

## Tobii's Remuneration Report 2024

This report describes how the guidelines for executive remuneration of Tobii, adopted by the annual general meeting 2024, were implemented in 2024. The report also provides information on remuneration to the CEO and a summary of the company's outstanding share-related incentive plans.

Further information on executive remuneration is available in note 8 (Employees and personnel costs) on pages 62-64 in the annual and sustainability report 2024. Information on the work of the remuneration committee is set out in the corporate governance report available on pages 37-43 in the annual and sustainability report.

### Remuneration of the Board

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 8 in the annual and sustainability report.

Henrik Eskilsson was a board member and employed by Tobii AB during part of the year, and therefore he did not receive board remuneration, but salary.

### Remuneration to CEO 2024

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. Tobii's remuneration guidelines enable the company to offer the CEO a competitive total remuneration. In 2024, no deviations from the guidelines have been made.

#### Total CEO remuneration (KSEK)

Name of director (position)	Year	Fixed remuneration		Variable remuneration			Pension expense	Total remuneration	Portion of variable remuneration
		Base salary	Other benefits	One-year variable	Multi-year variable	Other non-recurring remuneration			
Anand Srivatsa (CEO)	2024	4 169	316	920			0	5 405	17%

### Variable remuneration

The one-year variable remuneration for Tobii's CEO is based on revenue, operating profit, cash position, and employee index. The multi-year variable remuneration relates to vested stock units shown in the table "Share award plans (CEO)" below.

## Share-based remuneration

In addition to the remuneration covered by the guidelines, Tobii's annual general meeting has decided on long-term share-based incentive programs. Tobii's CEO participates in the long-term share-based incentive programs for 2019-2023.

### Share option plans (CEO) (number of options)

Name of director (position)	Program	Award date	The main conditions of share option plans		Exercise price (SEK)	Opening Balance Share options held at beginning of year	During the year		Closing balance awarded and not vested or not used at
			Exercise period				Share options awarded	Share options vested	
Anand Srivatsa (CEO)	LTI 2019	2019-05-31	2020-05-31 - 2029-05-31		15,60*	288 808	0	0	349 316*

\* Exercise price and numbers recalculated due to the Right Issue in April 2024

The 2019 long-term incentive program (LTI 2019) consists of share options where the participants choose to pay for part of, or all of, the options that they have been offered in accordance with the resolutions of the Annual General Meeting. The price of the options has been developed by Deloitte according to the calculation model from Black & Scholes and the strike price has been set at 120% or 130% of a ten-day average on Tobii's share price before the allotment date. There are requirements for continued employment in order to be able to exercise the share options and upon termination of the employment, these expire.

### Share award plans (CEO) (number of stock units)

Name of director (position)	Program	Instrument type	The main conditions of share award plans		Opening Balance Share awards held at beginning of year	During the year		Closing balance Stock units awarded and not vested or not used at year end
			Award date	Vesting date		Awarded	Vested	
Anand Srivatsa (CEO)	LTI 2023	Stock unit	2023-06-13	2025-05-31 - 2027-05-31	155 000	0	0	187 475 *
	LTI 2022	Stock unit	2022-06-03	2024-05-31 - 2026-05-31	110 000	0	0	133 046 *
	LTI 2021	Stock unit	2021-07-01	2025-05-31	90 980	0	0	110 042 *
	LTI 2020	Stock unit	2020-06-15	2022-05-31 - 2024-05-31	39 012	0	0	47 186*
	LTI 2020	Synthetic stock unit	2020-06-15	2022-05-31 - 2024-05-31	16 719	0	0	20 222*

\* Recalculated due to the Right Issue in April 2024

Performance criteria: LTI 2023 TSR 5%, LTI 2022 TSR 5%, LTI 2021 combination of business linked return criteria and share price, LTI 2020 TSR. Last vesting period for LTI 2020 ended May 31, 2024.

The 2020 long-term incentive program (LTI 2020) consisted of stock units and synthetic stock units where a stock unit gave the participant the right, provided that certain conditions were met, to receive a performance share free of charge. The synthetic stock units were, provided that the conditions were met, paid in a cash remuneration to cover tax on the benefit value of the shares.

The issuance of performance shares were made, for Tobii's CEO, with one third each on May 31, 2022, May 31, 2023 and May 31, 2024, provided that on this date he remained employed within the Tobii Group and that the total return to shareholders in the form of price appreciation and reinvestment of any dividends, on Tobii's ordinary share during the period from the start of LTI 2020 up to and including the relevant vesting date increased by an average of 10% per year.

The 2021 long-term incentive program (LTI 2021) consists of stock units, where a stock unit gives the participant the right, provided that certain conditions are met, to receive a performance share free of charge.

The issuance of shares will take place, for Tobii's CEO, on May 31, 2025, if he is still employed within the Tobii Group on this date, that the share price exceeds SEK 26,15 and that several performance conditions are met. The performance condition consists of a combination of the average growth of gross profit, based on a linear function, and the development of EBITDA with RnD. The Board is responsible for determining the detailed terms of the performance condition.

The 2022 long-term incentive program (LTI 2022) consists of stock units, where a stock unit gives the participant the right, subject to certain conditions being met, to receive a performance share free of charge.

The issuance of shares will be made, for Tobii's CEO, in the amount of one third each on May 31, 2024, May 31, 2025 and May 31, 2026, provided that on this date he remains employed within the Tobii Group and that the total return to shareholders in the form of price appreciation and reinvestment of any dividends, on Tobii's ordinary share during the period from the start of LTI 2022 up to and including the relevant vesting date increases by an average of 5% per year.

The 2023 long-term incentive program (LTI 2023) consists of stock units, where a stock unit gives the participant the right, subject to certain conditions being met, to receive a performance share free of charge.

The issuance of shares will be made, for Tobii's CEO, in the amount of one third each on May 31, 2025, May 31, 2026 and May 31, 2027, provided that on this date he remains employed within the Tobii Group and that the total return to shareholders in the form of price appreciation and reinvestment of any dividends, on Tobii's ordinary share during the period from the start of LTI 2023 up to and including the relevant vesting date increases by an average of 5% per year.

## Comparative information on the change of remuneration and company performance

### *Change of total remuneration and company performance over the last financial years (KSEK)*

Befattningshavarens namn (position)	2020 vs		2021 vs		2022 vs		2023 vs		2024 vs		
	2019	2019	2020	2020	2021	2021	2022	2022	2023	2023	2024
Anand Srivatsa (VD fr o m dec 2021)					459		5 690		5 844		5 405
Henrik Eskilsson (VD t o m nov 2021)	4 397		4 665		6 433						
<b>Totalersättning VD</b>	<b>4 397</b>	<b>6%</b>	<b>4 665</b>	<b>48%</b>	<b>6 892</b>	<b>-17%</b>	<b>5 690</b>	<b>3%</b>	<b>5 844</b>	<b>-8%</b>	<b>5 405</b>
Omsättning (MSEK)	1 501	-61%	578	7%	616	26%	776	-2%	758	13%	857
Rörelseresultat (MSEK)	-138	-	-230	-	-186	-	-122	-	-184	-	-107
Genomsnittlig ersättning baserat på antalet heltidsekvivalenter anställda, exkluderat medlemmar i koncernledningen			623	11%	692	-2%	680	6%	721	7%	769