

Remuneration Report 2024

Introduction

This report reflects how the guidelines for remuneration to Senior Executives, adopted at the 2023 Annual General Meeting ("AGM"), have been implemented and applied during 2024. The report also provide details on the remuneration to the President & CEO, how the performance targets for variable remuneration have been applied, and information that the company has not implemented any share- or share price-related incentive programs. This report has been prepared in compliance with the Swedish Companies Act and the *Rules on remuneration of the Board and Executive Management and Incentive programs* issued by the Stock Market Self-Regulation Committee (the Remuneration Rules).

Further information on remuneration to Senior Executives is available in Note 22 on pages 105–106 of the 2024 Annual Report. Information on the work by the Remuneration Committee in 2024 is set out in the Corporate Governance Report, which can be found on pages 32–54 of the 2024 Annual Report.

Remuneration of the Board of Directors is not covered by this report, but is resolved annually by the AGM. Information about remuneration to the Board of Directors is disclosed in Note 22 on page 105 and the Corporate Governance Report on pages 32–54 of the 2024 Annual Report.

The company has not received any comments on the 2023 Remuneration Report.

The group's overall performance 2024

The President & CEO summarizes the Group's result and overall performance in his statement, which is included on pages 6–7 of the 2024 Annual Report.

The company's remuneration guidelines

A prerequisite for successful implementation of the company's business strategy and safeguarding of its long-term interests and sustainability is that the company is able to recruit, motivate and retain qualified personnel. By offering Senior Executives a competitive total compensation, the remuneration guidelines enable the company, on a long-term basis, to attract qualified personnel to the business.

The total remuneration to Senior Executives shall be in line with market terms and consist of base salary (fixed cash remuneration), variable cash remuneration, any other variable remuneration, pension benefits and other benefits. The remuneration, and other employment conditions, shall be on market terms and competitive on every market where Getinge operates. In addition, the General Meeting can decide on share- or share price-related remunerations.

The current guidelines for remuneration, adopted at the 2023 AGM, are presented on pages 61–63 of the 2024 Annual Report.

Application and deviations from the remuneration guidelines

In 2024, the company has complied with the guidelines adopted at the 2023 AGM. No deviations have been made from the guidelines nor any derogations from the procedure for resolution on remuneration, established by the remuneration guidelines.

The auditors' statement regarding the company's compliance with the guidelines is available on www.getinge.com/int/company/corporate-governance/general-meetings/ under the tab 2025 Annual General Meeting. No paid remuneration has been reclaimed during 2024.

Share based remuneration

The General Meeting has not resolved on implementation of any share- or share price-related incentive programs.

Total remuneration to the President & CEO during 2024

SEK 000s

| Executive | Fixed remuneration | | Variable remuneration | | | Pension expenses ⁵⁾ | Total | Share of fixed and variable remuneration (%) ⁶⁾ |
|---------------------------------|----------------------------|------------------------------|------------------------------------------------|-----------------------------------------------|--------|--------------------------------|-------|------------------------------------------------------------|
| | Fixed salary ¹⁾ | Other benefits ²⁾ | Short-term variable remuneration ³⁾ | Long-term variable remuneration ⁴⁾ | | | | |
| Mattias Perjos, President & CEO | 27,141 | 790 | 21,088 | – | 10,826 | 59,845 | 65/35 | |

1) Fixed salary refer to base salary, including holiday pay.

2) Other benefits refer to benefits such as company car, medical insurance (sw: sjukvårdsförsäkring), health income insurance (sw: sjukinkomstförsäkring) etc.

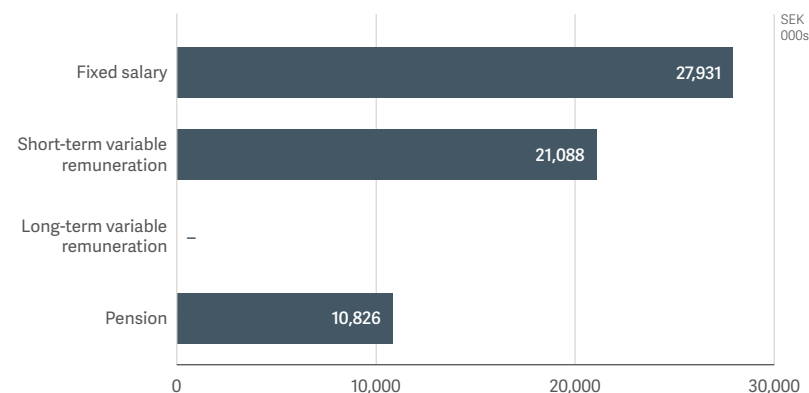
3) Short-term variable remuneration refers to bonus accrued during the 2024 fiscal year and to be paid during 2025.

4) Long-term variable remuneration refers to bonus accrued for expired long-term incentive program. During 2024, the program for 2022–2024 expired without reaching the performance target, why no long-term bonus has been accrued.

