The board of directors' remuneration report for 2024/2025

Introduction

This report describes how the guidelines for remuneration to senior executives of Embracer Group AB, adopted by the annual general meeting 2022 to be applicable until changed, however no longer than up until the annual general meeting 2026, were implemented in 2024/2025. The report also provides information on remuneration during 2024/2025 to the CEO, deputy CEO and remuneration to board members in addition to the ordinary board fee resolved by the annual general meeting. Embracer Group AB has no outstanding share-related and share price-related incentive plans, whereby information on such plans is not included. Embracer Group AB has not received any comments on previous remuneration reports to be considered in this report.

The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management and on Incentive Programs issued by the Stock Market Self-Regulation Committee.

Developments during 2024/2025

The CEO summarizes the company's overall performance in his statement on page 6-8 in the annual report 2024/2025.

The company's remuneration guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company can recruit and retain qualified personnel. To this end, the company must offer competitive remuneration. The company's remuneration guidelines enable the company to offer executives a competitive total remuneration. Under the remuneration guidelines, executive remuneration shall be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration shall be linked to financial or nonfinancial criteria. They may be individualized, quantitative or qualitative objectives. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development.

The guidelines are found on page 105-107 in the annual report 2024/2025. During 2024/2025, the company has complied with the applicable remuneration guidelines adopted by the general meeting 2022. No deviations from the guidelines have been decided and no derogations from the procedure for implementation of the guidelines have been made.

In addition to remuneration covered by the remuneration guidelines, the annual general meetings of the company can resolve on long-term share-related incentive plans and remuneration to the board of directors.

Total remuneration to the CEO, deputy CEO and relevant board members during 2024/2025

The table below describes the total remuneration (SEK) during 2024/2025 paid to the CEO, deputy CEO and board members who have received remuneration in addition to the remuneration resolved by the annual general meeting.

SEK	**Fixed remuneration**		**Variable remuneration**					
Name of executive (position)	**Base salary**	**Other benefits**	**One-year**	**Multi-year**	**Extraordinary items**	**Pension expense**	**Total remuneration**	**Proportion of fixed and variable remuneration**
Lars Wingefors (CEO)	1 030 148					197 652	1 227 800	100/0
Johan Ekström (Deputy CEO)*	933 415					67 452	1 000 867	100/0
Phil Rogers (Deputy CEO)*	8 170 621					0	8 170 621	100/0
Kicki Wallje-Lund (Chair of the Board)**	0		1 250 000			0	1 250 000	69/31

* Johan Ekström Deputy CEO up to an including 2 July 2024, Phil Rogers Deputy CEO as of 3 July 2024
** Refers to remuneration for consultancy assignment

Application of performance criteria

None of the persons covered by this report receive any variable remuneration whereby performance criteria are not applicable.

Share-based remuneration
The company has no outstanding share related or share price related incentive programs.

Comparative information on the change of remuneration and company performance

Change of remuneration and company performance over the last five reported financial years (RFY) (kSEK)

tSEK	**23/24 vs 24/25***	**22/23 vs 23/24****	**21/22 vs 22/23****	**20/21 vs 21/22****	**19/20 vs 20/21*****	**18/19 (15months) vs 19/20*****
CEO remuneration	0	0	0	0	0	-200
Deputy CEO remuneration	4 600	-900	2 200	2 400	300	600
Remuneration to the Chair of the Board******	400	-250	100	0	0	300
Group operating profit	24 993 000	-20 694 000	1 320 000	-3 184 000	1 712 600	-229 200
Average remuneration on a full time equivalent basis of employees******* of the parent company	-207	302	216	-287	180	50

* Johan Ekström Deputy CEO up to an including 2 July 2024, Phil Rogers Deputy CEO as of 3 July 2024
** Johan Ekström deputy CEO
*** Erik Stenberg deputy CEO
**** Information here concerns remuneration outside of board fee for consultancy assignment
***** Excluding members of the group executive management

Additional information is available in the annual report 2024/2025 or on Embracer Group AB's website.
Embracer Group AB's renumeration guidelines, which were adopted by the annual general meeting 2022, are available on https://embracer.com/governance/remuneration. The auditor's statement

regarding the company's compliance with the guidelines is available on https://embracer.com/governance/general-meetings. No remuneration has been reclaimed.

Further information on remuneration to senior executives and other employees as well as agreements on severance pay is available in note 7 (Employees and Personnel Expenses) on pages 122-124 in the annual report 2024/2025. Additional information on remuneration to board members in addition to remuneration resolved by the annual general meeting is available in note 7 (Employees and Personnel Expenses) on pages 122-124 in the annual report 2024/2025.

Information on the work of the remuneration committee in 2024/2025 is set out in the corporate governance report available on pages 73-74 in the annual report 2024/2025.

Remuneration of the board of directors is not covered by this report. Such remuneration is resolved annually by the annual general meeting and disclosed in note 7 (Employees and Personnel Expenses) on page 122-124 in the annual report 2024/2025.

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Karlstad 18 August 2025
Embracer Group AB
The board of directors