

# Remuneration report 2025

This report describes how the guidelines for Executive remuneration of Sensys Gatso Group AB, adopted by the annual general meeting 2025, have been implemented. The report also provides information on remuneration to the CEO and a summary of the company's outstanding share-related and share price-related incentive plans. The report has been prepared in accordance with the Swedish Companies Act and the Remuneration Rules issued by the Swedish Corporate Governance Board. Further information on Executive remuneration is available in note 5 (Employees benefits and expenses). Information on the work of the remuneration committee in 2025 is set out in the Corporate Governance Report available on pages 22-29. The remuneration of the board of directors is not covered by this report, this is disclosed in the Corporate Governance report on pages 22-29 and under note 5.

## Key developments 2025

After 8 years Sensys Gatso and Ivo Mönnink concluded that it is time for a transition in leadership at Sensys Gatso. After a comprehensive international search, the Board of Directors of Sensys Gatso Group has appointed Lewis Miller as the new Chief Executive Officer assuming the role as of June 16, 2025. Ivo Mönnink, has stepped down on the same day but remained available to support the transition until October 1st. The CEO, Lewis Miller summarizes the company's overall performance in his statement on page 4-5 in the annual report 2025.

## The company's remuneration guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company can recruit and retain qualified personnel. To this end, the company must offer competitive remuneration. The company's remuneration guidelines enable the company to offer executives a competitive total remuneration. Under the remuneration guidelines, executive remuneration shall be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration shall be linked to financial or nonfinancial criteria. They may be individualized, quantitative or qualitative objectives. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development.

During 2025, the company has complied with the applicable remuneration guidelines adopted by the general meeting. No deviations from the guidelines have been decided and no derogations from the procedure for implementation of the guidelines have been made. The auditor's report regarding the company's compliance with the guidelines is available on [www.company.se/corporategovernance](http://www.company.se/corporategovernance). No remuneration has been reclaimed.

In addition to remuneration covered by the remuneration guidelines, the annual general meetings of the company have resolved to implement long-term share-related incentive plans.

## Total CEO remuneration 2025 (TSEK)

Name of director	Base salary	Variable Remuneration paid	Other benefits	Pension expense	Total remuneration	% variable remuneration
Ivo Mönnink, CEO until June 15, 2025	2,591	930	192	472	4,184	22.2%
Lewis Miller, CEO as of June 15, 2025	2,128	997	2	77	3,203	31.1%

## Application of performance criteria variable remuneration

The performance measures for the CEO's variable remuneration have been selected to deliver the company's strategy and to encourage behaviour which is in the long-term interest of the company. In the selection of performance measures, the strategic objectives and short-term and long-term business priorities for 2025 have been taken into account. The non-financial performance measures further contribute to alignment with sustainability as well as the company values.

The variable remuneration of the performance year is paid out in the year following the performance year. Based on the performance of 2024 a variable remuneration was awarded and paid out in 2025.

### Performance measurement 2024 (paid out in 2025)

	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Measured performance 2024 (TSEK)	Variable remuneration awarded over performance year 2024 (TSEK)
Ivo Mönnink, CEO	Group Sales	50%	631,183	580
	Operating profit (EBITDA)	50%	68,807	456
	Organizational development			175
	<b>Total</b>			<b>1,211</b>

### Performance measurement 2025 (to be paid out in 2026)

	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Measured performance 2025 (TSEK)	Variable remuneration awarded over performance year 2025 (TSEK)
Ivo Mönnink, CEO	Group Sales	50%	719,094	428
	Operating profit (EBITDA)	50%	109,181	502
	<b>Total</b>			<b>930</b>
Lewis Miller, CEO	Group Sales	50%	719,094	337
	Operating profit (EBITDA)	50%	109,181	395
	Organizational development			265
	<b>Total</b>			<b>997</b>

### Comparative information on the company performance in relation to the remuneration

Performance	2025	2024	2023	2022	2021
Group Sales	719,094	631,183	623,543	494,575	506,789
Group EBITDA	109,181	68,807	85,307	73,344	83,502
Remuneration awarded	7,388	6,456	6,577	6,050	5,356

### Share-based remuneration

In 2021 the general meeting of shareholders approved a share-option plan for 2021-2024 (LTIP2021). In 2025 the general meeting of shareholders approved a share-option plan for 2025-2028 (LTIP2025). These plans include management and non-management employees of the company. These options have been granted free of charge and are subject to three-year vesting period. The share-options will be net settled in shares when executed.

### The main conditions of the share option plan

	Name of plan	Performance period	Award date	Vesting date	Exercise period	Exercise price (SEK)
Ivo Mönnink	Plan 2021-2024	2021-2024	8 Jul 2021	7 Jul 2024	2 years	102.4
Lewis Miller	Plan 2025-2028	2025-2028	7 Oct 2025	8 Oct 2028	2 years	43.31

	Opening balance	Information regarding the reported financial year			Closing balance	
	Share options awarded and unvested*	Share options in exercise period	Share options vested, elapsed not exercised	New share options granted	Share options awarded and unvested	Share options in exercise period
Ivo Mönnink	0	68,750	-68,750	0	0	0
Lewis Miller	0	0	0	125,000	125,000	0