

## Remuneration Report 2023

### SinterCast Remuneration Report 2023

This report describes how the guidelines for remuneration of senior executives of SinterCast Aktiebolag ("SinterCast"), adopted by the 2020 Annual General Meeting, have been implemented in 2023 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 56-57 in the Annual Report for the financial year 2023. Information on the work of the Remuneration Committee in 2023 is set out in the Corporate Governance Report available on pages 31-38 of the Annual Report for the financial year 2023. 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 56-57 in the Annual Report for the financial year 2023.

#### Developments During 2023

The CEO summarised the market development of the past year in his report on pages 10-12 in the Annual Report for the financial year 2023.

#### 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 pages 35-36 in the Annual Report for the financial year 2023. 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 2024, 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 estimated costs for the annual incentive programme for 2023 plus provisions for the 2022-2024 three-year long-term incentive programmes.

**Table 1 – Total CEO remuneration expensed in 2023 (kSEK)**

	Fixed remuneration		Variable remuneration			Pension***	Total remuneration	Proportion of fixed and variable remuneration, %
	Base salary*	Other benefits**	One-year variable	Multi-year variable	Extra-ordinary items			
Steve Dawson (CEO)	4,268	469	1,680	619	-	1,243	8,279	Fixed 67.3% Variable 32.7%

\* 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 in column 6

#### 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 an annual and in a three-year cash-based incentive programme, similar to all other employees. During 2021, the Board approved a new three-year long-term incentive programme for all employees, including the CEO. Final incentive payments will only be granted to employees who are still employed by the company on 1 August 2025. For the CEO, the programme provides a maximum amount corresponding to 33 percent of the outcome of the annual programme during 2022 and 40% during 2023 and 2024. Executive managers are obliged to buy SinterCast shares with 50 percent of the net monetary reward, and to hold the shares for at least 12 months.

**Table 2 – Performance of the CEO during the financial year 2023 (kSEK) – variable cash remuneration (includes both the 2023 annual incentive programme and the 2022-2024 long-term incentive programme\*)**

Name of director (position)	1 Description of the criteria related to the remuneration component	2 Relative weighting of the performance criteria	3 a) Measured performance b) actual award/remuneration outcome
Steve Dawson (CEO)	Corporate revenue target	50%	a) 66% b) 679 kSEK
	Short-term and long-term individual targets	50%	a) 80% b) 818 kSEK
	2022-2024 long-term incentive programme	40% of Annual programme	599 kSEK

\* Totals does not reconcile with table 1, as actual outcome from previous year incentive programme is paid current year.

#### Share Related Remuneration

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

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

Year 2020 is the first reported financial year and therefore no year over year development is available prior to 2020.

	2023 vs 2022*	2023	2022	2021	2020
CEO remuneration, excluding incentive programme	-163 (-2.8%)	5,980	5,842	5,506	4,927
CEO remuneration, including incentive programme	+871 (11.6%)	8,279	7,408	5,942	5,854
Group operating Result	+12,098 (39.5%)	42,689	30,591	31,479	21,657
Average remuneration on a full-time equivalent basis of employees of the parent company**	+36 (4.9%)	756	720	659	573

\* CEO remuneration comparison includes 6% increase in SEK to GBP exchange rate

\*\* Excluding members of the group senior management

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April 2024  
SinterCast Aktiebolag  
Board of Directors