

Guidelines for remuneration to senior executives

These Guidelines for remuneration to senior executives was adopted by the Annual General Meeting of Hexatronic Group AB (publ), May 5, 2025.

Scope

These guidelines encompass the Executive Management of Hexatronic Group AB (publ) ('**Hexatronic**') and the company's Board Members other than board fees decided at the annual general meeting. Executive Management refers to the Chief Executive Officer ("**CEO**"), Deputy CEO, Chief Financial Officer ("**CFO**") and other members of the group management team.

The guidelines shall apply to remuneration agreed, and amendments to remuneration already agreed, after adoption of the guidelines by the 2025 annual general meeting. The guidelines do not apply to any remuneration resolved by the general meeting.

As regards employment conditions that comply with rules that are not Swedish, appropriate adaptations may be made to follow such mandatory rules or established local practices, whereby the overall objectives of these guidelines shall be met as far as possible.

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

The company strives for greater global presence and a strong market position in key growth markets in North America and Northern Europe. The business is divided into three focus areas: Fiber Solutions, Harsh Environment, and Data Center. All areas are built on deep expertise in fiber optic infrastructure and the ability to deliver sustainable, high-quality solutions worldwide.

Successful and sustainable implementation of the company's business strategy in the long run requires the company to be able to recruit and retain qualified employees. In order to do so, Hexatronic must be able to offer a competitive total remuneration package based on market terms, which these guidelines are aimed to enable.

Variable cash payments covered by these guidelines should also aim to promote the company's business strategy and long-term interests, including its sustainability.

Hexatronic has during the last couple of years implemented long-term share-related incentive programs and warrant programs, in which some senior executives and key employees have had the opportunity to participate. These programs have in each case been resolved by the general meeting and are therefore excluded from these guidelines. For information regarding performance criteria, terms and conditions, and costs for these programs, see the Board of Directors' complete proposal for each general meeting on Hexatronic's website and in Hexatronic's annual report.

Types of remuneration, etc.

Hexatronic shall offer total compensation at market rates to facilitate the recruitment and retention of qualified senior executives. Remuneration from Hexatronic should be based on the principles of performance, competitiveness, and fairness. Remuneration to senior executives can comprise fixed annual cash salary, variable cash compensation, pension, and

other benefits. Additionally, the general meeting may – irrespective of these guidelines – resolve certain remuneration matters. For example, this could include share and share price-related remuneration. Variations in the remuneration principles are permitted where they are justified by local conditions.

Fixed cash salary

Fixed cash salary shall take into account the individual's experience and areas of responsibility. Fixed cash salaries shall be revised annually.

Variable cash compensation

Variable cash compensation shall be maximized to 80 per cent of the fixed annual cash salary for the CEO and 50 per cent of the fixed annual cash salary for other members of the Executive Management.

The variable cash compensation shall be linked to predetermined and measurable financial criteria. By linking the remuneration of the Executive Management to the company's earnings and financing of its operating activities, the criteria promote the implementation of the company's business strategy and long-term value creation. This includes sustainability. Furthermore, the criteria for variable cash compensation shall be designed so that they do not encourage excessive risk-taking.

To which extent the criteria for awarding variable cash compensation has been satisfied, shall be evaluated when the measurement period has ended. The Board of Directors is responsible for the evaluation as far as it concerns variable cash compensation to the CEO. For other members of the Executive Management, the CEO is responsible for preparing and presenting a proposal to the Remuneration Committee, which makes the decision on variable cash compensation and informs the Board. For financial objectives, the evaluation shall be based on the latest financial information made public by the company.

Terms and conditions for variable cash compensation shall be designed so that the Board of Directors, if exceptional economic circumstances prevail, has the option of limiting or refraining from payment if such a measure is considered reasonable.

Additional variable cash compensation may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and only made on an individual basis, either for the purpose of recruiting or retaining members of the Executive Management, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration shall be professionally motivated, proportionate to the individual's fixed salary and shall not be paid more than once a year per individual. Decisions on such remuneration shall be made by the Board of Directors on the proposal from the Remuneration Committee.

By law or in accordance with agreements and subject to the resulting limitations, the Board of Directors shall be able to wholly or partially reclaim variable remuneration paid out on wrongful or erroneous grounds.

Pension

For the CEO and other members of the Executive Management, pension benefits shall be based on how much is paid in, i.e., the pensions are defined contribution pension plans.

The pension contributions for the CEO and the Deputy CEO's defined contribution pension can be up to 30 per cent of the pensionable salary. The retirement age for other members of the Executive Management varies between 60 and 67 years and the pension contribution can

be up to 30 per cent of the pensionable salary. Variable cash compensation shall not be pensionable.

For employments governed by rules other than Swedish, pension 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.

Other benefits and compensation

Other benefits and compensation may include benefits that are customary and in line with market terms, such as medical insurance, life insurance and company cars, which shall not constitute a material portion of the total remuneration.

For employments requiring a relocation, other benefits may include relocation costs, tax advice, and other costs related to a relocation.

For employments governed by rules other than Swedish, 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.

Remuneration to Board Members

Remuneration to Board Members for their work on Hexatronic's Board of Directors is determined by the annual general meeting. Board Members are only entitled to receive such fees as agreed by the annual general meeting. Additional remuneration may, however, be paid for services carried out by Board Members for Hexatronic within their respective areas of expertise, provided that said service is outside of what is considered to be the normal assignment for Board Members. Such remuneration shall be at market rates and settled in a consultancy agreement approved by the Board of Directors.

Terms of employment

Salary and terms of employment for employees

When drafting the Board of Director's proposal for these remuneration guidelines, the salary and terms of employment for the company's employees were taken into account by using information about employees' total remuneration, components of the remuneration, increases in remuneration and the rate of increase over time as part of the basis for the Remuneration Committee and Board of Director's decision when evaluating the fairness of the guidelines and the resulting limitations.

Termination of employment

Fixed cash salary during the notice period and severance pay, as well as remuneration for any non-compete restrictions, shall in total not exceed an amount corresponding to the fixed cash salary for 18 months for the CEO and Deputy CEO and 12 months for other members of the Executive Management. Severance pay shall not be paid if notice of termination of employment is made by the CEO and other members of the Executive Management or in cases of termination for cause. The mutual notice period between the company and the CEO, and other members of the Executive Management, shall not exceed 9 months.

Remuneration for any non-compete restrictions shall compensate for any loss of income and shall only be paid for such period as the former member of the Executive Management does not have the right to severance pay. The remuneration amount shall be the difference between the fixed cash salary at the time of termination and any lower income earned in the new business, but up to 60 per cent of the fixed cash salary. Remuneration shall be payable during the period subject to the non-compete restriction, which shall not exceed 12 months after termination of employment.

Preparation and decision-making process

The Board of Directors has established a Remuneration Committee. The committee's tasks include, among other things, preparing the Board of Directors' decisions on proposed guidelines for remuneration to senior executives. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit the proposal to the annual general meeting for decision. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programmes for variable remuneration for the Executive Management, the application of the guidelines for remuneration to senior executives, as well as applicable remuneration structures and remuneration levels in the company. The CEO and other members of the Executive 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. Remuneration to the CEO is prepared by the Remuneration Committee and decided by the Board of Directors. Remuneration to other members of the Executive Management is prepared by the CEO and decided by the Remuneration Committee.

Derogations from the guidelines

The Board of Directors may temporarily resolve to derogate from the guidelines resolved by the general meeting, in whole or in part, if, in a specific case, there is special cause for the derogation and as necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As stated above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters, which includes preparing any resolutions to derogate from the guidelines.
