



This is an literal translation of the Swedish original document

Auditor's statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act (2005:551) regarding whether the guidelines for remuneration to senior executives adopted by the annual general meeting of shareholders have been complied with

To the annual general meeting of shareholders in Elanders AB (publ), Corporate Identity Number 556008-1621

We have performed procedures to determine whether the Board of Directors and the Managing Director of Elanders AB (publ) have, for the year 2024, complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 21 April 2023 and 19 April 2024, respectively.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for compliance with the guidelines and for such internal control as the Board of Directors and the Managing Director determine is necessary to ensure compliance with the guidelines.

Auditor's responsibility

Our responsibility is to express an opinion, based on our procedures, to the annual general meeting of shareholders regarding as to whether the guidelines for remuneration to senior executives have been complied with. We conducted our procedures in accordance with FAR's recommendation, RevR 8 *Examination of remuneration to senior executives of some listed companies*. This recommendation requires that we comply with ethical requirements and have planned and performed the procedures to obtain reasonable assurance that the guidelines adopted by the annual general meeting of shareholders have, in all material aspects, been complied with. The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are independent of the Elanders AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures have involved the company's organisation for and documentation of matters pertaining to remuneration to senior executives, recent resolutions regarding remuneration and a selection of payments made to senior executives during the financial year. The procedures selected depend on the auditor's judgment, including the assessment of the risk that the guidelines have not, in all material aspects, been complied with. In making this risk assessment, the auditor considers the aspects of internal control relevant to compliance with the guidelines, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control

We believe that the procedures performed provide a reasonable basis for our opinion below.



Opinion

In accordance with the guidelines approved by the 2023 Annual General Meeting the Board of Directors is entitled to deviate from the guidelines if the Board of Directors determines that there are special reasons that in specific can justify this. The Board of Directors has during the year deviated from the guidelines for one of the senior officers regarding the variable remuneration and limitation at 40 percent of the basic wage. The Board has also deviated from the guidelines and decided to grant a severance pay exceeding 12 months to a senior executive.

In our opinion, the Board of Directors and the Managing Director of Elanders AB (publ) have, for the year 2024, complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 21 April 2023 and 19 April 2024, respectively

Mölnadal, 21 March 2025
Öhrlings Pricewaterhouse Coopers AB

Eric Salander
Authorised Public Accountant
Auditor in charge

Alexander Ståhl
Authorised Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.