

## Remuneration Report 2025

### SinterCast Remuneration Report 2025

This report describes how the guidelines for remuneration of senior executives of SinterCast Aktiebolag ("SinterCast"), adopted by the 2024 Annual General Meeting, have been implemented in 2025 and contains information on remuneration for the CEO. This report has been prepared in accordance with the Swedish Companies Act and the remuneration rules issued by the Swedish Stock Market Self-Regulation Committee.

Further information on remuneration of senior executives is available in Note 5 (Salaries and Remuneration) on pages 52-54 in the Annual Report for the financial year 2025. Information on the work of the Remuneration Committee in 2025 is set out in the Corporate Governance Report available on pages 29-35 of the Annual Report for the financial year 2025. Remuneration to the Board of Directors (Board fee) is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and is disclosed in Note 5 (Salaries and Remuneration) on page 52-54 in the Annual Report for the financial year 2025.

### Developments During 2025

The CEO and Deputy CEO (Operations Director during 2025) summarised the market development of the past year in the Annual Report for the financial year 2025.

### Remuneration Guidelines: Application and Deviations

In brief, SinterCast provides process control technology, know-how and technical support for the reliable high volume production of Compacted Graphite Iron (CGI). SinterCast promotes CGI within the foundry and end-user communities to increase the overall market opportunity for CGI and to define the forefront of CGI development, production and application. This focus and these efforts will maintain the global leadership in the field of CGI. The successful implementation of the company's business strategy in this highly specialised technical field, and its sustainable long-term interests, requires that the company can offer market competitive remuneration to recruit and retain employees with the right specialist competence, experience and industry contacts.

The remuneration shall consist of a balanced combination of fixed remuneration, variable remuneration, pension and other benefits. The total remuneration shall be in accordance with market practice and shall be based on performance. The fixed remuneration shall be individually determined and shall be based on each individual's responsibility, role, competence and position. Variable remuneration shall be based on predetermined targets on the Group level and the individual level, considering the effect on the long-term result. In extraordinary situations a special compensation may be paid out to attract and retain key competence.

The remuneration guidelines adopted by the Annual General Meeting are available on the SinterCast website [www.sintercast.com](http://www.sintercast.com). No deviations from the guidelines have taken place and no deviations have been made from the decision-making process that, according to the guidelines, are to be applied when determining remuneration. The report of the auditor regarding the SinterCast compliance with the guidelines will be available on the SinterCast website [www.sintercast.com](http://www.sintercast.com) three weeks prior to the Annual General Meeting 2026, at the latest. No remuneration has been reclaimed.

### Remuneration to the CEO

The remuneration to the CEO is distributed in accordance with the decision of the Remuneration Committee and includes base salary, variable remuneration, other benefits and pension. Table 1 includes the costs for the annual incentive programme for 2025 plus provisions for the 2025-2028 three-year long-term incentive programme.

**Table 1 – Total CEO remuneration expensed in 2025 (kSEK)**

|                    | Fixed remuneration |                  | Variable remuneration |                     |                      | Pension*** | Total remuneration | Proportion of fixed and variable remuneration, % |
|--------------------|--------------------|------------------|-----------------------|---------------------|----------------------|------------|--------------------|--|
|                    | Base salary*       | Other benefits** | Annual variable       | Multi-year variable | Extra-ordinary items |            |                    |  |
| Steve Dawson (CEO) | 4,201              | 316              | 520                   | 208                 | -                    | 1,298      | 6,543              | Fixed 89%<br>Variable 11%                        |

\* Includes holiday pay

\*\* Refers mainly to life, long-term sickness and health insurance premiums and car allowance

\*\*\* Refers to premium-defined pension provisions corresponding to 30 percent of base salary and is reported as fixed remuneration.

### Application of Incentive Programme Performance Criteria

The Board has established the incentive programmes to specifically motivate and recognise exceptional effort and exceptional results. The incentive programmes shall encourage and reward initiative, focus and speed in the completion of tasks and closure of new business opportunities. It is a further aim of the long-term incentive programme to motivate and retain the employees with the ultimate goals of providing stability and continuity, and continuously making SinterCast a better supplier for its customers and a better investment opportunity for its shareholders.

The CEO participates in annual and long-term (three-year) cash-based incentive programmes, similar to all other employees. During 2025, the Board approved a new three-year long-term incentive programme for all employees, including the CEO. Final incentive payments for the long-term programme will only be granted to employees who

are still employed by the company on 1 August 2028. In the event of retirement prior to the conclusion of the long-term programme, the long-term proceeds shall be paid upon retirement. The Annual incentive opportunity for the CEO in 2025 was based on six months of salary and the long-term multiplier was 40% of the annual result. Executive managers are obliged to buy SinterCast shares with 50 percent of the after-tax monetary reward from the long-term programme, and to hold the shares for at least 12 months.

**Table 2 – Performance of the CEO during the financial year 2025 (kSEK) – variable cash remuneration (includes both the 2025 annual incentive programme and the 2025-2028 long-term incentive programme)**

| Name of director (position) | 1<br>Description of the criteria related to the remuneration component | 2<br>Relative weighting of the performance criteria | 3<br>a) Measured performance<br>b) actual award/remuneration outcome |
|-----------------------------|--|---|--|
| Steve Dawson (CEO)          | Corporate targets  | 50%   | a) 0%<br>b) 0 kSEK   |
|                             | Annual and long-term individual targets                                | 50%   | a) 50%<br>b) 520 kSEK  |
|                             | 2025-2028 long-term incentive programme                                | 40% of Annual programme                             | 208 kSEK   |

#### Share Related Remuneration

SinterCast has no outstanding incentive programmes related to the share or the share price.

**Table 3 – Changes in remuneration and results over the last five reported financial years (kSEK)**

|   | 2025 vs 2024*    | 2025   | 2024   | 2022   | 2021   | 2020   |
|---|------------------|--------|--------|--------|--------|--------|
| CEO remuneration, excluding incentive programme   | -484 (-7.7%)     | 5,815  | 6,299  | 5,980  | 5,842  | 5,506  |
| CEO remuneration, including incentive programme   | -1,103 (-14.4%)  | 6,542  | 7,646  | 8,279  | 7,408  | 5,942  |
| Group operating Result  | -10,401 (-24.1%) | 32,799 | 43,200 | 42,689 | 30,591 | 31,479 |
| Average remuneration on a full-time equivalent basis of employees of the parent company** | -6 (-0.8%)       | 706    | 712    | 756    | 720    | 659    |

\* CEO remuneration comparison includes 4% decrease in SEK to GBP exchange rate

\*\* Excluding members of the group senior management

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March 2026  
SinterCast Aktiebolag  
Board of Directors