



\* Including holiday pay of SEK 84 thousand.

\*\* Car benefit.

\*\*\* Pension costs (column 4), which relate entirely to basic salary and are defined contribution, have been fully reported as fixed remuneration.

### **Outstanding option program**

In addition to remuneration, the CEO has the right to participate in Systemair's option program. Within the program, the CEO is offered the opportunity to acquire options on market terms. During 2021/22, Systemair had an outstanding option program that includes the CEO. No changes to the terms have taken place since its release.

LTIP 2021 (Call Option Program): includes 46 senior executives (including the CEO). Participants are offered to acquire options on market terms. Each call option entitles to the acquisition of a share in Systemair. Within this program, 40,000 call options have been acquired by the CEO.

Subscription of shares, at a price of SEK 98.20, in accordance with the terms of the warrants can take place during the following periods:

- a) a two-week period from the day after publication of the company's interim report for the period 1 May-31 July 2024/2025, but no earlier than 19 August 2024 and no later than 30 September 2024;
- b) a two-week period from the day after publication of the company's interim report for the period 1 May-31 January 2024/2025, but not earlier than 1 March 2025 and no later than 30 April 2025, and
- c) a two-week period from the day after publication of the company's interim report for the period 1 May-31 July 2025/2026, but no earlier than 1 August 2025 and no later than 30 September 2025.

### **Application of performance criteria**

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 selecting the performance criteria, the strategic objectives and short- and long-term business priorities for 2021/22 have been taken into account.

Table 2 - Performance of the Chief Executive Officer during the reported financial year: variable cash remuneration

Senior executive	1 Description of criteria related to the replacement component	2 Relative weighting of performance criteria	3 Measured performance (a) and actual award/remuneration outcome (b)
Roland Kasper (CEO)	Operating profit outcome in relation to budget 2021/22	60%	53%/SEK 551k
	Decrease in net working capital	20%	0%/SEK 0k
	Organic growth	20%	55%/SEK 190k

### **Comparative information on changes in remuneration and company performance**

Table 3 - Changes in remuneration and the company's performance over the last two reported financial years (SEK thousand)

	2021/22	Change	2020/21	Change	2019/20
Remuneration of the Chief Executive Officer	5 984	-6,6%	6 408	13,5%	5 647
Consolidated operating profit, SEKm	769,8	13,8%	676,7	8,2%	625,7
Sales per employee*	776	+1,6%	765	+1,6%	753

\* Average remuneration based on the number of FTEs employed by the parent company (excluding members of the Group Management).