

Minutes kept at the Annual General Meeting (“**AGM**”) in Karnov Group AB (publ), reg. no. 559016-9016, on 15 May 2025, in Stockholm

§ 1. Opening of the meeting and election of chairperson of the meeting

The chairperson of the Board of Directors, Magnus Mandersson, welcomed everyone and declared the meeting opened.

The meeting resolved, in accordance with the Nomination Committee’s proposal, to appoint lawyer Anders Moberg from Cirio law firm as chairperson of the meeting.

It was noted that Martin Näslund from Cirio law firm had been appointed to keep the minutes of the meeting as secretary.

It was noted that the Board of Directors, pursuant to Chapter 7, Section 4 a of the Swedish Companies Act and Section 13 of the company's Articles of Association, had resolved that the shareholders could choose to exercise their voting rights by postal voting ahead of the meeting.

§ 2. Preparation and approval of the voting register

A list of present shareholders, proxies and assistants was prepared with information on the number of shares and votes represented, **Appendix 1**.

The meeting resolved to approve the list of present shareholders as voting register.

The meeting resolved that the persons whom the company granted access to the meeting as guests, had the right to attend the meeting.

§ 3. Approval of the agenda

The meeting resolved to approve the Board of Directors’ proposed agenda, as included in the notice to the AGM.

§ 4. Election of one or two persons to verify the minutes

The meeting resolved that the minutes should be verified, in addition to the chairperson by Ulrik Grönvall, proxy for Swedbank Robur.

§ 5. Determination of whether the meeting has been duly convened

It was noted that the notice of the meeting had been published in *Post- och Inrikes Tidningar* on Wednesday 16 April 2025 and had also been available at the

company's website since Thursday 10 April 2025. Information to the effect that the notice had been issued was also published in Dagens industri on Wednesday 16 April 2025.

The meeting was declared duly convened.

§ 6. Submission of the annual report and the auditor's report as well as the consolidated financial statements and the auditor's report for the group

The annual report and the auditor's report as well as the consolidated financial statements and the auditor's report for the group for the financial year 2024 were presented, **Appendix 2**.

CEO Pontus Bodelsson presented information about the company's business during the past financial year, whereafter the participants were given the opportunity to ask questions to the CEO.

The company's auditor, present through the Authorised Public Accountant Martin Johansson, presented the auditor's report, whereafter the participants were given the opportunity to ask questions to the auditor.

§ 7. Resolutions regarding

a) adoption of the income statement and balance sheet, as well as the consolidated income statement and consolidated balance sheet

The meeting resolved, in accordance with the auditor's recommendation, to adopt the income statement and balance sheet as well as the consolidated income statement and consolidated balance sheet for the financial year 2024.

b) appropriation of the company's profit or loss according to the adopted balance sheet

The meeting resolved, in accordance with the Board of Directors' proposal and the auditor's recommendation, that the result for the year shall be carried forward and that no dividend shall be made for the financial year 2024.

c) discharge from liability for the members of the Board of Directors and the CEO

The meeting resolved, in accordance with the auditor's recommendation, to grant the members of the Board of Directors and the CEO discharge from liability for the financial year 2024.

It was noted that the CEO and the members of the Board of Directors who are also shareholders or proxies for shareholders did not participate in the resolution regarding discharge from liability.

§ 8. Resolution on the number of members of the Board of Directors and the number of auditors

The chairperson of the Nomination Committee presented the Nomination Committee's work and proposals, **Appendix 3**.

The meeting resolved, in accordance with the Nomination Committee's proposal, that the number of directors elected by the general meeting shall be six (6) without any deputies, and that the number of auditors shall be one (1) accounting firm without any deputies.

§ 9. Resolution on the fees to be paid to the members of the Board of Directors and the auditor

The meeting resolved, in accordance with the Nomination Committee's proposal, that fees to the Board of Directors for the period until the end of the next AGM shall be paid as follows.

- SEK 1,100,000 for the chairperson of the Board of Directors and SEK 400,000 for each of the other AGM-elected non-executive directors,
- an additional fee of SEK 400,000 for the chairperson of the Board of Directors for work related to the Company's acquisition and strategy initiatives,
- SEK 250,000 for the chairperson of the audit committee and SEK 100,000 for each of the other directors of the audit committee,
- SEK 150,000 for the chairperson of the capital allocation committee and SEK 75,000 for each of the other directors of the capital allocation committee, and
- SEK 100,000 for the chairperson of the remuneration committee and SEK 35,000 for each of the other directors of the remuneration committee.

Furthermore, the meeting resolved, in accordance with the Nomination Committee's proposal, that the fee to the auditor for the period until the end of the next AGM shall be paid in accordance with approved invoice.

§ 10. Election of members of the Board of Directors, chairperson of the Board of Directors and auditor

The meeting resolved, in accordance with the Nomination Committee's proposal, on re-election of Magnus Mandersson, Ulf Bonnevier, Lone Møller Olsen, Salla Vainio, Loris Barisa, and Ted Keith as members of the Board of Directors for the period until the end of the next AGM. Magnus Mandersson was re-elected as chairperson of the Board of Directors.

The meeting resolved, in accordance with the Nomination Committee's proposal and the audit committee's recommendation, on re-election of the registered public accounting firm Öhrlings PricewaterhouseCoopers AB as auditor for the period until the end of the next AGM. The meeting was informed that Öhrlings PricewaterhouseCoopers AB intends to appoint the Authorised Public Accountant Martin Johansson as auditor in charge.

§ 11. Resolution on approval of the Board of Directors' Remuneration Report 2024

It was noted that the auditor had submitted a statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act, **Appendix 4.**

The meeting resolved, in accordance with the Board of Directors' proposal, to approve the Board of Directors' remuneration report for 2024 in accordance with Chapter 8, Section 53 a of the Swedish Companies Act, **Appendix 5**.

