

Item 14 – The Board of Directors’ proposal for resolution on adoption of a cash bonus program for certain key employees

The Board of Directors in Teqnon AB (“**Teqnon**” or the “**company**”) proposes that the Annual General Meeting on 23 April 2025 resolves on adoption of a long-term bonus program (“**Bonus Program 2025**”) for certain key employees in Teqnon in accordance with below.

Background and objective

Bonus Program 2025 aims to strengthen Teqnon’s financial development by promoting a community of interest between the participants in the program and Teqnon, as well as create conditions for Teqnon to retain key employees who are expected to contribute to the company’s continued development. The Board of Directors believes that Bonus Program 2025 creates a strong incentive for the participants to contribute to the company’s growth and development and promote long-term sustainable decisions to achieve results in a way that is consistent with the company’s vision and overall strategy, which is beneficial to both Teqnon and its shareholders.

Participants in the program

The Board of Directors proposes that the Annual General Meeting resolves on adoption of Bonus Program 2025 for the following key employees of the company; Johan Steene (CEO) and Daniel Zhang (CXO and Deputy CEO). The participants in Bonus Program 2025 shall be entitled to a cash bonus payment if the market value of all of Teqnon’s shares after a five-year period exceeds a certain threshold level, as further described below.

Size of bonus payment

If the market value of all of Teqnon’s shares amounts to more than SEK 6,000,000,000 (the “**Threshold Value**”) as of 23 April 2030 (the “**Ending Date**”), each participant shall be entitled to a bonus amount equal to 2 percent of the value exceeding the Threshold Value, up to a cap amount corresponding to a market value of Teqnon’s shares of SEK 8,000,000,000 (the “**Cap Value**”). Value increases exceeding the Cap Value shall not entitle to any bonus payment.

Thus, the maximum bonus amount payable to the participants in the program, if the market value of the company’s shares corresponds to the Cap Value, is SEK 40,000,000 per participant, corresponding to SEK 80,000,000 in total for all participants. If the market value of the company’s shares as of the Ending Date amounts to less than the Threshold Value of SEK 6,000,000,000, no bonus will be paid to the participants.

The market value of Teqnon’s shares shall be calculated based on the volume-weighted average price of the company’s share on Nasdaq First North Growth Market, or such other market place where the company’s shares are admitted to trading, during the sixty (60) trading days immediately preceding the Ending Date.

No financial instruments will be issued or transferred to the participants under Bonus Program 2025.

Time of bonus payment

Payment of the bonus shall be made within sixty (60) days following the Ending Date, unless an accelerated bonus payment has been made in accordance with the paragraph below.

If the market value of the company’s shares amounts to or exceeds the Cap Value of SEK 8,000,000,000 as of 23 April 2028, an accelerated bonus payment shall be made to the participants within sixty (60) days thereafter. If the value of the company’s shares as of this date does not correspond to or exceed the Cap Value, a corresponding valuation of the company’s shares shall be made on an ongoing basis thereafter until the Ending Date and, if the market value at such valuation amounts to or exceeds the

Cap Value, an accelerated bonus payment shall be made to the participant within sixty (60) days thereafter. If such accelerated payment is made, the Ending Date shall automatically be deemed to have fallen early, and the participant shall not be entitled to any additional bonus payment under Bonus Program 2025.

Conditions for receiving bonus payment

In order to be eligible for any bonus payment under Bonus Program 2025, the participant must remain employed with Teqnon as of the Ending Date, and neither the participant nor Teqnon shall have given notice of termination of the participant's employment, in accordance with terms and conditions further set out in an agreement between the company and the participant. The Board of Directors has the right to regulate in the agreement that the participant, under certain conditions, shall be entitled to retain part of the bonus payment in the event of termination of employment with Teqnon prior to the Ending Date.

In the event of an accelerated bonus payment in accordance with the second paragraph under "*Time of bonus payment*", the participant must instead remain employed as of the time of such accelerated payment in order to be eligible for any bonus payment.

Dividends and other company actions

The market value of Teqnon's shares as of the Ending Date shall be calculated based on the assumption that no dividends have been distributed during the term of the program. If dividends are distributed during the term of the program, they shall be added back when calculating the market value of Teqnon's shares in order to neutralize the impact on the increased value of the company. Any issues of financial instruments completed during the time up until the Ending Date shall be accounted for in such a way as to ensure that they do not dilute or artificially inflate the calculation of the company's market value.

