



Unofficial translation of minutes from the Annual General Meeting of shareholders of Modern Times Group MTG AB (publ), reg. no. 556309-9158, on 21 May 2026 at 09.00–10.23 in Stockholm, Sweden

§ 1

Opening of the Annual General Meeting by the Chair of the Board (agenda item 1)

The Chair of the Board, Simon Duffy welcomed the shareholders and other participants and gave an opening speech. Simon Duffy then declared the Annual General Meeting open.

§ 2

Election of Chair of the Annual General Meeting (agenda item 2)

The meeting elected, in accordance with the Nomination Committee's proposal, Tone Myhre-Jensen, as Chair of the Annual General Meeting.

The Chair informed that the Company's General Counsel, Simon Hahn, had been appointed to keep the minutes of the Annual General Meeting.

The meeting resolved that employees of the Company and other guests were welcome to attend the Annual General Meeting, but without the right to comment or to participate in the Annual General Meeting's resolutions.

§ 3

Preparation and approval of the voting list (agenda item 3)

The meeting approved the list in [Appendix 1](#), prepared by Computershare AB on behalf of the Company, of shareholders who had given notice of participation and were present at the Annual General Meeting, including shareholders who had cast postal votes, as the voting list for the Annual General Meeting.

§ 4

Approval of the agenda (agenda item 4)

The meeting resolved to approve the agenda proposed by the Board, which had been included in the notice convening the Annual General Meeting, [Appendix 2](#).

It was noted that the complete proposals of the Board and the Nomination Committee, the Annual Report for the financial year 2025 including the Auditor's Report and the consolidated financial statements and the Auditor's Report on the consolidated financial statements, as well as the Assurance Report relating to the Sustainability Report and the Board's Remuneration Report and other documents for the Annual General Meeting, had been held available in accordance with the Swedish Companies Act and the Swedish Corporate Governance Code. The documents were declared presented at the Annual General Meeting.

§ 5

Election of one or two persons to check and verify the minutes (agenda item 5)

The meeting elected Oskar Börjesson, representing Skandia Liv, and Christian Brunlid, representing Handelsbanken Fonder, in addition to the Chair, to check and verify the minutes.

§ 6

Determination of whether the Annual General Meeting has been duly convened (agenda item 6)

The Chair noted that the notice convening the meeting had been given in accordance with the Swedish Companies Act and the Articles of Association.

The meeting resolved to approve the notice procedure and declared the meeting duly convened.

§ 7

Presentation by the Chief Executive Officer (agenda item 7)

The Chief Executive Officer Maria Redin gave a presentation on MTG's operations during 2025 and the first quarter of 2026.

After the Chair had opened for questions, shareholders asked questions. The questions were answered by Maria Redin.

§ 8

Presentation of the Annual Report and the Auditor's Report and the consolidated financial statements and the Auditor's Report on the consolidated financial statements, as well as the Assurance Report relating to the Sustainability Report (agenda item 8)

The Chair noted that the Annual Report and the Auditor's report as well as the consolidated financial statements and the Auditor's Report on the consolidated financial statements as well as the Assurance Report relating to the Sustainability Report for the financial year 2025 had been presented at the Annual General Meeting.

The Company's Auditor-in-charge, Nicklas Kullberg from Öhrlings PricewaterhouseCoopers AB presented the audit work and commented on the Auditor's report.

§ 9

Resolution on the adoption of the Income Statement and the Balance Sheet and of the consolidated Income Statement and the consolidated Balance Sheet (agenda item 9)

The meeting resolved to adopt the income statement for 2025 and the balance sheet as per 31 December 2025 for the Parent Company and the Group.

§ 10

Resolution on treatment of the Company's results as stated in the adopted Balance Sheet (agenda item 10)

The meeting resolved, in accordance with the Board's proposal, that the Company's results shall be distributed so that the retained earnings, the share premium reserve and the result for the year, a total amount of SEK 14,194,278,102, should be carried forward.

§ 11

Resolution on discharge of liability of the members of the Board and the Chief Executive Officer (agenda item 11)

The meeting resolved to discharge the Board members and the Chief Executive Officer from liability for the management of the Company's business during the financial year 2025.

It was noted that the Board members and the Chief Executive Officer did not participate in the resolution as far as their own discharge was concerned.

It was further noted that all shareholders participating in the resolution supported the resolution except for those shareholders that in advance had given notice or by postal voting had cast no or abstain votes.

§ 12

Presentation and resolution on the approval of the Remuneration Report (agenda item 12)

The Chair noted that the Board's Remuneration Report for 2025 had been presented at the Annual General Meeting.

