



Remuneration committee statement (the Annual General Meeting 2025)

The Remuneration Committee's Statement Regarding,
and Evaluation of, the Remuneration and
Remuneration Guidelines for the Board of Directors
of and the Management Team of Cavotec SA



The current members of the Remuneration Committee in Cavotec SA ("Cavotec" or "Company") are Keith Svendsen, Patrik Tigerschiöld and Peter Nilsson (Chairman).

Members of the Remuneration Committee are elected annually and individually by the shareholders at the respective Annual General Meeting ("AGM"). The Chairman of the Remuneration Committee reports to the full Board of Directors of Cavotec ("Board") after each meeting. The minutes of the meetings are made available to the members of the Board. The chief executive officer ("CEO") and the chief human resources officer (CHRO) attend the Remuneration Committee meetings in an advisory function but are excluded from certain discussions. The Remuneration Committee may decide to consult an external advisor on specific remuneration matters.

REMUNERATION GUIDELINES FOR THE MANAGEMENT TEAM

The remuneration elements for the Company's management team (the "Management Team") consist of five components:

- a) salary
- b) pension
- c) other benefits
- d) performance based non-equity cash compensation ("STIP")
- e) performance based equity-based incentives ("LTIP")

BASE SALARY

Base salary is the fixed remuneration paid to employees for carrying out their role. It is designed to be attractive and market competitive and is established considering the following factors:

- scope and responsibilities of the role, as well as qualifications and experience required to perform the role, market value of the role in the location in which Cavotec competes for talent
- skills and expertise of the individual in the role

The base salary is paid out to the members of the Management Team in twelve equal monthly cash instalments.

PENSION BENEFITS

The purpose of pension benefits is to provide security for employees and their dependents in the event of retirement, sickness, inability to work and death. The Management Team members participate in the social insurance and pension plans in the countries where their employment contracts were entered into. The plans vary according to local market practice and legislation; at a minimum they reflect the statutory requirements

of the respective countries. In line with local employment practice for Swiss employees, members of the Management Team under Swiss employment contracts are covered by the Company's compulsory occupational pension scheme.

OTHER BENEFITS

In addition, Cavotec aims to provide competitive employee benefits. Benefits are considered from a global perspective, while appropriately reflecting differing local market practices and employment conditions. For the Management Team's members, benefits may include local market benefits such as transportation allowances, health cover, etc. The monetary value of these remuneration elements as disclosed in the remuneration tables is based on the amount paid as well as the best estimate for the amount yet to be paid.

SHORT-TERM INCENTIVE PLAN ("STIP")

The short-term incentive plan (STIP) is the cash-based element of the variable pay for inter alia the Management Team. Its objective is to:

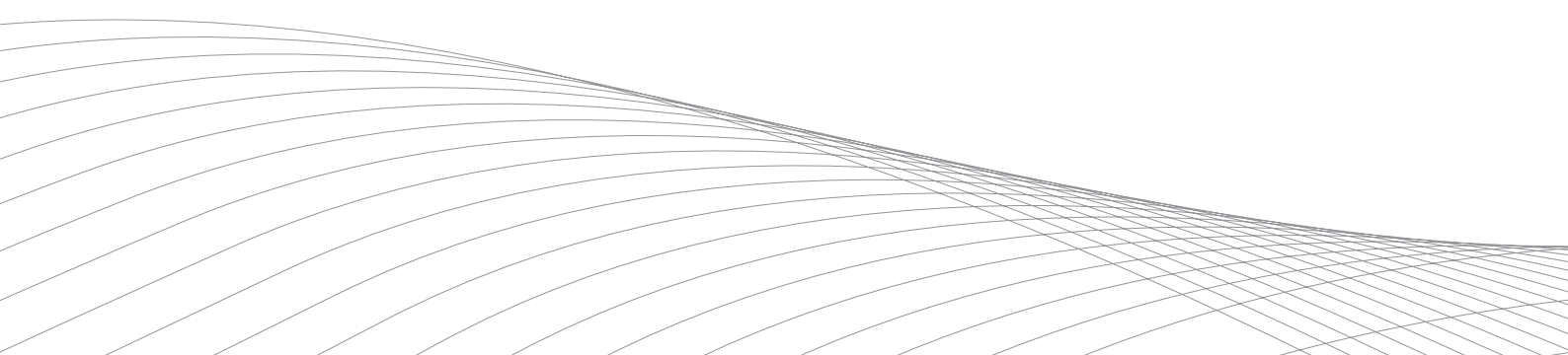
- encourage performance and motivates the beneficiaries to work together for the sustainable success of the Cavotec Group ("Group")
- enable the alignment of objectives throughout the Company

The current STIP framework was introduced in 2018 to provide a simple, fair and transparent approach.

Plan participants at Group and division levels are incentivized based on the achievement of financial performance targets, which are determined by the Board at the beginning of each financial year. The performance targets are defined in line with the year's commitments to contribute to the long-term strategy. They are aligned with business priorities, with the aim of achieving sustainable profitability.

These targets represent commercially sensitive information and are therefore not disclosed.

Payouts under the STIP are calculated based on the achievement level of the respective performance targets, with 100% achievement resulting in 100% payout. For each financial performance target, minimum threshold performance levels, below which there is no payout. Total payout under the STIP can range from 0% to 100% of the target incentive amount.



LONG-TERM INCENTIVE PLAN ("LTIP")

The Company did not have an ongoing long term incentive plan or launch any long-term incentive plan in 2024. A new long term incentive program, which is intended to be re-designed to better align key employees and shareholders interests and also aims to be a retention tool for key employees, is due to be launched in 2025.

EMPLOYMENT CONDITIONS

The members of the Management Team are employed under contracts of unlimited duration with a notice period up to a maximum of twelve months. Employment contracts for Management Team members include non-competition agreements not exceeding a period of twelve months following the end of employment.

THE REMUNERATION COMMITTEE'S EVALUATION OF THE REMUNERATION GUIDELINES

Cavotec's remuneration programs are designed to recognize and reward performance, enabling the organization to attract, motivate and retain talented employees who drive performance to ensure both sustained growth and value creation.

The compensation of the members of the Board and of the Management Team is reviewed on an annual basis to ensure continued alignment with the Group's strategy and market practice.

The Remuneration Committee has monitored and evaluated the application of the remuneration guidelines set forth above, the program for variable remuneration for the senior executives, key employees and the remuneration structure and levels in the Group. Based on the evaluation, the Remuneration Committee considers that the guidelines, program, structures and levels fulfil their objectives and are serving their purposes well.

REMUNERATION OF THE BOARD

The Remuneration Committee is responsible for advising the Board on the remuneration of its members.

The Remuneration Committee suggested that the remuneration for Board members will remain unchanged for the year 2025.

Lugano, 21 April 2025

Peter Nilsson
Chairman, Remuneration Committee