§ 12. Resolution on guidelines for remuneration to senior executives

The meeting resolved, in accordance with the Board of Directors' proposal, on guidelines for remuneration to senior executives, **Appendix 6**.

§ 13. Resolution on the establishment of a long-term incentive program (LTIP 2025) including (A) establishment of LTIP 2025, (B) authorisation for the Board of Directors to resolve on directed issue of shares of series C, (C) authorisation for the Board of Directors to resolve on acquisition of own shares of series C and (D) transfer of own ordinary shares

The chairperson of the meeting presented the Board of Directors' proposal, whereafter the participants were given the opportunity to ask questions to the Board of Directors.

The meeting resolved, in accordance with the Board of Directors' proposal, to establish a long-term incentive program (LTIP 2025) including (A) establishment of LTIP 2025, (B) authorisation for the Board of Directors to resolve on directed issue of shares of series C, (C) authorisation for the Board of Directors to resolve on acquisition of own shares of series C and (D) transfer of own ordinary shares, **Appendix 7**.

It was noted that the resolution was made with the required majority.

§ 14. Resolution regarding authorisation for the Board of Directors to resolve on new issues of shares

The chairperson of the meeting presented the Board of Directors' proposal, whereafter the participants were given the opportunity to ask questions.

The meeting resolved, in accordance with the Board of Directors' proposal, on authorisation for the Board of Directors to resolve on new issues of shares, **Appendix 8**.

It was noted that the resolution was made with the required majority.

§ 15. Conclusion of the general meeting

The meeting was declared closed by the chairperson.

Separate signature page follows

Keeper of the minutes:

Verified:

Martin Näslund

Ander Moberg (Chairperson)

Ulrik Grönvall

The Nomination Committee's proposals and motivated statement for the AGM 2025

The Nomination Committee of Karnov Group AB (publ), org.nr. 559016-9016, (the "**Company**") ahead of the AGM 2025 consists of Will Brennan (Long Path Partners), David Nadel (Invesco), Ulrik Grönvall (Swedbank Robur), and Magnus Mandersson (the chairperson of the Board of Directors the Company).

The Nomination Committee proposes the following for the AGM 2025.

Election of chairperson of the meeting (item 1)

The Nomination Committee proposes that lawyer Anders Moberg from Cirio Advokatbyrå should be appointed chairperson of the AGM.

Resolution on the number of members of the Board of Directors and the number of auditors (item 8)

The Nomination Committee proposes that

- The number of directors elected by the general meeting shall be six (6) without any deputies, and that
- The number of auditors shall be one (1) accounting firm without any deputies.

Resolution on the fees to be paid to the members of the Board of Directors and the auditor (item 9)

The Nomination Committee proposes the following fees to the Board of Directors and the auditor until the AGM 2026:

- SEK 1,100,000 (previously SEK 1,050,000) for the chairperson of the Board of Directors and SEK 400,000 (previously SEK 375,000) for each of the other AGM-elected non-executive directors in the Company,
- an additional fee of SEK 400,000 (new) is proposed for the chairperson of the Board of Directors for work related to the Company's acquisition and strategy initiatives,
- SEK 250,000 (previously SEK 200,000) for the chairperson of the audit committee and SEK 100,000 (previously SEK 75,000) for each of the other directors of the audit committee,
- SEK 150,000 (previously SEK 100,000) for the chairperson of the capital allocation committee and SEK 75,000 (previously SEK 50,000) for each of the other directors of the capital allocation committee,
- SEK 100,000 (unchanged) for the chairperson of the remuneration committee and SEK 35,000 (unchanged) for each of the other directors of the remuneration committee, and
- auditor's fee in accordance with approved invoice.

Election of members of the Board of Directors, chairperson of the Board of Directors and auditor (item 10)

The Nomination Committee proposes:

- re-election of Magnus Mandersson, Loris Barisa, Ulf Bonnevier, Lone Møller Olsen, Salla Vainio, and Ted Keith as directors, and
- re-election of Magnus Mandersson as chairperson of the Board of Directors.

More detailed presentation of all proposed individuals is available on the Company's website, karnovgroup.com.

The Nomination Committee proposes, in accordance with the audit committee's recommendation, re-election of the registered public accounting firm Öhrlings PricewaterhouseCoopers AB for the period up to and including the AGM 2026. Should Öhrlings PricewaterhouseCoopers AB be elected, the accounting firm has announced that, the Authorised Public Accountant Martin Johansson will serve as auditor in charge.

The Nomination Committee's motivated statement

Ahead of the AGM 2025, the Nomination Committee has held two formal meetings and has in addition thereto had a number of informal coordinating meetings. The Nomination Committee has held interviews with all proposed Board members and a number of other persons relevant to the Nomination Committee's work. The Nomination Committee has been provided with a report from the CEO and chairperson of the Board of Directors on the strategy and current status of the Company. The chairperson of the Board of Directors has also provided a report on the performed evaluation of the Board of Directors' work. Based on this information, the Nomination Committee has discussed the principal requirements that should be imposed on the Board and its members, including requirements concerning independence of Board members and gender equality. The Nomination Committee has also evaluated the level of fees to the Board of Directors and compared it to Board fees of other peers. This year, special consideration has been given to the fact that the Company's operations have expanded and the competence requirement on the members of the Board of Directors have increased, which has resulted in a larger remuneration increase compared to a normal year. The Chairman of the Board is moreover actively supporting in acquisitions and strategy, and is hence proposed an additional fee for 2025. It is also worth noting that Board member Ted Keith waives his board fee.

In producing its proposal for the election of auditors and fees for audit work, the Nomination Committee has been assisted by the audit committee. The Nomination Committee's proposal follows the recommendation presented by the audit committee.