The meeting resolved to approve the Remuneration Report for 2025, Appendix 3.

§ 13

Determination of the number of members of the Board (agenda item 13)

Simon Duffy, member of the Nomination Committee, presented the work of the Nomination Committee and the Nomination Committee's proposals.

The meeting resolved, in accordance with the Nomination Committee's proposal, that the Board, for the period until the end of the next Annual General Meeting, shall consist of eight (8) members.

§ 14

Determination of the remuneration to the members of the Board (agenda item 14)

The meeting resolved, in accordance with the Nomination Committee's proposal, that remuneration to the Board shall be paid as follows:

- SEK 1,800,000 to the Chair of the Board, out of which SEK 200,000 is conditional upon it being invested in MTG shares.
- SEK 700,000 to each of the other members of the Board, out of which SEK 150,000 is conditional upon it being invested in MTG shares.
- SEK 235,000 to the Chair and SEK 130,000 to each of the other members of the Audit Committee.
- SEK 140,000 to the Chair and SEK 70,000 to each of the other members of the Remuneration Committee.

§ 15

Election of Board members (agenda items 15(a)-(h))

It was noted that information regarding which assignments the proposed Board members hold in other companies had been provided by the information being made available at the Annual General Meeting, at the Company and on the Company's website.

The meeting resolved, in accordance with the Nomination Committee's proposal, to re-elect the Board members Chris Carvalho, Dylan Collins, Simon Duffy, Gerhard Florin, Liia Nõu, Florian Schuhbauer and Anna Zeiter and to elect Hendrik Klindworth as new member of the Board.

§ 16

Election of the Chair of the Board (agenda item 16)

The meeting resolved, in accordance with the Nomination Committee's proposal, to re-elect Simon Duffy as Chair of the Board.

§ 17

Determination of the number of Auditors and election of Auditor (agenda item 17)

The meeting resolved, in accordance with the Nomination Committee's proposal, that the Company shall have a registered accounting firm as Auditor, and to elect the registered accounting firm Öhrlings PricewaterhouseCoopers AB as Auditor until the end of the 2027 Annual General Meeting.

It was noted that the authorised public accountant Nicklas Kullberg will continue as Auditor-in-charge.

§ 18

Determination of the remuneration to the Auditor (agenda item 18)

The meeting resolved, in accordance with the Nomination Committee's proposal, that the Auditor shall be paid in accordance with approved invoices.

§ 19

Resolution regarding guidelines for remuneration to senior executives (agenda item 19)

The meeting resolved, in accordance with the Board's proposal, on guidelines for remuneration to senior executives, Appendix 4.

§ 20

Resolution regarding a Long Term Incentive Plan for 2026, including resolutions regarding (a) adoption of the plan, and (b) share swap agreement with a third party in relation to the plan (agenda item 20)

The meeting resolved, in accordance with the Board's proposals under item 20(a) on the agenda to adopt a long-term incentive plan for 2026, Appendix 5A.

The meeting resolved, in accordance with the Board's proposals under item 20(b) on the agenda to approve a share swap agreement with a third party in relation to the plan, Appendix 5B.

§ 21

Resolution regarding authorisation for the Board to resolve on repurchases and transfers of own Class A and/or Class B shares (agenda item 21)

The meeting resolved, in accordance with the Board's proposal, Appendix 6, to authorise the Board to resolve upon repurchases and transfers of own Class A and/or Class B shares.

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception of those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting and that the resolution thus was adopted by the requisite majority.

§ 22

Resolutions on reduction of the share capital by way of cancellation of repurchased Class B shares (agenda item 22)

The meeting resolved, in accordance with the Board's proposal, on reduction of the share capital by way of cancellation of repurchased Class B shares, Appendix 7.

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception of those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting and that the resolution thus was adopted by the requisite majority.

It was noted that the number of Class B shares subject to cancellation pursuant to the resolution of the Annual General Meeting amounts to 3,807,000, resulting in a reduction of the share capital by SEK 19,035,000.

It was noted that the resolution of the Annual General Meeting regarding reduction of the share capital may not be effectuated until registration with the Swedish Companies Registration Office has been completed and the authorisation of the Swedish Companies Registration Office has been obtained.

§ 23

Resolution on authorisation for the Board to resolve on new issues of Class B shares (agenda item 23)

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

It was noted that all shareholders participating in the resolution voted in favour of the resolution with the exception of those shareholders who had notified in advance, or submitted postal votes, against or abstained from voting and that the resolution thus was adopted by the requisite majority.

