

Remuneration report 2024 for Wall to Wall Group AB

Introduction

The guidelines for remuneration to senior executives of Wall to Wall Group (“the Company”) were adopted at the Annual General Meeting on 15 April 2024. According to the applicable regulations on Nasdaq Stockholm, the Company is required to publish a remuneration report.

This report provides an overview of how the Company’s guidelines for remuneration to senior executives have been applied during 2024. It also includes information on remuneration to the CEO and other senior executives. The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration to Senior Executives and on Incentive Programs issued by the Swedish Corporate Governance Board.

Additional information on remuneration to senior executives is available in Note 6 in the 2024 Annual Report. Information on the work of the Remuneration Committee during 2024 is provided in the Corporate Governance Report, also available in the 2024 Annual Report.

Board fees are not covered by this report. Such fees are resolved by the General Meeting and disclosed in Note 6 of the 2024 Annual Report.

Development during 2024

The CEO has summarized the Company’s overall performance in the “Comments from the CEO” in the 2024 Annual Report.

Remuneration guidelines: Scope, purpose and deviations

The Company’s remuneration guidelines aim to create the conditions for the successful implementation of the Company’s business strategy and the safeguarding of its long-term interests, including its sustainability. To achieve this, the Company must be able to recruit and retain qualified employees. The guidelines do not apply to remuneration resolved by the General Meeting, i.e. any remuneration paid in shares, warrants, convertibles, or other share-based instruments such as synthetic options or employee stock options.

Remuneration to senior executives of the Company shall consist of fixed salary, potential variable cash compensation, customary benefits, and pension. The total annual remuneration, including pension benefits, shall be market-based and competitive in the labor market where the executive is based, taking into account the individual’s qualifications and experience, and outstanding performance shall be reflected in the total remuneration.

The guidelines apply to the CEO and other members of the Group Management, as well as to any compensation other than board fees paid to board members. No variable compensation has been agreed or paid during 2024.

The remuneration guidelines, adopted by the Extraordinary General Meeting on 15 April 2024, have been fully implemented. No deviations from the guidelines have been decided, and no deviations from the process for implementing the guidelines have occurred.

The auditor's statement on whether the Annual General Meeting's guidelines on remuneration have been followed is available at:
www.walltowallgroup.com

Total remuneration to senior executives during 2024 (KSEK)*

Name (position)	Year	Gross salary	Board fees	Pension cost	Total remuneration	The proportion of fixed and variable remuneration
Joachim Welin (CEO) Jan-Oct	2024	4,207	0	968	5,174	100% fixed
André Strömgren (CEO) Oct-Dec	2024	420	0	127	547**	100% fixed
Other	2024	3,989	0	521	4,510	100% fixed

*The number of individuals in Group Management during the year was four.

**In 2024, the CEO was granted 100,000 unlisted warrants of series 2021:1 at a value of SEK 19,000. As of 31 December 2024, the warrants had no value. The transaction was carried out on market terms and conditions.

Comparative information regarding changes in remuneration and the Company's performance

Changes in remuneration and the Company's development over the last three financial years

	2022	2023	2024
Fixed remuneration including pension, CEO (KSEK)	765	765	5,721
Profit/loss after financial items (MSEK)	-0.8	27.5	21.7
Return on equity (%)	neg	3%	2%
Average remuneration based on the number of full-time equivalent employees	2,311 SEK	1,561 SEK	9,217 SEK