The Nomination Committee has determined that Rule 4.1 of the Swedish Corporate Governance Code (the "**Code**") is to be applied as board diversity policy. This means that when preparing its proposals to the annual general meeting, the Nomination Committee will consider that the Board of Directors is to have a composition appropriate to the Company's operations, phase of development and other relevant circumstances. The Board members elected by the general meeting are collectively to exhibit diversity and breadth of qualifications, experience and background. The Nomination Committee is to strive for gender balance on the Board of Directors of the Company.

All Board assignments in the Company are to be based on merit with the prime consideration being to maintain and enhance the Board of Directors' overall effectiveness. Within this, a broad set of qualities and competences is sought for and the Nomination Committee recognises that diversity (including age, gender, geographical provenance and educational and professional background) is an important factor to take into consideration. In particular, the Nomination Committee notes the necessity to increase the gender balance of the Board of Directors over time.

The Nomination Committee is of the opinion that continuity in the Board work is of great importance for the Company. In view of this, and as stated above, the Nomination Committee

has proposed re-election of all Board members. In summary, the Nomination Committee is of the opinion that the proposed Board of Directors has the competence, experience and breadth appropriate to the Company's operations and stage of development and other relevant circumstances.

When assessing the independence of the proposed Board members, the Nomination Committee has found that the proposed composition of the Board of Directors of the Company fulfils the requirements regarding independence as set out in Code.

Information on all proposed Board members are presented on Company's website, www.karnovgroup.com.

Stockholm in April 2025

Karnov Group AB (publ)

The Nomination Committee



This is an literal translation of the Swedish original document

Auditor's statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act (2005:551) regarding whether the guidelines for remuneration to senior executives adopted by the annual general meeting of shareholders have been complied with

To the annual general meeting of shareholders in Karnov Group AB (publ), Corporate Identity Number 559016-9016

We have performed procedures to determine whether the Board of Directors and the Managing Director of Karnov Group AB (publ) have, for the year 2024, complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 5 May 2021.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for compliance with the guidelines and for such internal control as the Board of Directors and the Managing Director determine is necessary to ensure compliance with the guidelines.

Auditor's responsibility

Our responsibility is to express an opinion, based on our procedures, to the annual general meeting of shareholders regarding as to whether the guidelines for remuneration to senior executives have been complied with. We conducted our procedures in accordance with FAR's recommendation, RevR 8 *Examination of remuneration to senior executives of some listed companies*. This recommendation requires that we comply with ethical requirements and have planned and performed the procedures to obtain reasonable assurance that the guidelines adopted by the annual general meeting of shareholders have, in all material aspects, been complied with. The firm applies ISQC 1 (International Standard on Quality Control) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are independent of the Karnov Group AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures have involved the company's organisation for and documentation of matters pertaining to remuneration to senior executives, recent resolutions regarding remuneration and a selection of payments made to senior executives during the financial year. The procedures selected depend on the auditor's judgment, including the assessment of the risk that the guidelines have not, in all material aspects, been complied with. In making this risk assessment, the auditor considers the aspects of internal control relevant to compliance with the guidelines, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

We believe that the procedures performed provide a reasonable basis for our opinion below.



Opinion

In our opinion, the Board of Directors and the Managing Director of Karnov Group AB (publ) have, for the year 2024, complied with the guidelines for remuneration to senior executives adopted by the annual general meetings of shareholders held on 5 May 2021.

Stockholm, 31 March 2025
Öhrlings PricewaterhouseCoopers AB

Martin Johansson
Authorized Public Accountant

Remuneration Report 2024



Remuneration Report

This Remuneration Report provides an insight in how Karnov Group's guidelines for executive remuneration, adopted by the Annual General Meeting on 5 May 2021, have been implemented in 2024.

About the Remuneration Report

Karnov Group's Remuneration Report relates to the fiscal year 2024. The Remuneration Report covers the parent company Karnov Group AB (publ) (reg. no. 559016-9016) and covers all entities consolidated in the consolidated financial statements of Karnov Group for the same period, which are specified in Note 3.6 of the Annual Report. The remuneration report has been prepared in compliance with Chapter 8 of the Swedish Companies Act (2005:551) and the Swedish Corporate Governance Code.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in the Corporate Governance Report 2024 on p. 54 in the Annual Report 2024.

The Board of Directors of Karnov Group AB (publ) has, when signing the Annual Report, also approved the Remuneration Report.

Key developments in 2024

Overall company performance in 2024

The CEO summarises the company's overall performance in the statement on p. 6-7 in the Annual Report 2024.

The company's remuneration guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Company is able to recruit and retain qualified personnel. To this end, it is necessary that the Company offers competitive remuneration. These guidelines enable the Company to offer the executive management a competitive total remuneration.

The Annual General Meeting on 5 May 2021 resolved on guidelines for executive remuneration. The guidelines encompass salary and other remuneration for the Company's CEO and other senior executives. The guidelines resolved by the Annual General Meeting are disclosed in the Corporate Governance Report on p. 57-59 in the Annual Report 2024.

No deviations from the guidelines have been decided and no derogations from the procedure for implementation of the guidelines have been made. The Auditor's statement of the Company's compliance with the guidelines is available on the Company's website <https://www.karnovgroup.com/>.

Types of remuneration

Remuneration and other terms and conditions of employment shall be adequate to enable the Company and the group to retain and recruit skilled senior executives at a reasonable cost. The remuneration to senior executives may consist of fixed remuneration, variable remuneration, pension, other benefits and severance payment and it shall be based on principles of performance, competitiveness and fairness. The general meeting

can also, irrespective of these guidelines, resolve on, among other things, share-related or share price-related remuneration.

Fixed remuneration

Each senior executive shall be offered a fixed remuneration in line with market conditions and based on the senior executive's responsibility, expertise and performance.

Variable remuneration

Variable remuneration may comprise of annual variable cash salary and long-term variable pay in the form of cash. Variable remuneration shall be subject to the fulfilment of defined and measurable targets. 60 per cent of the variable remuneration is based on financial performance decided by the Board of Directors based on the Company's financial targets and 40 per cent of the variable remuneration is based on non-financial performance activities decided by Board of Directors to achieve the financial targets and the overall targets of the Company. This creates incentives to promote the Company's business strategy, long-term interests and sustainability.