§ 24

Closing of the Annual General Meeting (agenda item 24)

The Chair declared the Annual General Meeting closed.

At the minutes:

Simon Hahn

Minutes checkers:

Tone Myhre-Jensen

Oskar Börjesson

Christian Brunlid

APPENDIX 2

Agenda

1. Opening of the Annual General Meeting by the Chair of the Board.
2. Election of Chair of the Annual General Meeting.
3. Preparation and approval of the voting list.
4. Approval of the agenda.
5. Election of one or two persons to check and verify the minutes.
6. Determination of whether the Annual General Meeting has been duly convened.
7. Presentation by the Chief Executive Officer.
8. Presentation of the Annual Report and the Auditor's Report and the consolidated financial statements and the Auditor's Report on the consolidated financial statements, as well as the Assurance Report relating to the Sustainability Report.
9. Resolution on the adoption of the Income Statement and the Balance Sheet and of the consolidated Income Statement and the consolidated Balance Sheet.
10. Resolution on treatment of the company's results as stated in the adopted Balance Sheet.
11. Resolution on discharge of liability of the members of the Board and the Chief Executive Officer.
12. Presentation and resolution on the approval of the Remuneration Report.
13. Determination of the number of members of the Board.
14. Determination of the remuneration to the members of the Board.
15. Election of Board members.
 - (a) Chris Carvalho (re-election, proposed by the Nomination Committee).
 - (b) Dylan Collins (re-election, proposed by the Nomination Committee).
 - (c) Simon Duffy (re-election, proposed by the Nomination Committee).
 - (d) Gerhard Florin (re-election, proposed by the Nomination Committee).
 - (e) Liia Nõu (re-election, proposed by the Nomination Committee).
 - (f) Florian Schuhbauer (re-election, proposed by the Nomination Committee).
 - (g) Anna Zeiter (re-election, proposed by the Nomination Committee).
 - (h) Hendrik Klindworth (new election, proposed by the Nomination Committee).
16. Election of the Chair of the Board.
17. Determination of the number of Auditors and election of Auditor.
18. Determination of the remuneration to the Auditor.
19. Resolution regarding guidelines for remuneration to senior executives.
20. Resolution regarding a Long Term Incentive Plan for 2026, including resolutions regarding:
 - (a) adoption of the plan; and
 - (b) share swap agreement with a third party in relation to the plan.
21. Resolution regarding authorisation for the Board to resolve on repurchases and transfers of own Class A and/or Class B shares.
22. Resolutions on reduction of the share capital by way of cancellation of repurchased Class B shares.
23. Resolution on authorisation for the Board to resolve on new issues of Class B shares.
24. Closing of the Annual General Meeting.

APPENDIX 3

2025 REMUNERATION REPORT

This report describes how the guidelines for executive remuneration of Modern Times Group MTG AB, adopted by the Annual General Meeting 2024, were implemented for the financial year that ended 31 December 2025. The report also provides information on remuneration to the CEO and a summary of the company's outstanding share and share price-related incentive plans. The report has been prepared in accordance with the Swedish Companies Act and the Remuneration Rules administered by the Swedish Stock Market Self-Regulation Committee.

The Remuneration Committee

The Board has an established Remuneration Committee. The remuneration is managed through well-defined processes ensuring that no individual is involved in decision making related to their own remuneration.

The Remuneration Committee is responsible for preparing the Board's decision to propose guidelines for executive remuneration. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the General Meeting. New guidelines were approved and adopted by the Annual General Meeting 2024. 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 to the executive management
- the application of the guidelines for executive remuneration, and
- the current remuneration structures and compensation levels in the company

The 2025 Committee comprised the following Board members:

- Gerhard Florin (has served on the Committee for the full year 2025 and he is Chairman of the Remuneration Committee)
- Simon Duffy (has served on the Remuneration Committee for the full year 2025)
- Susanne Maas (served on the Remuneration Committee until 15 May 2025)
- Dylan Collins (has served on the Remuneration Committee since 15 May 2025)

Members of the management team, including CEO Maria Redin and CFO Nick Hopkins, have been, from time to time, invited to attend meetings of the Committee. The Group General Counsel, Simon Hahn, acts as secretary to the Committee. No individuals are involved in decisions related to their own remuneration.

Further information on the work of the Remuneration Committee in 2025 is set out in the corporate governance report available on pages 51–54 in the Annual Report 2025.

Advisors

The Committee is informed of key developments, market updates and best practice in the field of remuneration and obtains advice from independent external consultants, when required, on individual remuneration packages and executive remuneration practices in general.

