



*Remuneration report
2025*





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For information about the work of the Remuneration Committee, please refer to the Corporate Governance Report in the Annual Report.

Information regarding remuneration to senior executives can be found in Note 9 *Remuneration to employees*, on page 66 of the Annual Report.

1 Compensation overview and compliance with compensation guidelines

The remuneration complies with the guidelines adopted by the 2025 Annual General Meeting. The guidelines can be found on page 67 of the Annual Report.

2 Remuneration etc. to the CEO

The total remuneration consists of:

- fixed salary,
- variable compensation,
- pension benefits;
- other benefits.

Studsvik has no share-based or share-price-related incentive programs.

2.1 Fixed salary

For 2025, the CEO's fixed salary amounted to SEK 2,939 thousand, which is a decrease of 60% compared to 2024. The decrease is a consequence of the fact that in 2024 remuneration was included for the outgoing CEO during the notice period, including severance pay, as well as for the new CEO.

2.2 Variable remuneration

The variable remuneration may not exceed 50% of the fixed salary. For 2025, variable remuneration amounting to SEK 278 thousand has been earned. No variable remuneration has been paid in 2025.

2.3 Pension benefits

The cost of the CEO's pension may not exceed 30% of the fixed salary. For 2025, it amounted to 30.5%. The higher percentage is due to the estimated annual salary being slightly higher than the actual salary. The cost was adjusted in Q1 2026.



2.4 Other benefits

Other benefits amounted to SEK 111 thousand, which corresponds to 3.6% of the fixed salary.

3 Total compensation

3.1 Table of total compensation

The table below presents the total expensed remuneration for the CEO for the years 2021–2025.

Year	Fixed part salary	Other gross cash salary	Other benefits	Variable part bonus	Pension	Total compensation	Share of fixed and variable
2021	2 750	195	99	705	808	4 557	84/16
2022	2 876	122	102	1 346	1 223	5 669	76/24
2023	3 020	39	102	0	1 102	4 263	100/0
2024*	5 660	1 658	176	0	1 999	9 493	100/0
2025	2 939	0	111	278	930	4 258	94/6

* This includes the remuneration for 2025 relating to the outgoing CEO.

4 Annual change in remuneration

Tkr	2021	2022	2023	2024*	Change in % compared to 2023	2025	Change in % compared to 2024
Remuneration to the CEO	4 557	5 669	4 263	9 493	123%	4 258	-55%
Group operating profit	85 781	74 893	73 393	26 846	-63%	68 583	155%
Group turnover	798 324	814 774	826 026	893 116	8%	883 296	-1%
Average compensation per employee	718	660	704	729	4%	826	13%
Share price (SEK)	104,2	110,4	129,4	117,6	-9%	268,0	+128%

* This includes the remuneration for 2025 relating to the outgoing CEO.