

REMUNERATION POLICY

Objective

This remuneration policy provides the rules and principles for remuneration to employees in Lindab Group ("Lindab").

The principles for remuneration in Lindab shall be in accordance with Lindab's vision, fundamental values, market practice and applicable law and regulations. All remuneration shall be determined individually for each employee. Remuneration shall be set with the objective to keep and attract competent and skilled employees.

The remuneration policy shall be evaluated annually, to ensure that the policy is updated and takes into consideration potential changes in the situation of the company. The Board of Directors of Lindab International AB (the "Board") is responsible for any updates in the remuneration policy.

Scope

The remuneration policy covers all direct employees in Lindab Group. In addition to the remuneration policy, the company's senior executives are covered by the remuneration guidelines approved at the Annual General Meeting.

Remuneration and earning levels

Lindab's remuneration strategy is designed to reward strong performance and ensure fairness. We offer competitive pay aligned with business and local market needs and determined independently according to Lindab Equal Opportunity Policy. Our goal is to attract and retain a diverse workforce with the skills and experience to drive Lindab's strategy. Lindab also guarantees that all employees receive a salary above the legal minimum wage in every country where we operate.

Certain groups of employees in Lindab, in addition to senior executives in the Group Management Team ("GMT"), are eligible to variable pay. Annual variable pay for these groups and the GMT may not exceed 100 percent of the employee's annual base salary. For the CEO, annual variable pay may not exceed 170 percent of the annual base salary including any pension provisions.

Benefits shall be in line with market practice. Pension shall be in line with relevant collective agreements or local market practice.

Clauses for senior executives

Employment contracts of senior executives that are not covered by collective agreements, shall adopt a certain standard that is determined by the Remuneration Committee together with the CEO.

Severance pay max equal to maximum six (6) monthly salaries, unless otherwise is specified by a special agreement. The basis for calculating severance pay is the fixed monthly salary. Severance pay is not pensionable.

Termination of employment

Upon termination of employment (for employees other than senior executives), collective agreement or other specified agreement between the employer and the employee, shall be followed. The same principle applies for senior executives whose terms of termination are not covered in the employment contract.

Process for salary setting

Lindab applies a process for salary setting to employees that implies that a manager's salary proposals are subject to approval of the manager's manager (Grandfather Principle). This process applies both when setting salaries for newly recruited employees and when adjusting salaries for current employees.

For senior executives, the remuneration guidelines approved at the Annual General Meeting and the levels of remuneration determined by the Remuneration Committee apply.

Decision on new variable pay programs

Decisions regarding establishment of new variable pay programs are, depending on type of program, either made by the Board or are subject to approval at the Annual General Meeting.

Annual variable cash remuneration is linked to predetermined and measurable criteria with a clear link to the company's predefined targets. The KPIs may therefor vary slightly depending on employee category. The CEO has the following KPIs. The weight of the KPIs can vary within the intervals below depending on the current priorities. The sum of the weights is always 100 per cent.

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|--|--------|
| • Organic Sales Growth | 10-30% |
| • Net Profit | 40-60% |
| • Average External Operating Working Capital / Sales | 10-20% |
| • Sustainability | 10-20% |

Long-term variable cash remuneration is linked to predetermined and measurable criteria with a clear link to the Company's predefined financial targets. The result is related to the achievement of the Group's targets for growth in Earnings per Share (EPS) over a three-year performance period. The outcome is calculated based on the average earnings growth per share during the entire period. The maximum bonus corresponds to a percentage of the participant's annual fixed gross salary at the time of the invitation. Any net outcome that is paid out shall be invested in Lindab shares. Details about the program are documented in a Plan Document.

Breach of Obligations

All employees are required to report behaviour that may be non-compliant with this Policy. If you feel that the standards of this Policy have not been met, please report to your manager or through Lindab whistleblowing function, WhistleB.

Monitoring process

The Board is responsible for monitoring the remuneration paid to employees and ensuring that remuneration complies with this policy. The Board may assign this responsibility.

The Board (or other responsible) shall take into consideration the internal or external resources required to carry out the monitoring process.

This Policy has been adopted by the Board of Directors of Lindab International AB (publ)
February 5th 2020.

Revised by the Board of Directors of Lindab International AB (publ) February 10th 2022,
February 8th 2023, February 6th 2024 and February 11th 2025