Key developments 2025

The CEO summarizes the company's overall performance in her statement on page 7-9 in the Annual Report 2025.

Information on Shareholder vote

The 2024 Remuneration Report was approved at the Annual General Meeting 2025. The Company maintains an ongoing dialogue with shareholders and investors and welcomes feedback on remuneration arrangements and disclosures throughout the year.

The company's guidelines for executive remuneration: 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 can attract and retain qualified personnel. To this end, it is necessary that the company offers competitive remuneration. The remuneration structures shall encourage employees to do their utmost to safeguard shareholders' interests and thereby the company's sustainability and long-term value creation. Under the guidelines, executive remuneration shall be on market terms and may consist of the following components: base salary, variable cash remuneration, pension and other benefits. The guidelines provide for the ability to set relevant financial and non-financial targets including social and environmental governance measures, further contributing to alignment between the guidelines and sustainability. The criteria shall be designed to support the company's business strategy and long-term interests, including linking its sustainability program to the business strategy.

In accordance with the remuneration guidelines adopted by the Annual General Meeting 2024, the Board approved a one-off, time-phased retention arrangement for the CEO in connection with the post-Plarium acquisition transformation of the Group. The arrangement has a maximum value of up to 200 percent of annual base salary and is delivered over a three-year period, subject to defined financial, strategic and transformation-related conditions.

The arrangement was designed to support leadership continuity during a period of significant organisational change and does not constitute an ongoing entitlement or a change to the Company's regular incentive framework.

The guidelines for executive remuneration, adopted by the Annual General Meeting 2024, have been fully implemented. During 2025, the CEO's pension arrangements exceeded the maximum level prescribed in the guidelines for executive remuneration by SEK 0.05 million. Under the guidelines, pension arrangements shall not



exceed 35 percent of the annual base salary. In accordance with Swedish market practice, the CEO's pension arrangements have been calculated based on pensionable base salary. The Board deemed this deviation to be justified in light of the considerations set out in the guidelines for executive remuneration. The Board proposes to the Annual General Meeting 2026 that the guidelines be amended to provide for a pension level corresponding to 35 percent of the individual's pensionable base salary. In addition to the foregoing, no other deviations from the guidelines have been resolved upon and no derogations from the procedure for implementation of the guidelines have been made. The guidelines are found on pages 111– 121 in the Annual Report for 2025. The auditor's report regarding the company's compliance with the guidelines is available on www.mtg.com/governance.

Remuneration of the Board of Directors

Remuneration of the Board is resolved annually by the Annual General Meeting and disclosed in note 20 in the Annual Report 2025. Two of the Board members, Chris Carvalho and Gerhard Florin, have received remuneration in addition to the Board fees resolved by the Annual General Meeting. The additional remuneration paid to Chris Carvalho and Gerhard Florin is covered by this report.

Members of the Board of Directors receive a fixed remuneration, as approved by the shareholders at the Annual General Meeting. In line with the Company's Remuneration Policy, the annual fee is set at a level comparable to that offered by other Swedish listed companies with a global outlook. This is ensured through regular benchmarking against market data from peer companies.

Further, the Nomination Committee is of the opinion that it is an advantage for MTG and its shareholders that the members of the Board acquire shares in the company, and retain them for as long as they remain members of the Board. In light of the above, the remuneration levels for Board work and work within the Committees of the Board is conditional upon being invested in MTG shares,

which are to be held for as long as the individual remains a member of the Board. This amount is SEK 200,000 for the Chair and SEK 150,000 for each Board member.

Other remuneration paid to Board members in addition to the Board fees resolved at the Annual General Meeting

Chris Carvalho has been a member of the Board of MTG since the Annual General Meeting 2020. In parallel with his Board assignment, Chris Carvalho has an assignment as a consultant and advisor at MTGx Gaming Holding AB, the commencement of this assignment was in February 2019. The consultancy fee paid by MTGx Gaming Holding AB to Chris Carvalho during 2025 was 0,82 mSEK. Gerhard Florin has been a member of the Board of MTG since the Annual General Meeting 2018. He also serves as elected Chairman of InnoGames. InnoGames has paid 0,55 mSEK in Board fees to Gerhard Florin in 2025.

