

Cint Group AB (publ) – Remuneration report for 2025

1 Introduction

Pursuant to Chapter 8, Sections 51–53 of the Swedish Companies Act (2005:551) (the “**Companies Act**”), the board of Cint Group AB (publ) (the “**Company**” or together with its subsidiaries the “**Group**”) shall prepare a proposal to the annual general meeting on guidelines for salary and other remuneration to the board members, the Chief Executive Officer (the “**CEO**”) and the deputy Chief Executive Officer (if the Company has appointed a deputy Chief Executive Officer) (the “**Deputy CEO**”). During the previous financial year, the guidelines adopted at the annual general meeting in 2024 have been applied (the “**Guidelines**”). The Guidelines adopted by the annual general meeting are included on pages 92–93 of the Company’s annual report for 2025. Information on the work of the remuneration committee in 2025 is set out in the corporate governance statements, which is available on pages 24-36 of the annual report for 2025.

Pursuant to the Swedish Corporate Governance Code, these Guidelines also include other senior executives. Senior executives refers to the Company’s CEO and executives who are part of the Global Leadership Team (“GLT”). The Guidelines encompass all remuneration, irrespective of type, that is payable to such senior executives, however, the Guidelines do not include Board fees and other remuneration resolved by the general meeting pursuant to Chapter 8, Section 23 a of the Companies Act or such issues and transfers encompassed by Chapter 16 of the Companies Act (the so-called LEO Act).

Chapter 8, Section 53 a of the Companies Act stipulates that, for each financial year, the Board shall prepare a report on paid and outstanding remuneration covered by the Guidelines (the “**Remuneration Report**”). Since the Company has no deputy CEO and the Board members do not receive any remuneration other than resolved by the general meeting, this Remuneration Report on paid and outstanding remuneration to senior executives only includes the Company’s CEO. In addition, the Remuneration Report shall contain a summary of each of the Company’s variable remuneration schemes, both outstanding and concluded during the year, in compliance with the Swedish Corporate Governance Board’s rules on remuneration to senior executives and on incentive programs.

Further information on remuneration to Board members, the CEO and other senior executives during the previous financial year are included in note 6 of the Company’s annual report.

The Company’s general results and specific events for the financial year 2025 are summarized by the Company’s CEO on pages 5–6 in the annual report.

2 Overview of compliance with the Guidelines

Cint is a global software platform that serves the insight industry worldwide. Cint therefore competes with a broad technology industry to attract qualified senior executives. Many of the key persons of Cint's senior executives are resident and work outside of Sweden, which is why the purpose of the guidelines is to ensure Cint's competitiveness as an employer in all geographical areas and domains in which the Company operates. The Company's remuneration principles have been designed to ensure responsible and sustainable remuneration decisions that support the Company's business strategy, long-term interests and sustainable business operations. In order for the Company to be able to fulfil its objectives, remuneration and other terms of employment must enable the Company to retain, develop and recruit qualified senior executives with relevant experience and expertise. In accordance with the Guidelines, the remuneration shall be in line with market conditions, competitive and reflect each senior executive's performance and responsibilities.

Remuneration can be paid in the following forms of compensation: Fixed cash remuneration, Variable cash remuneration, Pension benefits and Non-financial benefits.

The variable cash remuneration shall be based on a number of defined and measurable criteria that reflect the most important drivers for achieving the Company's business strategy, long-term interests and sustainable business operations. Such criteria shall consist partly of the Company's general material performance indicators and financial results, and partly of individual performance.

In addition to the above forms of remuneration, the general meeting may also decide on share-related long-term incentive programs.

The allocation of the CEO's total remuneration in relation to the forms of remuneration under the Guidelines is shown in the table in section 4.1 below.

3 Annual changes

The following table presents the changes in remuneration to the CEO related to the Group's net sales and operating profit/loss and the average remuneration to employees within the Group over the past five financial years.

Annual changes, TEUR	2025	2025 vs 2024	2024 vs 2023	2023 vs 2022	2022 vs 2021	2021 vs 2020
Remuneration to the CEO						
CEO	818	328	-521	170	-506	844
		67%	-52%	21%	-38%	63%
The Group's result, MEUR						
Net Sales 2)	150	-16	-100	-29	156	41
		-9%	-38%	-10%	112%	41%
Operating profit/loss (EBIT)	-192	-183	440	-91	-354	-9
		2 008%	98%	-25%	-11 257%	-150%
Average remuneration per FTE (change)¹						
	99	-4	-7	19	7	13
		-4%	-6%	-15%	6%	13%
1 Average remuneration in the Group calculated based on personal costs according to the income statement divided by the average number of employees during each year						
2) Comparative figures have not been restated to reflect the new revenue recognition assessment.						