The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one year. The variable cash remuneration for the CEO may amount to not more than 100 percent of the total fixed annual salary and the variable cash remuneration for the other senior executives may amount to not more than 75 percent of the total fixed annual salary. Variable cash remuneration shall not qualify for pension benefits unless otherwise provided by mandatory collective agreement provisions.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated/determined when the measurement period has ended. The remuneration committee is responsible for the evaluation so far as it concerns variable remuneration to the CEO. For variable cash remuneration to other executives, the CEO is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the Company.

In special cases, agreements may be reached on remuneration of a non-recurring nature, provided such remuneration does not exceed an amount corresponding to the individual's total fixed annual salary and maximum variable cash salary, and is not paid more than once per year and per individual.

Pension

Agreements regarding pensions shall, where applicable, be premium based and designed in accordance with the level and practice applicable in the country in which the senior executive is employed. Senior executives shall receive pension premiums of no more than 35 per cent of the total fixed annual salary.

Other benefits

Other benefits, such as a Company car, preventive care, health care and health insurance, may be paid in accordance with customary market terms. The other benefits shall amount to not more than 10 percent of total fixed annual salary.

Termination of employment

Fixed remuneration during notice periods and severance payment, including payments for any restrictions on competition, shall in aggregate not exceed an amount equivalent to the fixed remuneration for 12 months for the CEO and no more than 12 months for other senior executives. No severance pay shall be paid in the case of termination by the employee.

Remuneration to senior executives

The following table presents the remuneration paid to the senior executives in 2024, in MSEK.

Name of director	1 Fixed remuneration		2 Variable remuneration		3	4	5	6
	Base salary	Other benefits*	One-year variable	Multi-year variable***	Extraordinary items	Pension expenses**	Total remuneration	Proportion of fixed and variable remuneration**
Pontus Bodelsson (President and CEO)	6.8	0.3	6.4	-	-	2.1	15.6	59/41

*Company car and cellphone

**Pension expense, which in its entirety related to base salary and is premium defined, has been counted entirely as fixed remuneration.

***LTIP 2023 and LTIP 2024 are in vesting periods. No performance shares have been allocated in 2024.

Share-based remuneration

Outstanding share-related and share price-related incentive plans

The company has two share saving programs (LTIP 2023 and LTIP 2024). The participants are divided into four different categories depending on position. Category 1 includes the Group CEO, category 2 includes the CFO and the regional CEOs, category 3 includes the Group Management (Senior Executives) as well as certain key position holders and category 4 includes a number of key position holders. The participants have made own investments

in shares in the company (savings shares). Participants who retain the savings shares during the program's vesting period of at least three years and also remain employed by Karnov throughout the whole vesting period will at the end of the period be eligible for free additional ordinary shares (performance shares). The allotment of performance shares is subject to the satisfaction of the performance criteria, relating to the fiscal years 2023-2025 and 2024-2026 (see table "Performance of the CEO in the reported financial year: share-based incentives" at page 3). The CEO has allocated 37,736 savings shares to LTIP 2023 and 30,769 savings shares to LTIP 2024.

Share award plans (for the President and CEO)

The main conditions for the share award plans					Information regarding the reported financial year					
					Opening balance	During the year			Closing balance	
Specification of plan	Performance period	Award date	Vesting date	End of retention period	Shares held at the beginning of the year	Awarded	Vested	Subject to a performance condition	Awarded and unvested at the year end	Subject to a retention period
LTIP 2023	2023-2025	23-05-31	26-05-31	25-12-31	0	0	0	188,680	0	188,680
LTIP 2024	2024-2026	24-07-04	27-07-04	26-12-31	0	0	0	153,845	0	153,845
Total					0	0	0	342,525	0	342,525

Application of performance criteria

The performance measures for the CEO's variable remuneration have been selected to deliver the company's strategy and to encourage behaviour which is in the long-term interest of the company.

In the selection of performance measures, the strategic objectives and short-term and long-term business priorities for 2024 have been taken into account. The non-financial performance measures further contribute to alignment with sustainability as well as the company values.

The criteria for obtaining bonus are agreed between the CEO and the Board of Directors and is depending on fulfilment of specific goals.

The variable remuneration is based on a relative weighting of the performance criteria with a combination of company goals and individual goals. The relative weighting is 60% company targets that applies for all employees and 40% individual targets. The 60% of the variable remuneration is based on specific financial goals for the relevant year and 40% of the bonus is based on non-financial targets and individual targets for the CEO and calculated from the actual paid out basic salary of the CEO. The non-financial and individual targets for the CEO for 2024 are listed in the table below:

Performance of the CEO in the reported financial year: variable cash remuneration

Name of director (position)	1 Description of the criteria related to the remuneration component	2 Individual targets	3 Relative weighting of the performance criteria	4 Measured performance outcome
Pontus Bodelsson (President and CEO)	Achievement of synergies from the Acceleration Initiative	Individual target	1/3	110%
	Achievement of synergies from the Region South integration	Individual target	1/3	100%
	Achievement of sales of AI solutions	Individual target	1/3	80%

