

Remuneration Report 2025

Introduction

This report reflects how the guidelines for remuneration to Senior Executives, adopted at the 2023 Annual General Meeting ("AGM"), have been implemented and applied during 2025. The report also provides details on the remuneration to the President & CEO, how the performance targets for variable remuneration have been applied, and information that the company has not implemented any share- or share price-related incentive programs. This report has been prepared in compliance with the Swedish Companies Act and the *Rules on remuneration of the Board and Executive Management and Incentive programs issued by the Stock Market Self-Regulation Committee* (the Remuneration Rules).

Further information on remuneration to Senior Executives is available in Note 22 on pages 175–176 of the 2025 Annual Report. Information on the work by the Remuneration Committee in 2025 is set out in the Corporate Governance Report, which can be found on pages 56–72 of the 2025 Annual Report.

Remuneration of the Board of Directors is not covered by this report, but is resolved annually by the AGM. Information about remuneration to the Board of Directors is disclosed in Note 22 on page 175 and the Corporate Governance Report on pages 56–72 of the 2025 Annual Report.

The company has not received any comments on the 2024 Remuneration Report.

The Group's overall performance 2025

The President & CEO summarizes the Group's result and overall performance in his statement, which is included on pages 6–7 of the 2025 Annual Report.

The company's remuneration guidelines

A prerequisite for successful implementation of the company's business strategy and safeguarding of its long-term interests and sustainability is that the company is able to recruit, motivate and retain qualified personnel. By offering Senior Executives a competitive total compensation, the remuneration guidelines enable the company, on a long-term basis, to attract qualified personnel to the business.

The total remuneration to Senior Executives shall be in line with market terms and consist of base salary (fixed cash remuneration), variable cash remuneration, any other variable remuneration, pension benefits and other benefits. Remuneration and other employment terms and conditions are to be market-based and competitive in every market where Getinge is active. In addition, the General Meeting can decide on share- or share price-related remuneration.

The current guidelines for remuneration, adopted at the 2023 AGM, are presented on pages 47–49 of the 2025 Annual Report.

Application and deviations from the remuneration guidelines

In 2025, the company has complied with the guidelines adopted at the 2023 AGM. No deviations have been made from the guidelines nor any derogations from the procedure for resolution on remuneration, established by the remuneration guidelines.

The auditors' statement regarding the company's compliance with the guidelines is available on www.getinge.com/int/company/corporate-governance/general-meetings/ under the tab 2026 Annual General Meeting. No paid remuneration has been reclaimed during 2025.

Share based remuneration

The General Meeting has not resolved on implementation of any share- or share price-related incentive program.

Total remuneration to the President & CEO during 2025

SEK 000s

Executive	Fixed remuneration		Variable remuneration			Pension expenses ⁵	Total	Share of fixed and variable remuneration (%) ⁶
	Fixed salary ¹	Other benefits ²	Short-term variable remuneration ³	Long-term variable remuneration ⁴				
Mattias Perjos, President & CEO	28,436	456	18,761	–		11,176	58,829	68/32

1) Fixed salary refer to base salary, including holiday pay.

2) Other benefits refer to benefits such as company car, medical insurance (sw: *sjukvårdsförsäkring*), health income insurance (sw: *sjukinkomstförsäkring*) etc.

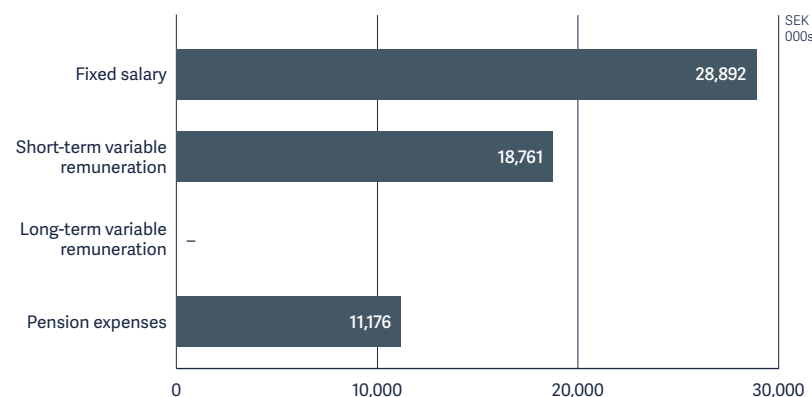
3) Short-term variable remuneration refers to bonus accrued during the 2025 fiscal year and to be paid during 2026.

