
Criterion: EBIT	+16,302 (+9.3%)	+59,541 (+37.7%)	+17,892 (+18.2%)	+16,134 (+20.0%)	+78,465 (+121.6%)	13,930
Average remuneration on a full-time equivalent basis of employees in the Group						
Employees of the Group***	+83 (+6.9%)	-157 (-12.3%)	-30 (-2.7%)	+259 (+23.6%)	+158 (+11.6%)	1,513

* The figures for 2018 contain both the current directors' remuneration and remuneration for the previous directors as there was a change of both during 2018.

** Including severance pay for the deputy CEO during 2018 amounting to SEK 1,290 thousand.

*** Excluding members of the Group executive management.