

The board's proposal for remuneration guidelines and other employment terms for senior executives

1. Scope of the guidelines

The board proposes that the annual extra general meeting, to be held on 6 April 2026, adopt the following remuneration guidelines. The remuneration guidelines cover salary and other remuneration for the CEO and other senior executives of Silex Microsystems AB (publ) (the “**Company**”). The guidelines shall apply to remuneration agreed after the annual general meeting 2026 has resolved to adopt the guidelines, as well as to amendments of remuneration already agreed. The guidelines do not cover remuneration decided by a general meeting.

2. The guidelines' promotion of the Company's business strategy, long-term interests and sustainability

The purpose of these guidelines is to establish a framework that aligns remuneration with the Company's business strategy, long-term interests and sustainability. The Company's operations are guided by three core values: show respect, keep it simple and create value, and six core operational pillars: customer-focus, dedication, operational excellence, leadership in innovation, problem-solving and integrity & discretion. This is pursued through continuous improvement and relentless focus on integrating excellence into every aspect of the Company's operations, throughout systems and protocols.

The successful execution of the Company's business strategy and the safeguarding of its long-term interests, including sustainability, depend on the ability to attract, retain and motivate qualified employees. In light of the foregoing, the guidelines are designed to ensure that the Company's senior executives receive appropriate and competitive remuneration. For the avoidance of doubt, members of the extended management team are not defined as the Company's senior executives. The remuneration structure shall be competitive in relation to comparable companies while clearly reflecting the responsibilities and authority associated with each position. For further information on the Company's business strategy, see www.silexmicrosystems.com.

3. Decision-making process for establishing, reviewing and applying the guidelines

The board has established a remuneration committee consisting of at least two members of the board elected by the annual general meeting. The remuneration committee's responsibilities include the following two main tasks:

1. To prepare the board's proposal for guidelines for remuneration and other terms of employment for senior executives. The board shall prepare proposals for new remuneration guidelines when significant changes so require, or at least every four years, and submit the guidelines for approval at the annual general meeting. The guidelines shall apply from the time they are approved by the annual general meeting until new guidelines are adopted (but for no longer than four years). The remuneration committee may request that new guidelines be approved at an earlier date if circumstances arise that counteract the purpose of the guidelines.
2. To monitor and evaluate variable remuneration programs for senior executives, the application of remuneration guidelines, and current remuneration structures and remuneration levels in the Company.

The members of the remuneration committee are independent of the Company and group management. The CEO and other senior executives do not participate in the preparation of and decisions on remuneration-related matters to the extent that they are affected by the decisions in question.

4. Consideration of salary and employment terms for employees

In preparing the board's proposal for guidelines for remuneration to senior executives, the remuneration committee has taken into account information on the total remuneration of employees, the various components of remuneration, and the level and development of such remuneration over time. This information forms part of the basis for the remuneration committee and the board's assessment of the reasonableness of the guidelines and the restrictions that follow from them. The difference between the remuneration of senior executives and that of other employees, as well as any changes in this regard, will be reported in the annual remuneration report.

5. Forms of remuneration

The remuneration shall be in accordance with market terms and consist of the following components:

- Fixed base salary
- Short-term incentives
- Long-term incentives (share-based programs, as approved by the general meeting, which are not covered by these remuneration guidelines, see further "*Information on long-term incentive programs*" below)
- Pension benefits
- Other benefits
- Consultancy fees for board members

5.1 Fixed base salary

Fixed base salary forms the basis of total remuneration. The fixed base salary level shall be determined taking into account the individual's responsibilities, the complexity of the position, experience and performance, and shall be in line with market terms in relation to comparable companies. The fixed base salary shall be reviewed annually to ensure that it remains competitive and appropriate.

5.2 Short-term incentives

Short-term incentives consist of variable cash remuneration paid if certain performance criteria are met. The variable remuneration may amount to a maximum of 75 percent of the fixed annual base salary for the CEO, and a maximum of 50 percent of the fixed annual base salary for other senior executives.