4) Long-term variable remuneration refers to bonus accrued for expired long-term incentive program. During 2025, the program for 2023–2025 expired without reaching the performance target, why no long-term bonus has been accrued.

5) Pension expense for the President & CEO is based on a defined contribution basis and amounts to 40% of the base salary.

6) The pension expense for the President & CEO is based on the fixed base salary and is included in its entirety in the fixed remuneration.

Total remuneration to the President & CEO in 2025



Percentage of fixed and variable remuneration in 2025



Principles for the application of performance targets for variable remuneration

Selection of performance targets and resolution to determine the variable remuneration has been prepared by the Remuneration Committee and resolved by the Board of Directors. The variable remuneration is pre-limited to a maximum amount and related to predetermined and measurable criteria, designed to contribute to the interests of shareholders and the company's core values and

creates an incentive for joint efforts to achieve the company's business strategy, long-term added value and the sustainable development of the company. Getinge's sustainability work is integrated in the company's day-to-day operations. If Getinge's principles for sustainability or ethical guidelines are not complied with, the company has the possibility to withhold any variable remuneration or reclaim already awarded remuneration.

After the end of the fiscal year and based on a proposal by the Remuneration Committee, the Board of Directors has resolved to which extent the criteria for payment of the short- and long-term variable remuneration have been fulfilled. The assessment if the financial targets have been reached has been based on the company's most recent published financial information, with any adjustments approved by the Board of Directors at the proposal of the Remuneration Committee.

Application of the performance targets for short-term variable remuneration

The variable short-term remuneration to the President & CEO is limited to 80% of the fixed annual base salary. The targets for the 2025 fiscal

year were related to earnings, organic growth, tied-up working capital and sustainability. All five performance targets were fully or partly achieved in 2025, resulting in a degree of target fulfillment of 84 % and a corresponding bonus payout.

The performance by the President & CEO during the reported fiscal year: short-term variable cash remuneration

Criteria for determination of short-term variable remuneration for the President & CEO and outcome

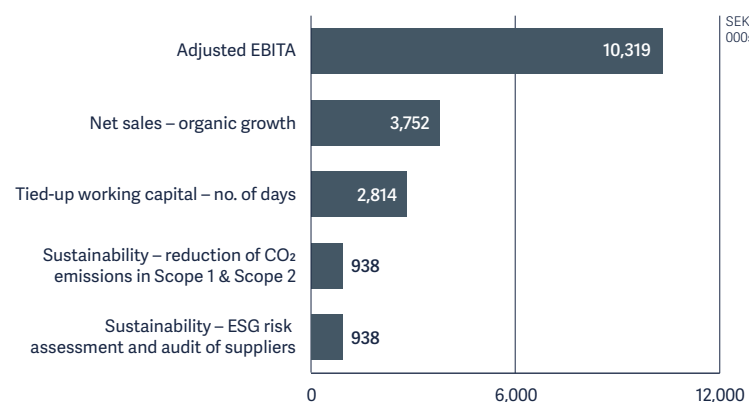
Executive	Performance target	Weighting of performance target	Outcome of performance target	Variable remuneration per performance target (SEK 000s)
Mattias Perjos, President & CEO				
	Adjusted EBITA (SEK M) ¹	55%	SEK 5,460 M	10,319
	Net sales – organic growth (%) ²	20%	4.9%	3,752
	Tied-up working capital – no. of days	15%	88.8 days	2,814
	Sustainability – reduction of CO ₂ emissions in Scope 1 & Scope 2 ³	5%	-13.4%	938
	Sustainability – ESG risk assessment and audit of suppliers	5%	Achieved	938
				18,761

1) Adjusted EBITA refers to the operating profit adjusted for exchange rate changes, acquisitions, divestments, restructuring costs and other material items affecting comparability.

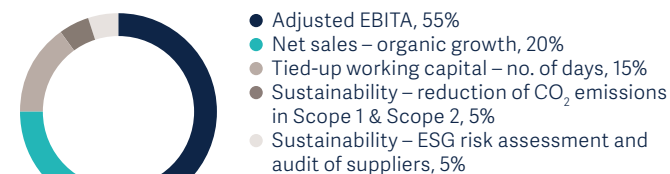
2) Refers to the Group's organic net sales growth.

3) Scope 1 includes emissions from the consumption of oil and gas, and Scope 2 includes emissions from the consumption of electricity, heating and cooling.

