

## THE BOARD'S PROPOSAL REGARDING A RESOLUTION ON A CALL OPTION PLAN

The Board proposes that the Annual General Meeting 2023 resolves to introduce a call option plan for senior executives and certain key employees in the Lindab Group (the "**Call Option Plan**"). In essence, the program is identical to the programs from 2017, 2018, 2019, 2020, 2021, 2022 and 2023.

The objective of the plan, and the reason for deviating from the shareholders' preferential rights, is to strengthen the link between the work of senior executives and the creation of shareholder value. By those means, it is considered that there will be an increased alignment of interests between the senior executives and the shareholders of Lindab International AB ("**Lindab**").

### 1. Number of call options, participants and allotment of call options

Lindab may issue up to 275,000 call options under the Call Option Plan. Senior executives and certain key employees within the Lindab Group shall have the right to participate in the Call Option Plan and shall be divided into three different categories:

Lindab's CEO shall have the right to acquire up to 100,000 call options. The remaining members of Lindab's Group Management Team (approx. 8 persons), shall have the right to acquire up to 50,000 call options each. Significant executives outside group management are awarded a maximum of 10,000 call options per person. The total number of persons offered an award, including group management, will amount to a maximum of 20 persons. A person who is not employed by the Lindab Group at the time of the Annual General Meeting but will commence their employment within the Lindab Group no later than 31 August 2024 shall be entitled to participate in the Call Option Plan.

The call options shall be freely transferable but subject to an agreed right of first refusal in favour of Lindab to repurchase the call options at market value.

Assignment of call options to employees outside of Sweden is dependent on tax effects, market assumptions and restrictions in certain jurisdictions, and that the Board assesses that the assignment of call options outside of Sweden can be executed with reasonable costs and reasonable administrative efforts.

The participant is responsible for any tax consequences, possible financial support for acquiring call options or underlying shares, and for other practical handling of the call options.

### 2. Acquisition of call options

Acquisition of call options shall take place during an application period as soon as practically and legally possible after the Annual General Meeting. The price shall correspond to market value, calculated by an external appraiser based on the so called Black & Scholes-formula.

### 3. Time and price for acquisition of shares

Each call option shall entitle to acquisition of one (1) share in Lindab. The exercise price will be 119 per cent of the average volume-weighted price paid for Lindab's share on Nasdaq Stockholm during the period May 15- May 28, 2024. Acquisition of shares in Lindab by

exercise of call options may be made from and including the day after Lindab publishes the interim report for the period 1 January-30 June 2027, until and including 31 August 2027.

The number of shares that the call options entitle to, and the exercise price may be recalculated based on, among other things, extraordinary dividends paid, bonus issues, share splits or reverse share splits, rights issues or certain reductions of the share capital or similar actions.

#### **4. Delivery of shares**

Lindab owns 1,990,838 of its own shares of which 657,500 are subscribed to previous call option programs. The Board's proposal means that the Annual General Meeting approves that Lindab, with deviation from the shareholders' preferential rights to the holders of the call options transfer up to 275,000 of its own shares at the determined exercise price in connection with a possible exercise of the call options (subject to any recalculation).

#### **5. Costs and effects on key ratios etc.**

The market value of the call options is SEK 30.20<sup>1</sup> per call option, according to a preliminary valuation. The preliminary valuation is based on a market value of the underlying share of SEK 229.80<sup>2</sup> and an assumed exercise price of SEK 273.50 per share. The Black & Scholes-formula has been used for the valuation under the assumption of a risk-free interest rate of 2.61 per cent, a volatility of 28.5 per cent and a yield of 2.6 per cent. Lindab has no other costs for the Call Option Plan than administrative costs regarding advisors etc. in connection with the preparation of documentation for the resolution and for resolving on the issue of the call options etc.

If all the proposed 275,000 call options are acquired and exercised for acquisition of shares, these will constitute approx. 0.35 per cent of the current total number of shares and votes in Lindab. Transfer of repurchased own shares will have the effect that shares which previously could not be represented at the Annual General Meeting or entitle to dividend can after the transfer be represented at the Annual General Meeting and will entitle to dividend.

#### **6. The preparation of the proposal**

The Call Option Plan has been prepared by the remuneration committee of the Board and has been discussed at Board meetings during the spring 2024.

#### **7. Other incentive plans in Lindab**

Lindab has three previous outstanding option-based incentive programs decided at the Annual General Meetings 2021, 2022 and 2023. Further information is available in the Lindab Annual Reports of 2022 and 2023 and on Lindab's website [www.lindabgroup.com](http://www.lindabgroup.com). Long-term variable remuneration in cash in Lindab follows from the proposal regarding guidelines for remuneration to senior executives.

#### **8. Special authorization for the CEO**

The CEO of Lindab is authorized to make such minor adjustments to the resolution by the Annual General Meeting that may be required for registration with Euroclear Sweden AB.

---

<sup>1</sup> Preliminary price

<sup>2</sup> Closing price 2 April 2024.

## **9. The Board's proposed resolution**

Referring to the description above, the Board proposes that the Annual General Meeting resolves on the Call Option Plan.

## **10. Majority requirements**

A resolution on the Call Option Plan in accordance with the Board's proposal is valid if it is supported by shareholders representing more than nine tenths of the votes cast and the shares represented at the Annual General Meeting.

---

Båstad, March 2024  
Lindab International AB (publ)  
*The Board of Directors*