4 Total remuneration of the CEO

4.1 Total remuneration during the financial year 2025

During the financial year 2025, the received fixed remuneration, variable remuneration and other benefits covered by the Guidelines was as set out in the table below.

TEUR	1. Fixed remuneration		2. Variable remuneration		3. Extraordinary items	4. Pension	5. Total remuneration	6. Proportion of fixed and variable income
	Salary	Benefits	Annual	Multiyear ¹				
Patrick Comer	813	0	0	-	-	5	818	100/0

The remuneration of the CEO Patrick Comer was paid by Cint USA, Inc. No other group company paid any remuneration to the CEO during 2025. In addition to the remuneration above, the CEO has, during 2025 participated in the Company's current outstanding long-term incentive program, see section 5 below.

¹ Share-based compensation is recognized in the table to the extent that it has been subject to final vesting and allocation during 2025 and generated outcomes. In Cint's annual report 2025 all share-based compensation is recognized in accordance with IFRS.

4.2 Application of criteria for the variable cash remuneration

In accordance with the Guidelines, variable remuneration shall be based on a set of predetermined and measurable performance criteria that reflect the key drivers for pursuing the Company's business strategy, long-term interests and sustainable business practices. Such performance criteria shall consist of key performance indicators both for the Company's overall and financial performance as well as individual performance. Variable remuneration shall not exceed 100% of the annual fixed remuneration.

During 2025, annual variable compensation structure was based on targets related to Adjusted EBITDA (50% weight), Group Revenues (25% weight) and Accounts Receivables (25% weight). The CEO's performance in relation to the criteria for variable remuneration during the reported financial year is 33%, TEUR 279. The Remuneration Committee is responsible for assessing whether the criteria for variable remuneration are met. The CEO's remuneration for 2025 includes an accrued bonus of TEUR 279 in respect of performance during the year. Subsequent to 31 December 2025 the CEO elected to forgo this bonus in full.

5 Long-term share based incentive programs

The Guidelines do not cover remuneration decided by the annual general meeting. Cint currently has four ongoing long-term share based incentive programmes: one option program and three Restricted Stock Unit ("RSU") programs. The purpose of the incentive programmes are, among other things, to encourage a broad ownership amongst the Company's employees, facilitate recruitment, maintain competent employees, increase the alignment of interest between the employees and the Company's shareholders and increase motivation to reach or exceed the Company's financial targets.

Below is a summary of Cint's incentive program as well as information on the number of shares and options that have been allotted or offered to the CEO and the main terms and conditions for exercising the options, including the exercise price and exercise date and any changes to the terms and conditions of the options.

5.1 Long-term incentive program (LTIP) 2023 – Restricted Stock Units

An extraordinary general meeting held on 26 January 2023 resolved to establish a Restricted Stock Unit plan for certain senior executives and key employees of the Group.

The maximum number of RSUs, as approved by the EGM, *i.e.* 3,761,941, were allocated. Maximum dilution will be approximately 1.94 percent. The program was allocated to 90 participants consisting of the CEO, members of Group Management and other key employees as decided by the board of directors.

Each RSU shall entitle the holder to one share in the Company subject to both performance and continued employment within the Cint group. RSUs vest with one-third on each of the first three yearly anniversaries following the Date of Award. Members of Group Management are required to retain the vested shares during the full Vesting Period and are not entitled to sell them, save for any sale

needed to fund any tax payment as a consequence of the awarded shares under the LTIP 2023.

The level of fulfilment of the performance criteria will determine the vesting in accordance with the following:

- (i) none of the RSUs eligible to vest on the applicable Vesting Anniversary will vest if the EBITDA margin is less than 19 percent;
- (ii) one-fourth of the RSUs eligible to vest on the applicable Vesting Anniversary will vest if the EBITDA margin equals 19 percent;
- (iii) 100 percent of the RSUs eligible to vest on the applicable Vesting Anniversary will vest if the EBITDA margin equals or exceeds 27 percent.

In case of overperformance above 27 percent, any RSUs that did not vest at previous Vesting Anniversaries may be subject to vesting if the EBITDA margin performance exceeds 27 percent during a subsequent financial year. Any RSUs that are not vested at each Vesting Anniversary (and that are not subject to Overperformance Vesting) will lapse and be deemed forfeited without consideration.

