

## Remuneration report 2024

### Introduction

This report describes how the guidelines for executive remuneration of Hoist Finance AB (publ) (the “**Company**”)<sup>1</sup> were implemented in 2024. The report also provides information on remuneration to the CEO and 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 2024. Information on the work of the Remuneration Committee in 2024 is set out in the corporate governance report available in the annual report 2024.

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 2024.

### Key developments 2024

The CEO summarized the Company’s overall performance in his statement in the annual report 2024.

### 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 2024 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 2024. The remuneration guidelines have been fully implemented<sup>2</sup>. 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

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<sup>1</sup> The guidelines that are currently in force were adopted at the Annual General Meeting on 7 May 2024. Before that, the guidelines adopted at the Annual General Meeting on 10 May 2023 applied.

<sup>2</sup> For the period 1 January – 7 May 2024, the 2023 guidelines were fully implemented.

<https://www.hoistfinance.com/Investors/corporate-governance/general-meetings/2025-agm/>. No remuneration has been reclaimed.

#### Share investment program 2024

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>.

#### **Total CEO and Deputy CEO remuneration in 2024 (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)	2024	8 000 000			8 000 000		2 336 490	18 336 490	56/44
Christian Wallentin (Deputy CEO)	2024	3 362 976	11 223		3 362 976		1 002 528	7 739 703	57/43

The variable remuneration is cash-based.

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

#### 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)**

	2021	2022	2023	2024
<b>Total remuneration including pension, CEO</b>	5 341 807* (>100%)	21 203 571** (>100%)	15 994 000 (-25%)	18 336 490 (+15%)
<b>Total remuneration including pension, Leaving CEO</b>	9 231 000	3 080 000	N/A	N/A
<b>Metric A EBT (MSEK)***</b>	- 54MSEK (>-100%)	753MSEK (>100%)	846 MSEK (+12%)	1,300 MSEK (+54%)
<b>Metric B RoE (%)</b>	RFY -2: 16% vs RFY-3: (-6%) >100%	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%)	17% reported (19% normalised)
<b>Average remuneration on a full time equivalent basis of the Group ****</b>	341 568*****(-20%)	374 941***** (+10%)	442 167***** (+15%)	448 601***** (+1,5%)

\* No bonus was paid out in 2021.

\*\* 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.

\*\*\*\*\* 20241231 FTE's 1102, 20231231 FTE's 1281, 20221231 FTE's 1304, 20211231 FTE's 1544.