If a public takeover offer, merger or comparable transaction ("**Change of Control Transaction**") regarding the company is carried out prior to the Ending Date, and the Threshold Value has been reached at the time of the Change of Control Transaction, the participant shall have the right to receive an accelerated payment of the bonus amount that the participant is entitled to under Bonus Program 2025.

Notice and agreement concerning Bonus Program 2025

Notice of participation in Bonus Program 2025 shall be made no later than 23 May 2025 by the participants entering into a separate agreement with the company which further describes the terms and conditions for participation in the program. The Board of Directors shall be entitled to extend the application period.

Entry into the agreement is a prerequisite for participation in Bonus Program 2025 and the Board of Directors is entitled to further regulate in the agreement the terms for the execution of the bonus payment, such as absence of misleading or fraudulent behaviour by the participants.

Approval of Teqnon's payment of the bonus amount

According to Chapter 16a of the Swedish Companies Act, certain transactions between related parties must be submitted to the general meeting for approval. In light of the fact that senior executives in the company may receive a cash payment from the company exceeding one (1) percent of the company's value as of the date of the general meeting's resolution, the Board of Directors proposes that the general meeting resolves to approve the bonus payment as a related party transaction, in the event that the size of the bonus amount as of the date of payment is such that the transaction constitutes a related party transaction to be submitted to the general meeting. The Board of Directors

hereby submits a proposal for resolution and a report in accordance with Chapter 16a Section 7 of the Swedish Companies Act.

Costs for the program and taxes

The costs for the program, in addition to the bonus amounts paid to the participants, mainly consist of social security contributions for Teqnion and costs for external advisors and will vary depending on the extent to which the above-mentioned Threshold Value is exceeded.

The maximum bonus amount payable under Bonus Program 2025 is SEK 80,000,000 for all participants, calculated based on an assumption of a market value of the company's shares of no more than SEK 8,000,000,000 as of the Ending Date. Based on the cost factors described in the paragraph above, and provided that bonus payments are made under the program, Teqnion's costs for the program are preliminarily estimated to amount to no more than approximately SEK 105.2 million. Bonus amounts that may be payable under Bonus Program 2025 are intended to be reported as provisions in the company's accounts in accordance with applicable accounting standards and principles.

All bonus payments payable under Bonus Program 2025 shall be gross amounts, subject to applicable taxes and withholdings as required by Swedish law. Any tax consequences that may arise as a result of participation in Bonus Program 2025 are the responsibility of each participant to assess, if necessary, with the aid of their own tax advisor.

Design and handling

Bonus Program 2025 has been prepared by the Remuneration Committee in consultation with external advisors and has been resolved upon by the Board of Directors.

The Board of Directors shall be responsible for the detailed design and handling of Bonus Program 2025, including drafting of the agreement between the company and the participants, within the specified conditions and guidelines. In connection therewith, the Board of Directors shall have the right to make adjustments to achieve the objective of the program, meet market conditions or to comply with applicable rules.

Existing incentive programs

Warrant Program 2022/2025

At the Annual General Meeting held on 5 May 2022, it was resolved on adoption of a warrant-based incentive program ("**Warrant Program 2022/2025**") for key employees in Teqnion as well as a directed issue of no more than 60,000 warrants of series 2022/2025 to a wholly owned subsidiary of the company and approval of transfer of no more than 60,000 warrants to key employees in the company. At the time of this proposal, there are six (6) remaining participants in Warrant Program 2022/2025 who hold a total of 15,000 warrants of series 2022/2025.

Each (1) warrant of series 2022/2025 entitles to subscribe for one (1) share in the company during the period from and including 12 May 2025 up to and including 12 June 2025 at a subscription price of SEK 172.28 per share, corresponding to 150 percent of the volume-weighted average price of the company's share on Nasdaq First North Growth Market during the period from and including 22 April 2022 up to and including 6 May 2022.

Majority requirements

Resolution pursuant to the Board of Directors' proposal in accordance with item 14 is valid only when supported by shareholders representing no less than half (1/2) of both the votes cast and the shares represented at the Annual General Meeting. However, in accordance with Chapter 16a of the Swedish

Companies Act and good practice on the stock market, the shares and votes in Teqnion held, directly or indirectly, by the participants in Bonus Program 2025 will not be taken into account in the Annual General Meeting's resolution.

Stockholm in March, 2025

Teqnion AB

The Board of Directors