

REMUNERATION REPORT 2024



Introduction

This remuneration report provides an overview of how ContextVision AB (publ) (the "**Company**" and "**ContextVision**", respectively) guidelines for remuneration to senior executives, which were adopted by the Annual General Meeting 2023 (the "**Remuneration Guidelines**"), have been applied during 2024. This remuneration report also provides details on remuneration to the CEO. The remuneration report has been prepared in accordance with the Swedish Companies Act and in accordance with rules on remuneration to the board and executive management and on incentive programs issued by the Swedish Corporate Governance Board and administrated by the Swedish Stock Market Self-Regulation Committee.

Further information on remuneration to senior executives is available in note 6 (Employee benefits) on page 51-52 in the annual report for the financial year 2024 (the "**Annual Report**").

Remuneration to the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and is disclosed in note 6 (Employee benefits) on page 51-52 in the Annual Report.

Key developments 2024

The CEO summarizes the Company's development in his statement on page 6-7 in the Annual Report.

ContextVision's Remuneration Guidelines: scope, purpose and deviations

The Board of Directors regards it as critical for the successful implementation of the Company's business strategy and safeguarding of the Company's long-term interests, including its sustainability, that the Company can recruit and retain qualified employees. To this end, it is necessary that the Company can offer competitive remuneration. The Remuneration Guidelines enable the Company to offer senior executives a competitive total remuneration. According to the Remuneration Guidelines, remuneration to senior executives may consist of the following remuneration components: fixed base salary, variable remuneration, pension and other benefits.

The Remuneration Guidelines, which were adopted by the Annual General Meeting 2023, are available on page 52 in the Annual Report. The total remuneration to the CEO during 2024 has followed the Company's Remuneration Guidelines. No deviations from the Remuneration Guidelines have been decided and no exemptions from its decision-making process have been made. The auditor's report regarding whether the Remuneration Guidelines have been followed is available on the Company's website, www.contextvision.se. No remuneration to senior executives covered by the remuneration report has been paid from another undertaking within the same corporate group and no remuneration has been recouped. In addition to remuneration covered by the Remuneration Guidelines, the General Meeting of ContextVision has resolved on the implementation of a long-term incentive program as well as on fees to the Board of Directors.

Table 1

Total remuneration to the CEO during the financial year 2024 (KSEK)

Name (Position)	Financial year	Fixed remuneration		Variable remuneration		Extraordinary remuneration	Pension	Total remuneration	Fixed and variable remuneration as a proportion of total remuneration ³⁾
		Fixed base salary ¹⁾	Other benefits ²⁾	Short-term	Long-term				
Gerald Pötzsch (CEO)	2024	2 216	9	575	0	0	638	3 438	81%/19%

1) Including holiday pay.

2) Other benefits refer to, inter alia, health insurance and life- and accident insurance.

3) Fixed and variable remuneration as a proportion of total remuneration is calculated as follows. Fixed remuneration as a proportion of total remuneration = (fixed base salary + other benefits + fixed pension / total remuneration) x 100. Variable remuneration as a proportion of total remuneration = (variable remuneration + extraordinary remuneration + variable pension / total remuneration) x 100.

Short-Term Incentive Program (Short-Term Incentive STI) – annual performance-based remuneration

The Company has a short-term incentive program. Short-term variable remuneration shall be linked to pre-determined and measurable criteria, which may be financial or non-financial. They may also be individualised quantitative or qualitative targets. The criteria shall be aimed at promoting the Company's business strategy and long-term interests, including its sustainability. The fulfilment of the criteria for the payment of short-term variable remuneration shall be measurable over a period of one or several years. The short-term variable remuneration shall be limited to a maximum annual payment which shall not exceed 35 percent of the annual fixed base salary. The short-term variable remuneration grants the right to pension benefits. The Company has no contractual right to reclaim the remuneration.

Table 2

The CEO's performance during the financial year 2024: short-term variable remuneration (KSEK)

Name (Position)	Performance criteria	Description of criteria	Relative weighting of the performance criteria	a) Measured performance ¹⁾ b) Outcome of remuneration ²⁾
Gerald Pötzsch (CEO)	Annual performance-based remuneration	1) Net Sales 2) EBITDA	1) 50 % 2) 50 %	a) 80 % b) 575

1) Measured performance constitutes the total performance of the different performance criteria in relation to the maximum agreed outcome.

2) Outcome of remuneration refers to fiscal year 2024 that is paid out in Q1 2025.

Application of the Remuneration Guidelines and the performance criteria

After completing an evaluation of the Remuneration Guidelines and the performance criteria as well as their application, it can be concluded that these have enabled the Company to recruit and retain senior executives with the right competence and the capacity required to achieve set goals, which provide the Company with the right conditions for long-term value creation. The Remuneration Guidelines and performance criteria have also contributed to keeping the remuneration to the CEO well balanced. The Remuneration Guidelines have been applied correctly and without deviations and have fulfilled their purpose. Current remuneration structures and remuneration levels for the CEO are reasonable.

Table 3**Change in remuneration and the Company's performance during recent financial years (MSEK)**

	Information regarding 2024	2024 / 2023	2023/2022	2022/2021	2021/2020	2020/2019
Remuneration to senior executives						
Gerald Pötzsch (CEO)	3 438	318 (10 %)	1 931 (162 %)¹)	1 189 (N/A)¹)	-	-
Previous CEO	-	-	-	-1 790 (-58%)	810 (36 %)	79 (4 %)
The Company's performance						
Operating profit	29 807	-10 229 (-26 %)	-1 097 (-3 %)	-3 350 (-8 %)	-3 274 (-7 %)	13 500 (39 %)
Average total remuneration based on number of full-time equivalent employees in the Company ²)						
	1 121	117 (12 %)	78 (8 %)	-77 (-8 %)	76 (8 %)	-1 (0 %)

1) Gerald Pötzsch was appointed as CEO in August 2022.

2) Average total remuneration is calculated as total remuneration for the employees / average number of employees.

Information on shareholders' voting

At the Annual General Meeting 2024, the remuneration report regarding the financial year 2023 was submitted for approval. The remuneration report regarding the financial year 2023 was approved. No opinions from the shareholders were expressed when the general meeting addressed the remuneration report regarding the financial year 2023. Thus, no review of the Remuneration Guidelines has been conducted based on opinions from shareholders.

ContextVision AB (publ)

Board of Directors