

THE BOARD'S PROPOSAL REGARDING A RESOLUTION ON A CALL OPTION PLAN

The Board proposes that the Annual General Meeting 2025 resolves to introduce a call option plan for senior executives and certain key employees in the Lindab Group (the "**Call Option Plan**"), which essentially corresponds to the programs resolved on by previous annual general meetings 2017-2024.

The objective of the plan is to strengthen the link between the work of senior executives and the creation of shareholder value. By those means, it is considered that there will be an increased alignment of interests between the senior executives and the shareholders of Lindab International AB ("**Lindab**"). The intention of the program is also to contribute to management increasing their shareholding in Lindab in the long term. The program is also expected to create conditions for retaining and recruiting competent personnel to the Lindab Group, providing competitive remuneration. The Board believes that the program is reasonable in scope and cost-effective. In light of this, the Board believes that the program has a positive effect on the Lindab Group's continued development and that the program is beneficial to both the shareholders and the company.

1. Number of call options, participants and allotment of call options

Lindab may issue up to 275,000 call options under the Call Option Plan, corresponding to approximately 0.35 percent of the total number of shares and votes in the company.

The right to acquire call options shall be granted to Lindab's CEO, other members of Lindab's Group Management and key executives outside of Group Management. Lindab's CEO shall be able to acquire a maximum of 100,000 call options. Other members of Lindab's Group Management Team (approximately eight persons) shall be able to acquire a maximum of 50,000 call options per person. Key executives outside the Group Management Team (approximately 12 persons) shall be able to acquire a maximum of 10,000 call options per person. The total number of persons who may be offered participation in the Call Option Program, including the Group Management Team, shall be a maximum of 20 persons.

A person who is not employed by the Lindab Group at the time of the Annual General Meeting but will commence their employment within the Lindab Group no later than 31 August 2025 shall be entitled to participate in the Call Option Plan.

The call options shall be freely transferable but subject to an agreed right of first refusal in favour of Lindab to repurchase the call options at market value.

Assignment of call options to employees outside of Sweden is dependent on tax effects, market assumptions and restrictions in certain jurisdictions, and that the Board assesses that the assignment of call options outside of Sweden can be executed with reasonable costs and reasonable administrative efforts. The Board shall have the right to make minor adjustments to the program as may be required by applicable foreign laws and regulations.

The participant is responsible for any tax consequences, possible financial support for acquiring call options or underlying shares, and for other practical handling of the call options.

2. Acquisition of call options

Acquisition of call options shall take place during an application period as soon as practically and legally possible after the Annual General Meeting. The price shall correspond to market value, calculated by an external appraiser based on the so called Black & Scholes-formula.

3. Time and price for acquisition of shares

Each call option shall entitle to acquisition of one (1) share in Lindab. The exercise price will be 119 per cent of the average volume-weighted price paid for Lindab's share on Nasdaq Stockholm during the period May 14 - May 27, 2025. Acquisition of shares in Lindab by exercise of call options may be made from and including the day after Lindab publishes the interim report for the period 1 January – 30 June 2028, until and including 31 August 2028.

During the redemption period, Lindab shall have the right, but not the obligation, to repurchase call options itself or via a third party at a price corresponding to no more than the market value in order to facilitate the participant's exercise of the remaining call options acquired under the program (so-called *sell to cover*), if this is deemed economically, administratively or practically justified.

The number of shares that the call options entitle to acquisition of, and the exercise price may be recalculated based on, among other things, extraordinary dividends paid, bonus issues, share splits or reverse share splits, rights issues or certain reductions of the share capital or similar actions.

The Board shall, within the framework of the above-mentioned conditions and guidelines, be responsible for the detailed design and management of the program.

4. Delivery of shares

Lindab owns 1,806,888 of its own shares, of which currently 738,550 are covered by previous call option programs. The Board's proposal means that the Annual General Meeting approves that Lindab, with deviation from the shareholders' preferential rights to the holders of the call options transfer up to 275,000 of its own shares at the determined exercise price in connection with a possible exercise of the call options (subject to any recalculation). The reason for the deviation from the shareholders' preferential rights is to give Lindab the opportunity to deliver shares in the company to holders of call options.

5. Costs and effects on key ratios etc.

The market value of the call options is SEK 22.90¹ per call option, according to a preliminary valuation. The preliminary valuation is based on a market value of the underlying share of SEK 189.10² and an assumed exercise price of SEK 225.00 per share. The Black & Scholes-formula has been used for the valuation under the assumption of a risk-free interest rate of 2.17 per cent, a volatility of 28.5 per cent and a yield of 2.5 per cent. Lindab has no other costs for the Call Option Plan than administrative costs regarding advisors etc. in connection with the preparation of documentation for the resolution and for resolving on the issue of the call options etc.

If all the proposed 275,000 call options are acquired and exercised for acquisition of shares, these will constitute approx. 0.35 per cent of the current total number of shares and votes in

¹ Preliminary price

² Closing price 3 April 2025.

Lindab. Transfer of repurchased own shares will have the effect that shares which previously could not be represented at the Annual General Meeting or entitle to dividend can after the transfer be represented at the Annual General Meeting and will entitle to dividend.

6. The preparation of the proposal

The Call Option Plan has been prepared by the remuneration committee of the Board and has been discussed at Board meetings during the spring 2025.

7. Other incentive plans in Lindab

Lindab has three previously ongoing call option-based incentive programs resolved on by the 2022, 2023 and 2024 AGMs respectively. Together with the program proposed for the 2025 AGM, these (based on actual participation) constitute a total of 1.29 percent of the total number of shares and votes in the company. Further information is available in the Lindab Annual Reports of 2023 and 2024 and on Lindab's website www.lindabgroup.com. Long-term variable remuneration in cash in Lindab follows from the proposal regarding guidelines for remuneration to senior executives.

8. Special authorization for the CEO

The CEO of Lindab is authorized to make such minor adjustments to the resolution by the Annual General Meeting that may be required for registration with Euroclear Sweden AB.

9. Majority requirements

A resolution on the Call Option Plan in accordance with the Board's proposal is valid if it is supported by shareholders representing more than nine tenths of the votes cast and the shares represented at the Annual General Meeting.

Båstad, April 2025
Lindab International AB (publ)
The Board of Directors