*This is a translation of the Swedish original. In case of differences between the English translation and the Swedish original, the Swedish text shall prevail.*

# Proposal by the Board of Directors of Alleima AB for a long-term incentive program (LTI 2023)

# **Background**

The Board of Directors considers that long-term incentive programs are of great importance to align the interests of the participants and the shareholders, for strengthening the Alleima Group’s ability to attract, retain and motivate qualified employees and for strengthening Alleima’s focus and objective to meet its long-term business goals. Accordingly, the Board of Directors proposes that the Annual General Meeting resolve on a long-term incentive program for senior executives and key employees for 2023 (“LTI 2023”) on the below terms and conditions.

# **General**

LTI 2023 encompasses 30 senior executives and key contributors in the Alleima Group. The maximum number of Alleima shares that can be allocated pursuant to LTI 2023 is

550,500 shares, which corresponds to approximately 0.22 percent of the number of outstanding shares in Alleima.

In order to participate in LTI 2023 the employee is required to invest in Alleima shares at market price no later than June 30, 2023 (“Investment Shares”). In the event that the employee is not able to invest before this date due to being entered in an insider list (logbook) kept by Alleima, the Board of Directors shall be entitled to postpone the date of investment for such employee. The employee may within the scope of LTI 2023 invest up to an amount corresponding to eight (8) percent of the employee’s fixed annual salary before tax at the time of the investment.

Provided such acquisition of Investment Shares is made, participants of LTI 2023 will be entitled to allotment of Alleima shares, free of charge, after a period of three years on the terms and conditions set forth below.

# **Performance Shares**

Each acquired Investment Share entitles participants to be allotted Alleima shares provided certain performance targets are met (“Performance Shares”). The maximum number of Performance Shares that may be allotted for each acquired Investment Share depends on the Participant’s program category as follows:

- 7.5 for the President and CEO,

- 6 for each additional member of the group executive management (currently 9 persons), and

- 4 for each senior manager or key contributor (20 persons).

Group executive management shall nominate the persons that are to be offered participation in LTI 2023 and will be included in the category “senior manager or key contributor”, based on position, qualification and individual performance. All nominations are to be approved by the President and CEO.

The number of Performance Shares that will finally be allotted to the participant for each acquired Investment Share is dependent on the development of the Alleima Group’s (i) adjusted earnings per share, excluding (a) metal price effects and (b) items affecting comparability (IAC) (“adjusted EPS”) and (ii) reduction of carbon dioxide (CO2). The two targets (adjusted EPS and CO2 emission) are weighted among themselves at 90 and 10 percent, respectively, of the total target fulfilment.

# **Prerequisites for allotment**

The Board of Directors established the minimum and maximum level regarding adjusted EPS for 2023 in January 2023 and will establish the levels regarding adjusted EPS for the coming years in January 2024 and 2025. Target fulfilment is defined as change in adjusted EPS from one year to next year, expressed as a percentage, within a range with a minimum outcome and a maximum outcome. Target fulfilment of adjusted EPS is measured for each of the years 2023, 2024, 2025 separately, where each year represents a third of the target fulfilment, after which the outcomes are aggregated to calculate the total adjusted EPS target fulfilment.

For CO2 emission the minimum level is a reduction to 0.50 CO2 metric tons per rollable metric ton steel during the measurement period 2023 to 2025. The maximum level of fulfilment of the CO2 emissions reduction target requires a reduction to 0.44 metric tons of CO2 emissions per rollable metric ton steel from 2023 to 2025.

The levels of adjusted EPS required for allotment and the extent to which the established levels are attained will be disclosed in the 2025 Annual Report.

## The allotment of Performance Shares requires continuous employment and that all Investment Shares be held during a period of three years from the acquisition of the Investment Shares (“Vesting Period”). The Board of Directors may in special cases grant exemptions from these requirements.

## If the prerequisites for allotment set forth for LTI 2023 are met, allotment of Performance Shares will take place during 2026, and no later than June 30, 2026. The allotment will take place free of charge, subject to tax.

# **Adjustment of the number of Performance Shares etc.**

Before the allotment of Performance Shares takes place, the Board of Directors shall consider whether the number of Performance Shares is reasonable taking into account the financial results and position of Alleima, the impact of larger acquisitions, divestments and other significant capital transactions, stock market conditions and other circumstances. If the Board of Directors deems that this is not the case, the Board of Directors shall reduce the number of Performance Shares to the lower number the Board of Directors finds appropriate or decide that no allotment should take place.

In the event of a bonus issue, split, rights issue and/or other similar events in Alleima, the Board of Directors shall be entitled to decide on the recalculation of the terms of LTI 2023.

An alternative cash-based incentive solution may be implemented for participants in countries where the acquisition of Investment Shares or allotment of Performance Shares is not appropriate, or if such solution is otherwise considered appropriate. Such alternative incentive solution shall to the extent practically possible be designed to correspond to the terms of LTI 2023. The President and CEO shall, in such an instance as described above and within the framework for LTI 2023 as set out by the General Meeting, be authorized to decide that certain persons who would otherwise have been offered participation in the share or share based program within LTI 2023, are to be offered participation in the alternative cash-based incentive solution instead.

The Board of Directors shall be responsible for the detailed design and administration of LTI 2023 based on the main terms set forth herein. The right to be allotted Performance Shares cannot be transferred and does not give the participant a right to compensation for dividend distributed during the Vesting Period with respect to the underlying shares.

# **Costs of LTI 2023 and hedging arrangements**

The number of Alleima shares that will be needed for LTI 2023 will depend on the Alleima share price at investment and the participation rate. To secure an adequate number of shares, given the increased market volatility, a Alleima share price of SEK 40 has been used when calculating the maximum number of shares needed. Based on this share price the total cost of LTI 2023 is estimated at up to SEK 22.7 million. The costs have been calculated as the sum of personnel costs, including social security costs of SEK 5.2 million, and administration costs of approximately SEK 1.1 million for the program. Based on a share price of SEK 60 (which would result in fewer Alleima shares being needed) the total cost is estimated at up to SEK 24.7 million, of which SEK 5.7 million constitutes social security cost and approximately SEK 1.1 million constitutes administration costs. The costs for LTI 2023 will be allocated over the years 2023–2025.

Alleima intends to secure its commitment to deliver Alleima shares under LTI 2023 through a share swap agreement with a third party. The cost for such share swap is a one-time payment at approximately SEK 200,000, regardless of whether the calculation is based on a share price of SEK 40 or SEK 60, under the assumption that full allotment takes place and that all employees participate in the program and acquire the maximum amount of Alleima shares. This cost may, however, be off-set by the value of possible dividends.

# **Preparation of the proposal**

The proposal has been prepared by the Board’s Remuneration Committee and has been discussed and resolved on by the Board of Directors. The President and CEO has not taken part in the Board of Directors’ discussion and resolution with respect to the proposal.

# **Majority requirement**

The resolution regarding LTI 2023 requires a majority of more than half of the votes cast at the General Meeting.

# **Other**

For a description of other long-term incentive programs within Alleima reference is made to note 3 in Alleima’s 2022 Annual Report and to the company’s website.