Performance of the CEO in the reported financial year: share-based incentives

Name of plan	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance and b) actual award/remuneration outcome (MSEK)
LTIP 2023	Organic Growth (in CAGR) during the financial years 2023-2025	30%	a) To be determined in 2026 b) To be determined in 2026
	Adjusted EBITDA (in CAGR) in relations to Revenues, adjusted EBITDA margin, during the financial years 2023-2025	30%	a) To be determined in 2026 b) To be determined in 2026
	Cost-synergies from the integration of Region South, during the financial years 2023-2025	30%	a) To be determined in 2026 b) To be determined in 2026
	Achievement of ESG objectives, during the financial years 2023-2025	10%	a) To be determined in 2026 b) To be determined in 2026
Name of plan	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance and b) actual award/remuneration outcome (MSEK)
LTIP 2024	Organic Growth (in CAGR) during the financial years 2024-2026	30%	a) To be determined in 2027 b) To be determined in 2027
	Adjusted EBITDA (in CAGR) in relations to Revenues, adjusted EBITDA margin, during the financial years 2024-2026	30%	a) To be determined in 2027 b) To be determined in 2027
	Cost-synergies from the Region South Integration and Acceleration Initiative, during the financial years 2024-2026	30%	a) To be determined in 2027 b) To be determined in 2027
	Achievement of ESG objectives, during the financial years 2024-2026	10%	a) To be determined in 2027 b) To be determined in 2027

Comparative information on the change of remuneration and company performance

Change of remuneration and company performance (RFY)

This Remuneration Report is the third that is established by the Company, hence information on the financial year 2024 with comparing figures of financial years 2023, 2022, 2021 and 2020 is presented below.

	RFY 2021 vs. RFY 2020	RFY 2022 vs. RFY 2021	RFY 2023 vs. RFY 2022	RFY 2024 vs. RFY 2023	RFY 2024
CEO remuneration	0.6 MSEK	4.2 MSEK	4.7 MSEK	1.3 MSEK	15.6 MSEK
Group operating profit (EBIT)	-14.7 MSEK	-37.5 MSEK	77.4 MSEK	-10.2 MSEK	146.0 MSEK
Average remuneration on an FTE basis in the Group*	0.0 MSEK	0.2 MSEK	0.1 MSEK	-0.2 MSEK	0.9 MSEK

*Average remuneration includes base salary, variable salary, pension, and other benefits.

Better decisions, faster

Find what you need, trust what you find
and do it quickly.

The Board of Directors' proposal for guidelines for remuneration to senior executives (item 12)

Guidelines for executive remuneration

The Board of Directors of Karnov Group AB (publ), org.nr. 559016-9016, (the “**Company**”) proposes that the AGM resolves to approve the Board of Directors' proposal for guidelines for remuneration to senior executives. The guidelines encompass salary and other remuneration for the Company's CEO and other senior executives. The guidelines also encompass remuneration to Board members insofar as they receive remuneration in addition to Board fees for services relating to a position covered by these guidelines. The guidelines shall apply to remuneration agreed, and amendments to remuneration already agreed, after the adoption of the guidelines at the AGM 2025. These guidelines do not apply to any remuneration resolved by a general meeting.

For employments governed by rules other than Swedish, remuneration may be duly adjusted for compliance with mandatory rules or established local practice, considering, to the extent possible, the overall purpose of these guidelines.

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

A prerequisite for the successful implementation of the Company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Company can recruit and retain qualified personnel. To this end, it is necessary that the Company offers competitive remuneration. These guidelines enable the Company to offer the executive management a competitive total remuneration.

For information about the Company's business model and strategy, see the Company's website (www.karnovgroup.com).

Long-term share-related incentive plans in the form of a share saving program have been implemented in the Company. Such programs are adopted by the general meeting and are therefore not covered by these guidelines. There are currently ongoing long-term share related incentive programs for senior executives and key employees in the group. For more information regarding these incentive plans, including the criteria which the outcome depends on, please see <https://www.karnovgroup.com/en/>.

Types of remuneration

Remuneration and other terms and conditions of employment shall be adequate to enable the Company and the group to retain and recruit skilled senior executives at a reasonable cost. The remuneration to senior executives may consist of fixed remuneration, variable remuneration, pension, other benefits and severance payment, and it shall be based on principles of performance, competitiveness and fairness. The general meeting can also, irrespective of these guidelines, resolve on, among other things, share-related or share price-related remuneration.

Fixed remuneration

Each senior executive shall be offered a fixed remuneration in line with market conditions and based on the senior executive's responsibility, expertise and performance.

Variable remuneration

Variable remuneration may comprise of annual variable cash remuneration and long-term variable pay in the form of cash. Variable remuneration shall be subject to the fulfilment of defined and measurable targets. 60 per cent of the variable remuneration is based on financial performance resolved by the Board of Directors based on the Company's financial targets and 40 per cent of the variable remuneration is based on individual performance activities resolved by Board of Directors to achieve the financial targets and the overall targets of the Company. This creates incentives to promote the Company's business strategy, long-term interests and sustainability.

The satisfaction of criteria for awarding variable cash remuneration shall be measured over a period of one year. The variable cash remuneration for the CEO may amount to not more than 100 per cent of the total fixed annual salary and the variable cash remuneration for the other senior executives may amount to not more than 75 per cent of the total fixed annual salary. Variable cash remuneration shall not qualify for pension benefits unless otherwise provided by mandatory collective agreement provisions.

To which extent the criteria for awarding variable cash remuneration has been satisfied shall be evaluated/determined when the measurement period has ended. The remuneration committee is responsible for the evaluation so far as it concerns variable remuneration to the CEO. For variable cash remuneration to other senior executives, the CEO is responsible for the evaluation. For financial objectives, the evaluation shall be based on the latest financial information made public by the Company.

Terms for variable remuneration shall be designed so that the Board of Directors, under exceptional financial conditions, may limit or omit to pay variable compensation if such a measure is deemed reasonable.

In special cases, agreements may be reached on remuneration of a non-recurring nature, provided that such remuneration does not exceed an amount corresponding to the individual's total fixed annual salary and maximum variable cash salary, and is not paid more than once per year and per individual.

The Board of Directors shall be authorized by law or contract, subject to any limitations that may result therefrom, to in whole or in part reclaim variable compensation paid on incorrect grounds (claw-back).

Pensions

Agreements regarding pensions shall, whenever possible, be premium based and designed in accordance with the level and practice applicable in the country in which the senior executive is employed. Senior executives shall receive pension premiums of no more than 35 per cent of the total fixed annual salary.