Fulfilment of the criteria for payment of short-term incentives must be measurable over a period of at least 12 months. The criteria usually consist of a combination of predetermined performance measures, including both financial targets – such as growth, operating profit and cash flow – and qualitative individual targets linked to the Company's strategic objectives and non-financial targets, such as key strategic or sustainability-related criteria.

By applying predetermined and measurable financial and non-financial performance criteria that reflect the Company's business priorities in this way, the Company believes that the ability to attract, incentivize and retain key employees increases, which contributes to the Company's business strategy, long-term interests and sustainability. Once the evaluation period for fulfilment of the criteria for payment of short-term incentives has ended, an assessment shall be made of the extent to which the criteria have been met. The remuneration committee is responsible for conducting such an evaluation

with regard to short-term incentives for the CEO and other senior executives and proposes the recommended outcome to the board.

Additional variable cash remuneration may be paid in extraordinary circumstances, provided that such special arrangements are time-limited and individually agreed upon in order to recruit or retain senior executives or as remuneration for extraordinary efforts beyond the individual's regular duties. The total extraordinary remuneration may not exceed 100 percent of the fixed annual base salary and may not be paid more than once per year per individual.

The terms and conditions for variable remuneration shall enable the Company to reclaim, in whole or in part, variable remuneration paid on incorrect grounds to the extent possible under applicable law.

5.3 Pension benefits

All individual pension agreements shall be entered into in accordance with the rules applicable in the country where the senior executive resides. Unless otherwise required by applicable law or mandatory collective agreement provisions, pension benefits shall be based on a defined contribution (i.e., a certain percentage of the fixed base salary including vacation pay) and amount to a maximum of 35 percent of the annual fixed base salary, and variable remuneration shall be pensionable. For employments governed by rules other than Swedish rules, pension benefits may be adapted to applicable law, mandatory collective agreement provisions or other applicable rules or established local practice, whereby the overall purpose of these guidelines shall be met as far as possible.

5.4 Other benefits

Other benefits, such as company car, housing benefit, private health insurance, or life and disability insurance, may be provided to the extent that they are market-based. Other benefits for senior executives that are necessary for the total remuneration to be competitive and to facilitate the recruitment and retention of the Company's senior executives may amount to a maximum of 10 percent of the fixed annual base salary.

5.5 Consultancy fees for board members

The board may decide that market-based consulting fees shall be paid to board members who perform services on behalf of the Company outside the scope of the directorship, provided that such services contribute to the Company's business strategy, long-term interests and sustainability.

6. Termination of employment

The notice period may not exceed 12 months in the event of termination by the Company. In the event of termination, the sum of the fixed base salary during the notice period and severance pay may not exceed an amount corresponding to the fixed base salary for 12 months for the CEO and six months for other senior executives. In the event of termination by the employee, the notice period shall be a maximum of six months and shall not entitle the employee to severance pay.

7. Information on long-term incentive programs

Remuneration resolved upon or approved by the general meeting is not covered by these guidelines. Accordingly, these guidelines do not apply to, for example, share-based long-term incentive programs resolved upon or approved by the general meeting. Each year, the board shall assess the need for share-based incentive programs and, if necessary, submit proposals for resolution by the annual general meeting. The purpose of long-term share-based incentive programs is to create a long-term commitment to the Company, to attract and retain senior executives and other key employees and to ensure shareholder value and long-term growth.

8. Deviation from the guidelines

The board may, if there are special reasons in an individual case and a deviation is deemed necessary to satisfy the Company's long-term interests or financial viability, decide to temporarily deviate from the guidelines in whole or in part. The remuneration committee shall prepare the board's decisions on remuneration matters, which also include deviations from the guidelines. Any deviations shall be reported in the annual remuneration report.

The board on 23 February 2026