Table 1 – Remuneration of the Board of Directors

	Board fee (SEK thousand)	Conditional on annual investment of shares (SEK thousand)
Chairman of the Board	1.800	200
Other members	700	150
Audit Committee Chair	235	
Audit Committee, other members	130	
Remuneration Committee Chair	140	
Remuneration Committee, other members	70	

Table 2 – Total CEO remuneration in 2025 (mSEK)

Name of director (position)	Fixed remuneration		Variable remuneration				Pension ⁵	Total remuneration	Proportion of fixed and variable remuneration ⁶
	Base salary	Other benefits ¹	One-year variable ²	Multi-year variable ³	Extraordinary items ⁴				
Maria Redin (CEO)	9.00	0.44	11.25	13.50	9.00	3.20	46.39	34/66%	

¹ Other benefits include the CEO's taxable benefits, company car, unused vacation days older than five years, and vacation pay

² The one-year variable in the above table refers to the cash portion (STI) of the 2025 Incentive Plan

³ The multi-year variable in the above table refers to the value of the share-based portion (LTI) of the 2025 Incentive Plan, which was converted into 116,119 share rights

⁴ In 2025, the CEO was eligible for an extraordinary, one-off retention arrangement as permitted under the remuneration guidelines with up to a maximum value of 200 percent of the annual base salary over three years. The arrangement is time-phased and subject to delivery conditions, with up to 100% of the annual base salary linked to 2025 financial and strategic outcomes (each valued up to 50% of the annual base salary) and the remaining portion conditional on the achievement of defined post-acquisition transformation objectives, to be paid in 2027 and 2028 (up to 50% of annual base salary per year). The arrangement was approved by the Board to support leadership continuity during the post-acquisition transformation and does not constitute an ongoing entitlement. The table above shows the 2025 earned portion of this special retention arrangement that is paid in 2026.

⁵ The CEO's pension contribution is calculated on the contractual base salary and statutory vacation pay, both of which form part of fixed monthly remuneration, excluding variable remuneration

⁶ Proportion of Fixed/Variable: Base salary, other benefits and pension premiums comprise the fixed remuneration



Share-based remuneration

The company had three outstanding long-term incentive programs as of 31 December 2025, the 2023 Incentive Plan, 2024 Incentive Plan and the 2025 Incentive Plan. In addition, the 2022 Incentive Plan ended in 2025 following vesting of the final portion of the plan when 174,299 MTG Class B shares were transferred to the participants, and the 2023 Incentive Plan ended in Q1 2026.

The 2023 Incentive Plan included approximately 33 participants, including the CEO. The 2023 Incentive Plan comprised of a short-term variable remuneration (STI) and a long-term share-based remuneration (LTI). Participants had the possibility to receive variable remuneration partly in the form of rights to receive Class B shares free of charge (the “Share Rights”) and some partly in the form of cash. Performance conditions set for the 2023 financial year determined the participants’ entitlements under the 2023 Incentive Plan. In Q1 2024, those conditions resulted in the payout of the cash portion along with the allotment of a specific number of Share Rights, each of which carried the right to receive one (1) MTG Class B share, subject to continued employment at the time of vesting. The Share Rights vested in two equal installments, 50 percent in 2025 when 293,330 MTG Class B shares were transferred to the participants and 50 percent in 2026, after the publication of the interim report for 2025, when 293,316 MTG Class B shares were transferred to the participants.

The 2024 Incentive Plan includes 41 participants, including the CEO. The 2024 Incentive Plan is structured the same as the 2023 Incentive Plan, with some participants eligible for a variable remuneration comprised of a short-term cash incentive and a long-term share-based incentive (LTI) in the form of rights to receive Class B shares free of charge (the “Share Rights”). Performance conditions set for the 2024 financial year determined the participants’ entitlements under the 2024 Incentive Plan. In Q1 2025, those conditions resulted in the payout of the cash portion along with the allotment of a specific number of Share Rights, each of which carries the right to

receive one (1) MTG Class B share subject to continued employment at the time of vesting. A notable differentiator of the 2024 Incentive Plan is that 100 percent of the share rights vest during a single event after 3 years in 2027, after the publication of the year-end interim report for 2026.

The 2025 Incentive Plan includes 63 participants, including the CEO. The 2025 Incentive Plan is structured the same as the 2024 Incentive Plan, with some participants eligible for a variable remuneration comprised of a short-term cash incentive and a long-term share-based incentive (LTI) in the form of rights to receive Class B shares free of charge (the “Share Rights”). Performance conditions set for the 2025 financial year determined the participants’ entitlements under the 2025 Incentive Plan. In Q1 2026, those conditions resulted in the payout of the cash portion along with the allotment of a specific number of Share Rights, each of which carries the right to receive one (1) MTG Class B share subject to continued employment at the time of vesting. Like the 2024 Incentive Plan, 100 percent of the share rights vest during a single event after 3 years in 2028, after the publication of the year-end interim report for 2027. The performance criteria in the 2025 Incentive Plan and the delivered outcome are set out in table 3 below.

