

Remuneration report 2025

Introduction

This report describes how the guidelines for executive remuneration of Hoist Finance AB (publ) (the “**Company**”)¹ were implemented in 2025. The report also provides information on remuneration to the CEO and the previous Deputy CEO. 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 9 (Employee expenses) in the annual report 2025. Information on the work of the Remuneration Committee in 2025 is set out in the corporate governance report available in the annual report 2025.

Remuneration to the board of directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in note 9 in the annual report 2025.

Key developments 2025

The CEO summarized the Company’s overall performance in his statement 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 non-financial 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. In order to determine the variable remuneration outcome for 2025 it has been verified if the financial targets (Return on Equity) and the individual targets (results of employee survey or well defined and documented individual targets) have been met.

The guidelines currently in force can be found in the annual report 2025. The remuneration guidelines have been fully implemented. No deviations from the guidelines 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

¹ The current guidelines were adopted at the Annual General Meeting on 7 May 2024.

<https://www.hoistfinance.com/Investors/corporate-governance/general-meetings/2026-agm/>. No remuneration has been reclaimed.

Share investment program

A share investment program for certain employees in managerial positions, including the CEO, CFO and other key employees, was approved by the Annual General Meeting 2024. More information is available on <https://www.hoistfinance.com/globalassets/downloads/hoistfinance.com/general-meetings/2024/appendix-16---bods-proposal-on-share-investment-program-2024-and-issue-of-shares.pdf>.

The CEO participates in the Company's share investment program as approved by the Annual General Meeting in 2024. Under the framework of this program, the CEO holds a total of 559,667 shares, all of which were acquired during 2024. No additional investments, allocations, or amendments occurred during the financial year 2025. The program will continue in accordance with the terms and conditions approved by the Annual General Meeting 2024.

Total CEO remuneration and remuneration to the previous Deputy CEO in 2025 (SEK)

Name of director (position)	Financial Year	1		2		3	4	5	6
		Fixed remuneration		Variable remuneration					
		Gross base salary	Other benefits	One-year variable	Multi-year variable				
Harry Vranjes (CEO)	2025	8 224 000	312 558		8 224 000		2 467 200	19 227 758	57/43
Christian Wallentin (Deputy CEO)**	2025	761 685	5 163				189 145	955 993	100/0
Christian Wallentin***	2025	3 318 965	15 488	6 129 735		2 502 357	765 161	12 731 706	52/48

The variable remuneration component is cash based and determined based on both financial and individual performance criteria in accordance with the Company's remuneration policy. For the financial year 2025, the outcome has been determined through the following application of the criteria:

The financial criterion has been based on return on equity. Performance has been assessed based on the Company's approved financial statements for 2025. The achievement level has been verified by the Finance function and reviewed by the Remuneration Committee and the board. The non-financial criterion has been based on the results of an employee engagement survey. Achievement has been evaluated by the Remuneration Committee and the board based on the survey results. The approval of the variable remuneration has been made by the board following a recommendation from the Remuneration Committee, after verification that both the financial and non-financial criteria have been met. No criteria have been amended retroactively, and no variable remuneration has been paid unless the predetermined objectives were deemed achieved in accordance with the Company's remuneration policy

* Gross base salary includes agreed pension premium paid as salary.

** The remuneration relates to the period 1 January-7 March 2025 when Christian Wallentin was CFO and Deputy CEO. The amounts presented include fixed remuneration, benefits in kind, and pension costs for the period.

*** The remuneration relates to the period 8 March-7 December 2025 following the termination of Christian Wallentin's duties as CFO and Deputy CEO. The amounts presented include salary during the notice period, benefits provided during the notice period, settlement of earned and deferred variable

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remuneration, compensation for accrued but unused vacation days, severance pay, as well as pension costs attributable to the notice period.

Comparative information on the change of remuneration and Company performance

Change of remuneration and Company performance over the last four reported financial years (RFY) (SEK)

	2022	2023	2024	2025
Total remuneration including pension, CEO	21 203 571* (>100%)	15 994 000 (-25%)	18 336 490 (+15%)	19 227 758 (+5%)
Total remuneration including pension, Leaving CEO	3 080 000	N/A	N/A	N/A
Metric A EBT (MSEK)**	753 MSEK (>100%)	846 MSEK (+12%)	1,300 MSEK (+54%)	1,484 MSEK (+14%)
Metric B RoE (%)	RFY -1: 11% vs RFY -2: 16% = (-31%) (Normalised 17% vs 16% = +6%)	RFY: 17% vs RFY -1: 11% = +51% (RFY normalised 19% vs RFY -1, 17% = +12%)	18% (17.6%) reported RFY -1: 17% (16.8%) = +5%	18% reported
Average remuneration on a full time equivalent basis of the Group ***	374 941**** (+10%)	442 167**** (+15%)	448 601**** (+1,5%)	462 352**** (+3,1%)

* In 2022 a consultancy fee was paid to the Company's interim CEO. The amount is the total cost and includes fixed salary, bonus, benefits, pension and social costs.

** We have chosen to use EBT as a metric to measure profitability.

*** Excluding members of the Executive Management Team.

**** 2024:1231 FTE's 1102, 2023:1231 FTE's 1281, 2022:1231 FTE's 1304, 2021:1231 FTE's 1544.