

Tobii's Remuneration report 2025

This report describes how the guidelines for executive remuneration of Tobii, adopted by the annual general meeting 2022, were applied in 2025. 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 staff costs) on page 81 in the annual and sustainability report 2025. Information on the work of the remuneration committee is set out in the corporate governance report available on page 57 in the annual and sustainability report 2025.

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.

Remuneration of the CEO

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 2025, no deviations from the guidelines have been made.

Total CEO remuneration (KSEK)

| Name of director (position) | Year | Fixed remuneration | | Variable remuneration | | Other non-recurring remuneration | Pension | Total remuneration | Portion of variable remuneration |
|-----------------------------|------|--------------------|----------------|-----------------------|---------------------|----------------------------------|---------|--------------------|----------------------------------|
| | | Base salary | Other benefits | One-year variable | Multi-year variable | | | | |
| Anand Srivatsa (CEO) | 2025 | 4 207 | 89 | 968 | - | - | - | 5 264 | 18% |

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 has participated in the long-term share-based incentive programs for 2019-2023 as well as the share investment program ESPP 2025.

Share option plans (CEO) (number of options)

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

The share options were forfeited during 2025 since CEO Anand Srivatsa resigned during the year. There are requirements for continued employment 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 | Main conditions of share award plans | | Opening Balance | During the year | | | Closing balance |
|-----------------------------|----------|----------------------|--------------------------------------|-------------------------|--|-----------------|--------|-----------|--|
| | | | Award date | Vesting date | Share awards held at beginning of year | Awarded | Vested | Forfeited | Stock units awarded and not vested or not used at year end |
| Anand Srivatsa (CEO) | LTI 2023 | Stock unit | 2023-06-13 | 2025-05-31 - 2027-05-31 | 187 475 | - | - | 187 475 | 0 |
| | LTI 2022 | Stock unit | 2022-06-03 | 2024-05-31 - 2026-05-31 | 133 046 | - | - | 133 046 | 0 |
| | LTI 2021 | Stock unit | 2021-07-01 | 2025-05-31 | 110 042 | - | - | 110 042 | 0 |
| | LTI 2020 | Stock unit | 2020-06-15 | 2022-05-31 - 2024-05-31 | 47 186 | - | - | 47 186 | 0 |
| | LTI 2020 | Synthetic stock unit | 2020-06-15 | 2022-05-31 - 2024-05-31 | 20 222 | - | - | 20 222 | 0 |

The awarded stock units were forfeited during 2025 since CEO Anand Srivatsa resigned during the year. There are requirements for continued employment to receive stock units and upon termination of the employment, CEO Anand Srivatsa will not receive any stock units from the share award plans.

Share investment program (CEO)

At an Extraordinary General Meeting on January 10, 2025, in accordance with the proposal of the Board of Directors and Nomination Committee, it was resolved to introduce a share investment program for all employees in the company and a share investment program (ESPP 2025) for the Board members of the company.

Tobii's CEO participated in ESPP 2025 where he waived a portion of his salary and received ordinary shares in Tobii (investment shares) for an equivalent amount. In connection with the transfer of investment shares, and as an incentive to waive salary, Tobii transferred additional shares (incentive shares) corresponding to 15 percent of the value of the transferred investment shares. Tobii's CEO received 20.215 incentive shares during the year of a total amount of SEK 81.348.

Comparative information on the development of remuneration and company performance

Development of total remuneration and company performance over the last five financial years (KSEK)

| Name of director (position) | 2022 vs | | 2023 vs | | 2024 vs | | 2025 vs | | |
|--|--------------|-------------|--------------|-----------|--------------|------------|--------------|------------|--------------|
| | 2021 | 2021 | 2022 | 2022 | 2023 | 2023 | 2024 | 2024 | 2025 |
| Anand Srivatsa (CEO from Dec 2021) | 459 | | 5 690 | | 5 844 | | 5 405 | | 5 264 |
| Henrik Eskilsson (CEO to the end of Nov 2021) | 6 433 | | | | | | | | |
| CEO total | 6 892 | -17% | 5 690 | 3% | 5 844 | -8% | 5 405 | -3% | 5 264 |
| Net sales (MSEK) | 616 | 26% | 776 | -2% | 758 | 13% | 857 | -3% | 834 |
| Operating profit/loss (MSEK) | -186 | | -122 | | -184 | | -107 | | -194 |
| Average remuneration based on number of full time equivalent employees, excl. Group Executive Management | 692 | 1% | 701 | 3% | 725 | 12% | 814 | -8% | 750 |