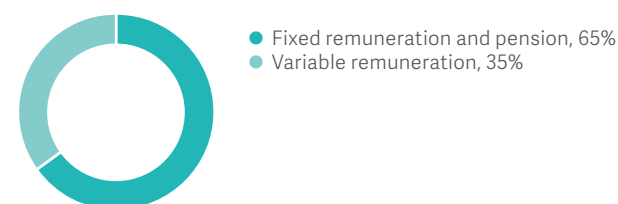
5) Pension expense for the President & CEO is based on a defined contribution basis and amounts to 40% of the base salary.

6) The pension expense for the President & CEO is based on the fixed base salary and is included in its entirety in the fixed remuneration.

Total remuneration to the President & CEO in 2024



Percentage of fixed and variable remuneration in 2024



Principles for the application of performance targets for variable remuneration

Selection of performance targets and resolution to determine the variable remuneration has been prepared by the Remuneration Committee and resolved by the Board of Directors. The variable remuneration is pre-limited to a maximum amount and related to predetermined and measurable criteria, designed to contribute to the interests of shareholders and the company's core values and creates an incentive for joint efforts to achieve the company's

business strategy, long-term added value and the sustainable development of the company. The sustainability work is integrated in the company's day-to-day operations. If the company's principles for sustainability or ethical guidelines are not complied with, the company has the possibility to withhold any variable remuneration or reclaim already awarded remuneration.

After the end of the fiscal year and based on a proposal by the Remuneration Committee, the Board of Directors has resolved to which extent the criteria for payment of the short- and long-

term variable remuneration have been fulfilled. The assessment if the financial targets have been reached has been based on the company's most recent published financial information, with any adjustments approved by the Board of Directors at the proposal of the Remuneration Committee.

Application of the performance targets for short-term variable remuneration

The variable short-term remuneration to the President & CEO is limited to 80% of the fixed annual base salary. The targets for the 2024

fiscal year were related to earnings, organic growth, tied-up working capital and sustainability. All five performance targets were fully or partly achieved in 2024, resulting in a degree of target fulfillment of 98.7% and a corresponding bonus payout.

The performance by the President & CEO during the reported fiscal year: short-term variable cash remuneration

Criteria for determination of short-term variable remuneration for the President & CEO and outcome

| Executive | Performance target | Weighting of performance target | Outcome of performance target | Variable remuneration per performance target (SEK 000s) |
|---------------------------------|----------------------------------------------------------------------------------------------|---------------------------------|-------------------------------|---------------------------------------------------------|
| Mattias Perjos, President & CEO | Adjusted EBITA (SEK M) ¹⁾ | 50% | SEK 4,874 M | 10,686 |
| | Net sales – organic growth (%) ²⁾ | 20% | 4.9% | 4,224 |
| | Tied-up working capital – no. of days | 20% | 89 days | 4,275 |
| | Sustainability – reduction of CO ₂ emissions in Scope 1 and Scope 2 ³⁾ | 5% | -13.4% | 834 |
| | Sustainability – implementation of process for supplier ESG qualification | 5% | Achieved | 1,069 |
| | | | | 21,088 |

1) Adjusted EBITA refers to the operating profit adjusted for exchange rate changes, acquisitions, divestments, restructuring costs and other material items affecting comparability.

2) Refers to the Group's organic net sales growth.

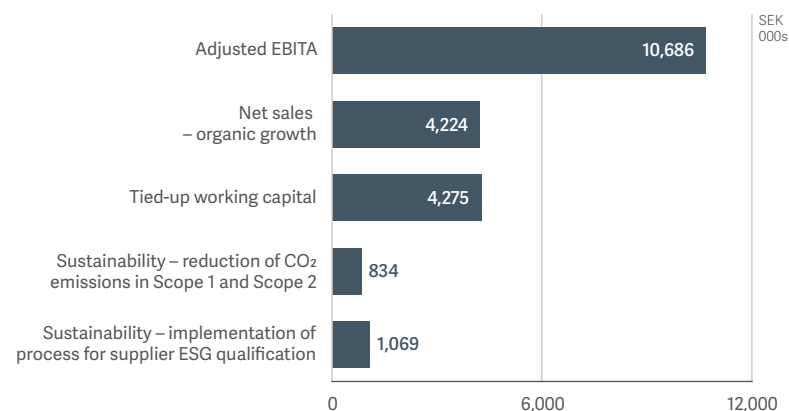
3) Scope 1 includes emissions from the consumption of oil and gas, and Scope 2 includes emissions from the consumption of electricity, heating and cooling.