Other benefits

Other benefits, such as a company car, preventive care, health care and health insurance, may be paid in accordance with customary market terms. The other benefits shall amount to not more than 10 per cent of the total fixed annual salary.

Termination of employment

Fixed remuneration during notice periods and severance payment, including payments for any restrictions on competition, shall in aggregate not exceed an amount equivalent to the fixed remuneration for 12 months for the CEO and no more than 12 months for other senior executives. No severance pay shall be paid in the case of termination by the employee.

Salary and employment conditions for employees

In preparing the Board's proposal for these remuneration guidelines, salary and employment conditions for the Company's employees have considered by including information on the employees' total remuneration, the components of the remuneration and the increase and growth rate over time as part of the remuneration committee's and the Board of Directors' basis for decision when evaluating the reasonableness of the guidelines and the limitations that follow from them.

The decision-making process to determine, review and implement the guidelines

The Board of Directors has established a remuneration committee. The committee's tasks include preparing the Board of Directors' decision to propose guidelines for executive remuneration. The Board of Directors shall prepare a proposal for new guidelines at least every four years and submit it to the AGM. The guidelines shall be in force until new guidelines are adopted by the general meeting. The remuneration committee shall also monitor and evaluate programs for variable remuneration for the executive management, the application of the guidelines for remuneration to the senior executives as well as the current remuneration structures and compensation levels in the Company. The members of the remuneration committee are independent of the Company and its executive management. The CEO and other members of the executive management do not participate in the Board of Directors' processing of, and resolutions regarding, remuneration-related matters in so far as they are affected by such matters.

Derogation from the guidelines

The Board of Directors may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and derogation is necessary to serve the Company's long-term interests, including its sustainability, or to ensure the Company's financial viability. As set out above, the remuneration committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters. This includes any resolutions to derogate from the guidelines.

Description of material changes to the guidelines and how the views of shareholders have been taken into consideration

The remuneration committee has evaluated the application of the guidelines for remuneration to senior executives in the Company that were adopted by the annual general meeting 2021 and the current remuneration structures and remuneration levels. The remuneration committee has also taken the shareholders' views on the guidelines, which were adopted by the annual general meeting 2021, into account in the preparation of its recommendation.

The remuneration committee and the Board of Directors have resolved to submit a proposal to the annual general meeting 2025 with essentially the same content as the guidelines resolved at the annual general meeting 2021, but with the adjustment that a claw-back provision has been introduced in the guidelines.

Stockholm in April 2025

Karnov Group AB (publ)

The Board of Directors

The Board of Directors' proposal for resolution of the establishment of a long-term incentive program (LTIP 2025) including (A) establishment of LTIP 2025, (B) authorisation for the Board of Directors to resolve on directed issue of shares of series C, (C) authorisation for the Board of Directors to resolve on acquisition of own shares of series C, and (D) transfer of own ordinary shares (item 13)

The Board of Directors of Karnov Group AB (publ), reg.no 559016-9016, (the "**Company**") proposes that the annual general meeting (the "**AGM**") resolves to establish a long-term incentive program ("**LTIP 2025**") directed to certain senior executives of the group, in addition to the long-term incentive programmes resolved by previous annual general meetings, such as the long-term incentive program from 2023 ("**LTIP 2023**") and 2024 ("**LTIP 2024**"), in accordance with item A below. The Board of Directors' ambition is to annually launch new LTIP programs. Resolution under item A below shall be conditional upon the AGM resolves on hedging measures relating to LTIP 2025 in accordance with the proposal under item B-D below.

The Board of Directors also intends, if necessary, to return at subsequent annual general meetings with a proposal that the Board of Directors is authorised to resolve on further directed issue of shares of series C as well as acquisitions of own shares of series C to ensure transfer to the participants in LTIP 2023, LTIP 2024 and LTIP 2025 and any subsequent long-term incentive program.

LTIP 2025 in brief

The Board of Directors' proposal involves:

- the establishment of LTIP 2025 under which certain senior executives may be granted a total of 272,931 ordinary shares subject to the satisfaction of certain vesting requirements: and
- for the purpose of ensuring delivery of shares and hedging social security costs under LTIP 2025, LTIP 2024 and LTIP 2023:
 - an authorisation for the Board of Directors to issue not more than 272,931 shares of series C related to LTIP 2025, and not more than 534,808 shares of series C related to LTIP 2024 and LTIP 2023 to a third party designated by the Company and to acquire such own shares of series C; and
 - transfer of a total of 272,931 own ordinary shares to participants in LTIP 2025.

The purpose of LTIP 2025 is to encourage a broad ownership amongst the group's senior executives, facilitate recruitment, maintain competent employees, increase the alignment of interest between the senior executives and the Company's shareholders and increase motivation to reach or exceed the Company's financial targets.

A. Establishment of LTIP 2025

The Board of Directors proposes that LTIP 2025 is established in accordance with the following principal terms and conditions.

1. LTIP 2025 is directed to twenty four (24) full-time senior executives of the group which are forming senior management, collectively referred to as the "**Participants**". Category

1 (the CEO Karnov Group), Category 2 (the CFO Karnov Group, the CEO Region South and the CEO Region North), Category 3 (Executive management executives and some Senior management executives, in total twelve (12) individuals) and Category 4 (Senior management executives and Key position holders, in total eight (8) individuals).

2. Participation in LTIP 2025 requires the Participants to acquire ordinary shares in the Company or allocate already acquired shares to the program ("**Savings Shares**"). The maximum investment permitted in Savings Shares depends on the category of the Participant in accordance with the table below, but the total maximum number of permitted Savings Shares shall not exceed 75,291. Acquisitions of Savings Shares must be made no later than on 31 May 2025. If applicable insider rules and regulations prohibit a Participant from purchasing shares in the Company during the period up until 31 May 2025, the Board of Directors has the right to postpone the last day of investment for such Participant.