5.2 Long-term incentive program (LTIP) 2024 – Restricted Stock Units

The annual general meeting held on 15 May 2024 resolved to establish a Restricted Stock Unit plan for certain senior executives and key employees of the Group.

The maximum number of RSUs, as approved by the AGM, *i.e.* 5,642,913, were allocated. Maximum dilution will be approximately 2.58 percent. The program was allocated to approximately 60 participants consisting of members of Group Management and other key employees, as decided by the board of directors.

Each RSU shall entitle the holder to one share in the Company subject to both performance and continued employment within the Cint group. RSUs vest fully after three years following the Date of Award.

The performance criteria are weighted as follows: (i) EBITDA growth, 50 percent, and (ii) TSR percentile, 50 percent. The performance criteria are also subject to Overperformance Vesting as set out below. The level of fulfilment of each performance criteria will determine the vesting in accordance with the below.

EBITDA growth.

- (i) none of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITDA growth is less than 28 percent;
- (ii) one-third of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITDA growth equals 28 percent; and
- (iii) 100 percent of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITDA growth equals or exceeds 56 percent. In case of an EBITDA growth between the performance levels set out in item (ii) and (iii) above, *i.e.*, an

EBITDA growth between 28 and 56 percent, a straight-line vesting between one-third and full vesting shall apply.

TSR percentile.

- (i) none of the RSUs eligible to vest on the applicable Vesting Date will vest if the TSR percentile is lower than the 50th percentile (the median);
- (ii) one-third of the RSUs eligible to vest on the applicable Vesting Date will vest if the TSR percentile equals the 50th percentile; and
- (iii) 100 percent of the RSUs eligible to vest on the applicable Vesting Date will vest if the TSR percentile equals or exceeds the 75th percentile (the upper quartile).

In case of a TSR percentile between the performance levels set out in item (ii) and (iii) above, i.e., a TSR percentile between the 50th and 75th percentile, a straight-line vesting between one-third and full vesting shall apply.

In case of overperformance of either performance criteria set out above such performance criteria may increase its total weighing to up to 1.5x of its original weighting, meaning that EBITDA growth and TSR percentile may account for at most 75 percent of the total performance criteria weighting. However, the maximum vested RSUs will in any case not exceed 100 percent of the total number of RSUs awarded.

The RSUs held by the former CEO were re-allocated to a selection of key employees within the organisation.

5.3 Long-term incentive program (LTIP) 2025 – Restricted Stock Units

The annual general meeting held on 13 May 2025 resolved to establish a Restricted Stock Unit plan for certain senior executives and key employees of the Group.

The maximum number of RSUs, as approved by the AGM, was, 9,247,128, representing a maximum dilution of approximately 2.55 percent. The program was allocated to approximately 50 participants consisting of members of Group Management and other key employees, as decided by the board of directors.

Each RSU shall entitle the holder to one share in the Company subject to both performance and continued employment within the Cint Group. RSUs vest fully after three years following the Date of Award.

There is only one performance criteria for the program: EBITDA growth. The performance criteria is not subject to Overperformance Vesting as set out below. The level of fulfilment for the performance criteria will determine the vesting in accordance with the below.

- (i) none of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITA is less than or amounts to EUR 46 million;
- (ii) fifteen (15) to eighty (80) percent of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITA is between EUR 47 million and EUR 52 million, increasing linearly within this range;

(iii) eighty-five (85) percent of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITA equals EUR 53 million;

(iv) ninety-two point five (92.5) percent of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITA equals EUR 54 million; and

(v) one hundred (100) percent of the RSUs eligible to vest on the applicable Vesting Date will vest if the EBITA equals or exceeds EUR 55 million.

6 Recovery of variable remuneration

No variable remuneration paid to the CEO has been subject to recovery during the previous financial year.

7 Deviations from the decision-making process for determining remuneration

No deviations from the process, as established in the Guidelines, for determining remuneration for the CEO occurred during the previous financial year.

8 Deviations from the Guidelines

The board of directors may temporarily be entitled to depart from these Guidelines, in whole or in part, if in a specific case there is special cause for the departure and the departure is necessary to serve the Company's long-term interests, including sustainability, or to ensure the Company's financial viability. No such deviations were applied during the year.

The auditor's statement on the Company's compliance with the Guidelines is available on the Company's website: www.cint.com.

9 Handling of remarks from the annual general meeting

The remuneration report for the financial year 2024 was approved by the annual general meeting 2025 without any remarks.

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Stockholm, April 2026

Cint Group AB (publ)

The board of directors