Set performance target



- Adjusted EBITA, 50%
- Net sales – organic growth, 20%
- Tied-up working capital – no. of days, 20%
- Sustainability – reduction of CO₂ emissions in Scope 1 and Scope 2, 5%
- Sustainability – implementation of process for supplier ESG qualification, 5%

Distribution of outcome of short-term variable remuneration per performance target 2024



Applying the performance targets for the variable long-term remuneration

The long-term variable remuneration ("LTI-bonus") for the President & CEO is capped for a three-year period at an amount corresponding to one-year base salary and is subject to continued employment at the end of the vesting period (with some customary

exceptions). The vesting period for the LTI-bonus is three fiscal years.

The performance target for LTI 2022–2024, LTI 2023–2025 and LTI 2024–2026 is development of earnings per share over a three-year period adjusted for the categories of adjustment items that the Board of Directors determines at the recommendation of the

Remuneration Committee at the implementation of each program.

The incentive program LTI 2022–2024 expired at the end of the 2024 fiscal year and the performance targets was not achieved, which resulted in that there is no bonus payout.

The performance by the President & CEO during the reported fiscal year – long-term variable remuneration

Criteria for determination of long-term variable remuneration for the President & CEO and outcome, SEK 000s

| Executive | Long-term incentive program (LTI) | Performance target ¹⁾ | Outcome of performance target | Variable remuneration per performance target ²⁾ |
|---------------------------------|-----------------------------------|------------------------------------------------------|----------------------------------------------|------------------------------------------------------------|
| Mattias Perjos, President & CEO | LTI 2022–2024 | Development of adjusted earnings per share 2022–2024 | SEK 11.73 (adjusted earnings per share 2024) | – |
| | LTI 2023–2025 | Development of adjusted earnings per share 2023–2025 | – | – |
| | LTI 2024–2026 | Development of adjusted earnings per share 2024–2026 | – | – |
| | | | | – ³⁾ |
| | | | | – ⁴⁾ |

1) The performance targets in the group's long-term variable remuneration schemes are earnings per share, adjusted for acquisitions, divestments, restructuring costs and other material non-recurrent costs.

2) At the end of the year, there was no provision for earned LTI-bonus to the President & CEO as LTI 2022–2024 has expired and the performance target was not met. The vesting period for the group's long-term incentive scheme is three years and the remuneration is conditioned by the President & CEO remaining an employee at the end of the vesting period.

3) Since the three-year performance period for the performance target for the incentive program LTI 2023–2025 has not ended, there is no earned compensation for the incentive program and therefore no outcome for the performance target is reported.

4) Since the three-year performance period for the performance target for the incentive program LTI 2024–2026 has not ended, there is no earned compensation for the incentive program and therefore no outcome for the performance target is reported.

Comparative information regarding the company's result and changes in remuneration

Changes in remuneration and company performance over the last five reported fiscal years¹⁾

| | 2020 compared with 2019 | 2021 compared with 2020 | 2022 compared with 2021 | 2023 compared with 2022 | 2024 compared with 2023 | 2024 ⁴⁾ |
|------------------------------------------------------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------|
| Changes in remuneration to the President & CEO, SEK 000s ²⁾ | 20,663 (44.9%) | -7,082 (-10.6%) | -16,378 (-27.5%) | 3,143 (7.3%) | 13,457 (29.0%) | 59,845 |
| Changes in average remuneration to employees of Getinge AB, SEK 000s ³⁾ | -34 (-2.1%) | -340 (-21.1%) | -244 (-19.2%) | 356 (34.6%) | -34 (-2.4%) | 1,352 |
| Changes in operating profit for the group, SEK M | 2,412 (101.7%) | -413 (-8.6%) | -745 (-17.0%) | 110 (3.0%) | -882 (-23.6%) | 2,854 |

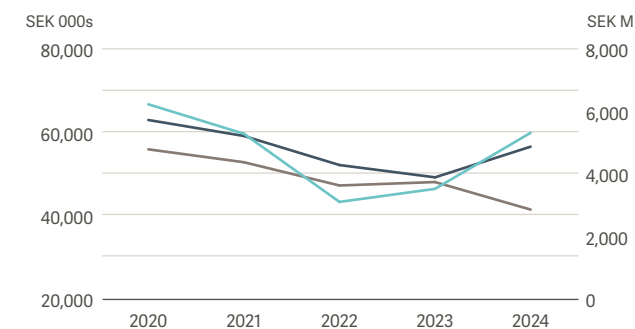
1) In the above table, changes in remuneration and result between the years are presented. The changes are presented in both absolute terms and as a percentage.

2) Remuneration to the President & CEO relates to the total remuneration including fixed salary, short- and long-term variable remuneration, pension expenses and other benefits.

3) Remuneration to the Senior Executives excluded.

4) Refers to the outcome for year 2024.

Relative changes in remuneration and profit



— Remuneration to the President & CEO (SEK 000s)
 — Operating profit for the group (SEK M)
 — Adjusted EBITA for the group (SEK M)

Gothenburg in March 2025

The Board of Directors of Getinge AB (publ)