Category	Number of Participants	Permitted Savings Shares	Total number of permitted Savings Shares
1	1	23,529	23,529
2	3	4,706	14,118
3	12	2,353	28,236
4	8	1,176	9,408
Total	24		75,291

3. Each Savings Share entitles the Participants, subject to the limitations set out in item 4 as well as the satisfaction of the requirements set out in items 6-7 below, the right to receive up to five shares in the Company free of charge ("**Performance Shares**") depending on category and satisfaction of the performance requirement related to total shareholder return, i.e. share price development including reinvested dividends ("**TSR**"). Participants in category 1 may receive a maximum of five Performance Shares per Saving Share and Participants in categories 2-4 may receive a maximum of three Performance Shares per Saving Shares.
4. In aggregate, a maximum of 272,931 Performance Shares may be allotted to the Participants.
5. The period commencing on 1 June 2025 (or the later date determined by the Board of Directors in accordance with item 2 above) and expiring three years after such date is below referred to as the "**Vesting Period**". Performance Shares are expected to be allotted to the Participants within 30 days from the expiry of the Vesting Period, or as soon as practicable thereafter to comply with rules and regulations applicable to the delivery of Performance Shares.
6. The right to receive Performance Shares is conditional upon the Participant's employment not having been terminated and all Savings Shares being retained by the

Participant during the entire Vesting Period. The Board of Directors has the right to waive these conditions for example, where a Participant's employment is terminated as a result of death, long-term illness, statutory retirement age or if the group has given notice of termination of the participant's employment without cause (including, for the avoidance of doubt, notice of termination due to redundancy/shortage of work (*Sw. arbetsbrist*)).

7. The right to receive Performance Shares is conditional and dependent on the Company's ordinary share's TSR exceeding certain thresholds during the Vesting Period. The TSR shall be calculated based on the 90-day volume-weighted average price of the Company's ordinary share on Nasdaq Stockholm, where the initial share price shall be the volume-weighted average price of the Company's ordinary share on Nasdaq Stockholm during the 90 days immediately preceding the commencement of the Vesting Period (the "**Initial Share Price**"). If the Company's TSR (calculated based on the 90-day volume-weighted average price of the Company's ordinary share on Nasdaq Stockholm) equals or exceeds a threshold set out in items i-v below at any time during the Vesting Period, the performance condition of that threshold is fulfilled and the Performance Shares vest.

Vesting occurs according to the thresholds below:

- i. If the Company's TSR equals or exceeds 26 per cent of the Initial Share Price, 40 per cent of the Performance Shares will vest;
- ii. If the Company's TSR equals or exceeds 40 per cent of the Initial Share Price, 55 per cent of the Performance Shares will vest;
- iii. If the Company's TSR equals to or exceeds 56 per cent of the Initial Share Price, 85 per cent of the Performance Shares will vest;
- iv. If the Company's TSR equals or exceeds 73 per cent of the Initial Share Price, 90 per cent of the Performance Shares will vest; and
- v. If the Company's TSR equals or exceeds 91 per cent of the Initial Share Price, 100 per cent of the Performance Shares will vest.

If the Company's TSR is less than 26 per cent of the Initial Share Price during the entire Vesting Period, no vesting or allocation of Performance Shares will occur.

8. After the end of the Vesting Period, the Board of Directors shall determine the number (if any) of Performance Shares that may be allocated to each Participant.
9. The number of Performance Shares to be allotted (if any) may be recalculated by the Board of Directors in the event of share issues, share splits, reversed share splits or similar events.
10. If significant changes occur in the Company or in the market, or in the event the costs for LTIP 2025 significantly exceed the estimated costs, and this, in the opinion of the Board of Directors, results in a situation where the conditions for allotment of Performance Shares become unreasonable, the Board of Directors is entitled to make adjustments to LTIP 2025, including, among other things, to resolve on a reduced allotment of Performance Shares, or to not allot any Performance Shares at all.
11. Participation in LTIP 2025 requires that it is permitted and appropriate with regards to applicable laws and regulations in the jurisdiction in which the relevant Participant is

resident and that the Board of Directors deems it feasible at reasonable administrative and financial costs.

12. In the event delivery of Performance Shares to a Participant cannot take place under applicable law or at reasonable cost or with reasonable administrative effort, the Board of Directors may pay a part of the entire allotment to such Participant in cash instead of shares. The Board of Directors may also retain allotted Performance Shares and settle a part of the allotment in cash in order to facilitate the payment of the Participants' tax liabilities.
13. The Board of Directors is responsible for the detailed design and implementation of LTIP 2025. Accordingly, the Board of Directors is to prepare and execute any necessary full-text documentation to the Participants and otherwise manage and administer LTIP 2025.

Estimated costs for LTIP 2025

The costs for LTIP 2025 will be calculated in accordance with IFRS 2 and distributed over the Vesting Period.

Assuming a share price of SEK 85 at the time of implementation of LTIP 2025, that each Participant invests in Savings Shares up to the maximum amount and all Participants retain the Saving Shares during the Vesting Period, a TSR of 40 per cent during the Vesting Period which leads to that 55 per cent of the maximum number of Performance Shares are allotted, the total cost for LTIP 2025, including social security costs (at an average rate of 10 per cent), is estimated to approximately SEK 9.0 million.

At a TSR of 91 per cent during the Vesting Period which leads to that the maximum number of Performance Shares are allotted, the total cost for LTIP 2025, including social security costs (at an average rate of 10 per cent), is estimated to approximately SEK 11.6 million.

Effects on key ratios

The costs for LTIP 2025 are expected to have a marginal effect on the group's key ratios.

Dilution effect

In order to secure delivery of shares under LTIP 2025 and to secure and cover social security charges, the Company will issue and acquire not more than 272,391 own shares of series C, corresponding to approximately 0,25 per cent of the total number of shares and votes in the Company (as per the date of notice of the AGM, the number of shares in the Company amounts to 108,102,047 shares).