Distribution of outcome of short-term variable remuneration per performance target 2025



Set performance target



Application of the performance targets for the variable long-term remuneration

The long-term variable remuneration ("LTI bonus") for the President & CEO is capped at an amount corresponding to one year's base salary for a three-year period and is subject to continued employment at the end of the vesting period (with

some customary exceptions). The vesting period for the LTI bonus is three fiscal years.

The performance target for LTI 2023–2025, LTI 2024–2026 and LTI 2025–2027 is development of earnings per share over a three-year period, adjusted for the categories of adjustment items that the Board of Directors determines at the

implementation of each program based on recommendation of the Remuneration Committee.

The incentive program LTI 2023–2025 expired at the end of the 2025 fiscal year and the performance target was not achieved, which means that there will be no payout of long-term variable remuneration.

The performance by the President & CEO during the reported fiscal year – long-term variable remuneration

Criteria for determination of long-term variable remuneration for the President & CEO and outcome

Executive	Long-term incentive program (LTI)	Performance target ¹	Outcome of performance target	Variable remuneration per performance target (SEK 000s)
Mattias Perjos, President & CEO	LTI 2023–2025	Development of adjusted earnings per share 2023–2025	SEK 11.29 (adjusted earnings per share 2025)	– ²
	LTI 2024–2026	Development of adjusted earnings per share 2024–2026	–	– ³
	LTI 2025–2027	Development of adjusted earnings per share 2025–2027	–	– ⁴

1) The performance targets in the group's long-term variable remuneration schemes are earnings per share, adjusted for acquisitions, divestments, restructuring costs and other material non-recurrent costs.

2) At the end of the year, there was no provision for earned LTI bonus to the President & CEO as LTI 2023–2025 has expired and the performance target was not met. The vesting period for the Group's long-term incentive scheme is three years and the remuneration is conditioned by the President & CEO remaining an employee at the end of the vesting period.

3) Since the three-year performance period for the performance target for the incentive program LTI 2024–2026 has not ended, there is no earned compensation for the incentive program and therefore no outcome for the performance target is reported.

4) Since the three-year performance period for the performance target for the incentive program LTI 2025–2027 has not ended, there is no earned compensation for the incentive program and therefore no outcome for the performance target is reported.

Comparative information regarding the company's result and changes in remuneration

Changes in remuneration and company performance over the last five reported fiscal years¹

	2025 ⁴	2025 compared with 2024	2024 compared with 2023	2023 compared with 2022	2022 compared with 2021	2021 compared with 2020
Changes in remuneration to the President & CEO, SEK 000s ²	58,829	-1,015 (-1.7%)	13,457 (29.0%)	3,143 (7.3%)	-16,378 (-27.5%)	-7,082 (-10.6%)
Changes in average remuneration to employees of Getinge AB, SEK 000s ³	1,540	188 (13.9%)	-34 (-2.4%)	356 (34.6%)	-244 (-19.2%)	-340 (-21.1%)
Changes in operating profit for the group, SEK M	3,789	935 (32.8%)	-882 (-23.6%)	110 (3.0%)	-745 (-17.0%)	-413 (-8.6%)

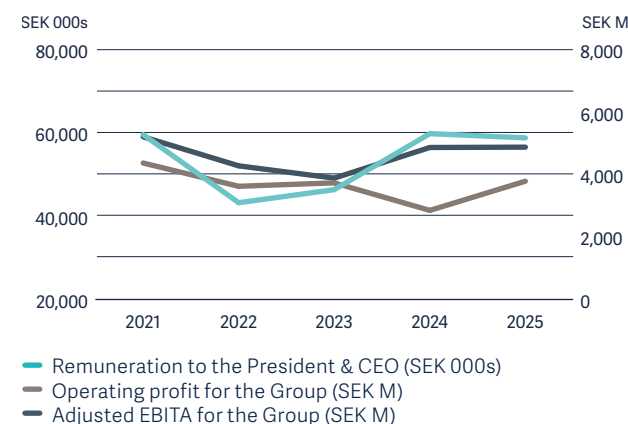
1) In the above table, changes in remuneration and result between the years are presented. The changes are presented in both absolute terms and as a percentage.

2) Remuneration to the President & CEO relates to the total remuneration including fixed salary, short- and long-term variable remuneration, pension expenses and other benefits.

3) Remuneration to the Senior Executives excluded.

4) Refers to the outcome for year 2025.

Relative changes in remuneration and profit



Gothenburg in March 2026

The Board of Directors of Getinge AB (publ)