Planned changes to share-based remuneration from 2026

The Board continuously evaluates the design of the Company’s share-based remuneration arrangements to ensure they remain aligned with the Company’s strategy, long-term value creation, shareholder interests and evolving market practice. In this context, the Company expects to review and may implement adjustments to the structure of its share-based incentive arrangements for incentive programs to be introduced from 2026 onwards. Any such changes may, for example, relate to performance measures, award levels, instrument type and eligibility. The Company is consulting with its external remuneration advisors and other relevant stakeholders as part of this review, and will provide further information on any material changes in future in connection with any required shareholder approvals.

Table 3 – 2025 Incentive Plan performance outcome

Criteria	Participant segment	Relative weight	Payout (%) ¹
Revenue	MTG HQ	25%	28%
	Plarium	25%	28%
	InnoGames	25%	14%
	Hutch	25%	38%
Adjusted EBITDA	MTG HQ	25%	28%
	Plarium	25%	38%
	InnoGames	25%	10%
	Hutch	25%	0%
TSR	MTG HQ	20%	30%
	Plarium	20%	30%
	InnoGames	10%	15%
	Hutch	10%	15%
Strategic KPI: Key initiatives that correspond to each participating company’s strategic requirements related to the Plarium integration	MTG HQ	20%	14%
	Plarium	20%	14%
	InnoGames	10%	8%
	Hutch	10%	7%
NPP	MTG HQ	5%	8%
	Plarium	5%	8%
	InnoGames	25%	22%
	Hutch	25%	38%
ESG: Data Privacy Compliance	MTG HQ	5%	5%
	Plarium	5%	5%
	InnoGames	5%	5%
	Hutch	5%	5%

¹ In case of overperformance of one or more of the conditions, to the extent that the performance is between the target level and maximum level, the relative weighting on such condition may be increased with up to 50 percent. The outcome for the participants in the 2025 Incentive Plan may however never exceed the maximum Performance Amount (100 percent)

Further information on the outcome of the 2025 Incentive Plan for participants in both the parent company and subsidiaries is provided in Note 20 in the 2025 Annual Report.



Table 4 – CEO Outcome in Current Share Award Plans

The main conditions of current share award plans						Information regarding the reported financial year					
Name of the holder (position)	Specification of plan	Performance period	Award date ²	Vesting date	End of retention period	Opening balance	During the year		Closing balance		
						Share awards held at the beginning of the year	Awarded	Vested	Subject to performance condition	Awarded and unvested at year end	Shares subject to retention period
Maria Redin (CEO)	2025 Incentive Plan ¹	2025	AGM 2025 (May)	Q1 2028	Q1 2028		116 119			116,119	
	2024 Incentive Plan	2024	AGM 2024 (May)	Q1 2027	Q1 2027	59,458				59,458	
	2023 Incentive Plan	2023	AGM 2023 (May)	50% Q1 2025 and 50% Q1 2026	Q1 2026	128,819		64,410 ³			
	2022 Incentive Plan	2022	AGM 2022 (May)	50% Q1 2024 and 50% Q1 2025	Q1 2025	56,794		56 794			

¹ Structured like the prior-year plan, the 2025 Incentive plan consists of both STI and the deferred share-based remuneration. The participants in the 2025 plan receive a portion which is paid out in cash (see 'One-year Variable' in table 1 and 'Cash Portion' in table 5 of this Remuneration Report for the CEO's allocation), and a portion was allotted in the form of share rights, all of which vest in Q1 2028 after the publication of the interim year-end report for 2027. The number of share rights allocated to each participant was calculated using the volume-weighted average share price for during the months of November and December 2025

² The Award date is determined when the Annual General Meeting approves the structure and performance measures of the respective incentive plans for that year

³ At the time of the publication of this report, the final portion of the shares under the 2023 plan (64,409) are also vested and this shall be reported in the 2026 Remuneration Report



Application of performance criteria in the 2025 Incentive Plan

The performance measures for the CEO's variable remuneration have been selected to deliver the strategy which is in the long-term interest of the company. Set out in Table 5 below are the performan-

ce criteria decided by the Board and a description of how the criteria for the payment of variable compensation have been applied during the financial year. The performance measures reflect the short- and long-term business priorities for 2025 and the company's strategic

objectives. The measures contribute to the profitability and organic growth in the portfolio companies as well as support the long-term sustainability interests of the company and its stakeholders.