Information outstanding related incentive programs

For a description of the Company's other long-term incentive programs, see the Company's Annual Report 2024, note 2.3 and the Company's website, www.karnovgroup.com. Other than programs described therein, the Company do not have any share related programs.

Preparation of the Board of Directors' proposal

The proposal has been prepared by the remuneration committee in consultation with external advisers and by the Board of Directors.

B. Authorisation for the Board of Directors to resolve on directed issue of shares of series C

The Board of Directors proposes, for the purposes of (a) securing delivery of shares to the Participants of LTIP 2025, as well as to the participants of LTIP 2024 and LTIP 2023, and (b) securing and covering costs that can be triggered by the LTIP 2025, LTIP 2024 and LTIP 2023 (e.g., social security charges and tax), that the Board of Directors is authorised to resolve on a directed issue of shares of series C in accordance with the following.

1. A maximum of 272,931 shares of series C shall be issued related to LTIP 2025.
2. A maximum of 534,808 shares of series C shall be issued related to LTIP 2024 and LTIP 2023 in accordance with the terms and conditions as resolved by the annual general meetings on 8 May 2024 and 10 May 2023, respectively.
3. Hence, in total, a maximum of 807,739 shares of series C may be issued with the support of this authorisation.
4. The right to subscribe for the new shares of series C shall, with deviation from the shareholders' preferential rights, rest with Nordic Issuing AB.
5. The subscription price shall correspond to the quotient value of the shares at the time of the subscription of the shares.
6. Payment for subscribed shares of series C shall be made in cash at subscription.
7. A conversion provision and a redemption provision shall apply to the new shares of series C.
8. The authorisation may be exercised until the next AGM.

C. Authorisation for the Board of Directors to resolve on acquisition of own shares of series C

The Board of Directors proposes, for the purposes of (a) securing delivery of shares to the Participants of LTIP 2025, as well as to the participants of LTIP 2024 and LTIP 2023, and (b) securing and covering costs that can be triggered by the LTIP 2025, LTIP 2024 and LTIP 2023 (e.g. social security charges and tax), that the Board of Directors is authorised to resolve on acquisitions of own shares of series C in accordance with the following.

1. A maximum of 272,931 shares of series C related to LTIP 2025 and a maximum of 534,808 shares of series C related to LTIP 2024 and LTIP 2023 in the Company may be acquired. Hence, in total, a maximum of 807,739 shares of series C may be acquired with the support of this authorisation, however only to such extent that, following each acquisition, the Company holds a maximum of 10 per cent of all shares by the Company.
2. Acquisition shall be made through an offer directed to all holders of shares of series C.
3. The purchase price shall be an amount that corresponds to the quotient value of the shares (applicable at the time of the subscription of the shares).
4. Payment for acquired shares of series C shall be made in cash.
5. The authorisation may be exercised until the next AGM.

D. Transfer of own ordinary shares

The Board of Directors proposes, for the purpose of securing delivery of shares under LTIP 2025, that a maximum of 272,931 ordinary shares may be transferred to the Participants of LTIP 2025 in accordance with the following.

1. The right to receive ordinary shares shall, with deviation from the shareholders' preferential rights, be granted to the Participants, with the right for each of the Participant to receive no more than the maximum number of ordinary shares allowed under the terms and conditions of LTIP 2025. Furthermore, subsidiaries within the group shall have the right to receive ordinary shares, free of consideration, and such subsidiaries shall be obliged to immediately transfer, free of consideration, such ordinary shares to the Participants in accordance with the terms and conditions of LTIP 2025.
2. The Participants' right to receive ordinary shares are conditional upon the fulfilment of all terms and conditions of LTIP 2025.
3. The ordinary shares shall be transferred within the time period set out in the terms and conditions of LTIP 2025.
4. The ordinary shares shall be transferred free of charge.
5. The number of ordinary shares that may be transferred to the Participants may be recalculated in the event of share issues, share splits, reverse share splits or similar events having an impact on the total number of shares in the Company in accordance with the terms and conditions of LTIP 2025.

Majority vote requirements

The Board of Directors' proposal for the establishment of a long-term incentive program as set out in item A-D above are to be resolved upon as one resolution, meaning the resolution is valid only if supported by shareholders holding not less than nine tenths of both the votes cast and the shares represented at the meeting.

The chairman of the Board of Directors, or the person appointed by the chairman shall be authorised to make minor formal adjustments of the resolution as may be necessary in connection with the registration with the Swedish Companies Registration Office or Euroclear Sweden AB.

Stockholm in April 2025

Karnov Group AB (publ)

The Board of Directors

The Board of Directors' proposal on authorisation for the Board of Directors to resolve on new issues of shares (item 14)

The Board of Directors of Karnov Group AB (publ), org.nr. 559016-9016, (the "**Company**") proposes that the AGM authorise the Board of Directors to, within the limits of the Articles of Association, until the next AGM, on one or more occasions, resolve to issue new ordinary shares of series A. The Board of Directors is proposed to be authorised to resolve on issues to the extent that the Company's share capital may be increased by an amount equal to not more than 10 per cent of the registered share capital at the time of the AGM 2025. The purpose of the issues shall be to acquire or finance acquisitions of all or parts of companies or businesses, through the issue with or without deviation from the shareholders preferential rights, or through payment in kind or by set-off of claims or on other terms. The issues shall be made at market terms less the discount that may be required to achieve sufficient subscription interest.

The Board of Directors, or anyone appointed by the Board of Directors, shall be authorised to make such minor adjustments of the resolution of the AGM that may be necessary in connection with registration with the Swedish Companies Registration Office.

To be valid, a resolution regarding authorisation for the Board of Directors to resolve on issues of new shares requires approval of at least two-thirds of both the votes cast and the shares represented at the AGM.

Stockholm in April 2025

Karnov Group AB (publ)

The Board of Directors