Table 5 – Performance of the CEO in the reported financial year: 2025 Incentive Plan¹

Name of director (position)	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Entry threshold (awards 0% payout)	Target level (awards 100% payout)	Maximum level (awards 150% payout)	Measured performance (% payout)	Full Potential Award of 2025 Incentive Plan	
							Cash portion (mSEK)	Share portion (mSEK)
Maria Redin (CEO)	MTG Group Revenue FY 2025	25%	SEK 11,329m	vs. Budget	SEK 11,947	28%	3.38	4.05
	MTG Group Adjusted EBITDA FY 2025	25%	SEK 2,584m	vs. Budget	SEK 3,136	28%	1.58	1.89
	TSR	20%	5 percent	12.5 percent	20 percent	30%	0.84	1.01
	Strategic KPI: Key integration initiatives ²	20%	50 percent	100 percent	110 percent	14%	0.56	0.68
	NPP ³	5%	50 percent		110 percent	8%	0.84	1.01
	Data Privacy Compliance ⁴	5%	-	90% completion rate of the data privacy buildup phase or 85% of the data privacy maintenance phase		-	5%	0.56
Total weighted payout: 113%, however the plan is capped at a maximum value of 100%, so the actual award is lower than the full potential values.							12.66	15.19

¹ Like in all prior-year plans, the CEO's maximum value in the 2025 Incentive Plan is: 275 percent of annual base salary (of which 125 percent is a cash component and 150 percent is a deferred share component). The level of target achievement in the 2025 Incentive Plan was 113%, the total amount achieved is reported in Table 1. The total plan payout is subject to a maximum of 100 percent, such that even where individual performance measures exceed 100 percent, the overall payout does not exceed this level

² The 2025 strategic KPI measured post-Plarium acquisition transformation activities, including platform integration, new leadership team establishment in each District, cost-saving commitments and strategic efficiency actions

³ Net Payout Potential (NPP) measures the expected lifetime value of players against a defined financial target. NPP goals are set at company level for each portfolio company, with MTG participants assessed against an aggregated Group-level NPP outcome

⁴ MTG believes that comprehensive privacy conduct creates real long-term value and helps build a sustainable gaming business and therefore has an extensive data privacy program involving many different projects across the Group. The target level is a 90% completion rate of the data privacy buildup phase or 85% of the data privacy maintenance phase for the companies that were part of the Group as a whole as of 31 March 2025. The weighting of each company is based on its 2025 revenue contribution.



Table 6 – Comparative information on the change of remuneration and company performance

Company performance (mSEK)	2021	2022	2023	2024	2025
Adjusted EBITDA ¹	908	1,373	1,548	1,666	2,648
Change year on year		51%	13%	8%	59%
CEO remuneration (mSEK)					
CEO remuneration	12.86	20.99	22.14	21.67	46.39
Change year on year		63%	5%	-2%	114%
Average remuneration on a full time equivalent basis of employees (mSEK)					
Average remuneration of employees of the parent company ²	1.71	1.84	1.84	1.66	2.12
Change year on year		8%	0%	-10%	28%

¹ Adjusted EBITDA is defined on page 181 of the 2025 Annual Report and may differ from the incentive plan measure due to transactional or foreign exchange impacts

² The average remuneration for 2025 is comprised of the average remuneration among the parent company's full-time employees' fixed base salary, variable pay, benefits and pension. Since the 2024 report, the employee comparison excludes group senior executives in the parent company to follow typical market practice

Further information on executive remuneration is available in note 20 (Employees and personnel costs) on pages 151–158 in the Annual Report 2025. This includes fixed and variable compensation, long-term incentive plans and other benefits, as required by chapter 5, sections 40-44 of the Annual Accounts Act (1995:1554).

APPENDIX 4

Resolution regarding guidelines for remuneration to senior executives (item 19)

The Board proposes the following guidelines for determining remuneration for MTG's CEO and other senior executives in the MTG Group (the "Senior Executives"), as well as members of the Board if they are remunerated outside their directorship. The Group Management currently comprises four Senior Executives (the CEO, the CFO and two other Senior Executives).

The proposed new guidelines are essentially in line with the guidelines approved at the 2024 Annual General Meeting, with the only material change being that the pension arrangements cap shall be calculated based on the individual's pensionable annual salary rather than the annual base salary. The Board has not received any comments from shareholders on the current remuneration guidelines.

Subject to the adoption by the 2026 Annual General Meeting, these remuneration guidelines shall be applied to employment agreements entered into after the 2026 Annual General Meeting and to changes made to existing agreements thereafter. These guidelines shall be in force until new guidelines are adopted by the General Meeting. The intention is for the guidelines to remain in place for up to four years. The Board will, however, propose new guidelines if material changes to the guidelines become necessary. These guidelines do not apply to any remuneration decided or approved by the General Meeting such as long-term share or share price related incentive plans and ordinary Board remuneration.

The Board has established a Remuneration Committee. The remuneration is managed through well-defined processes ensuring that no individual is involved in the decision-making process related to their own remuneration. The Committee's tasks include preparing the Board's decision to propose guidelines for executive remuneration. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the Annual General Meeting. 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 to the executive management, the application of the guidelines for executive remuneration as well as the current remuneration structures and compensation levels in the company.

MTG is a strategic owner, operator and acquirer of gaming studios. MTG's mission is to build an international Gaming Village where game makers can come together to benefit from a thriving, state-of-the-art ecosystem of commercial tech and tools that help them drive and scale their games. MTG's strategy is focused on driving organic growth, realizing and benefiting from operational synergies across its Districts and on growing the group over time through accretive M&A.

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. The remuneration structures shall encourage employees to do their utmost to safeguard shareholders' interests and thereby the company's sustainability and long-term value creation. More information on MTG's strategy can be found on MTG's website at www.mtg.com and in the most recent annual report.

Remuneration principles

The remuneration guidelines provide a structure that aligns remuneration with the successful delivery of our long-term strategy: to drive profitability and organic growth in our portfolio companies and invest in high-potential gaming business. The guidelines set guiding principles for selection of LTIP performance measures and LTIP performance periods to ensure the link to shareholder value and as such the guidelines contribute to the long-term success and value creation of the company. The guidelines provide for the ability to set relevant financial and non-financial STI measures including governance, social and environmental, further contributing to alignment between the guidelines and sustainability as well as the company values. The performance measures for the STI are determined by the Remuneration Committee based on the business priorities for the year. Each year stretch objectives are set in the light of the Company's annual business plan and the operating environment. The guidelines provide incentives for the CEO and the other Senior Executives to drive an innovative and performance based culture which contributes to achieving our company mission. The remuneration of the CEO and the other Senior Executives consists of base salary, short-term and long-term incentives, pension and other benefits.

Base salary

Attracts and retains the CEO and the other Senior Executives taking into account of their individual responsibilities, their personal contribution, the size of role and business complexity. The base salary for the CEO and the other Senior Executives shall be competitive. The base salary is reviewed annually, typically with

effect from 1 January. The Remuneration Committee looks at pay practices in selected comparison groups, the benchmarks are conducted through independent advisors. Decisions on salary also take into account the performance and experience of the individual, changes in the size and scope of the role, and the level of salary awards across the business.

Short Term Incentive (STI)

Drives and rewards achievement of our stretching annual financial, strategic, operational and sustainability targets aligned with our business strategy. The STI is capped at 125 percent of the individual's base salary. Performance measures and weightings are reviewed at the start of each year to take account of current business plans and to ensure they continue to support the short-term business strategy. These measures can vary from year to year to reflect business priorities and typically the measures include a balance of the Company's financial performance measures (for example profitability, revenue and cash flow measures) and non-financial measures (for example key operational, strategic, environmental, social, governance or other sustainability related measures) provided that in any given year the majority of the weighting will be on financial performance measures. Through the combination of the financial measures with the non-financial measures the STI will contribute to the long-term interests and sustainability of the company. Details of actual performance measures applied for each year and how they support the business strategy will be disclosed in the annual Remuneration Report. Performance against targets is monitored and determined based on assessment of performance level versus each target level. The Board reviews the performance and determines the extent to which each of the targets has been achieved, to determine the final pay-out level. As regards the financial criteria, the evaluation shall be based on the latest financial information made public by MTG. The Board has discretion to adjust the formulaic STI outcome in changed circumstances to improve the alignment of pay with value creation for shareholders, and to ensure the outcome is a fair reflection of the company's performance, and will take into account any relevant environmental, social, and governance (ESG) matters when determining outcomes. To further strengthen the connection to the shareholders' interest and the company's long-term value creation, payment of part of the STI may be deferred and delivered in MTG shares and such shares to be retained for an agreed period of time. Awards are subject to claw-back in cases where the final payment is made based on performance that is proven to be manifestly misstated. The Board may decide to reclaim whole or a part of the final payment. In its decision to reclaim any amount the Board may, in its sole discretion, reduce the amount to be reclaimed based on the employee's lack of direct involvement in the performance and reporting of performance which has been manifestly misstated.

Extraordinary arrangements

By way of exception, additional one-off arrangements can be made on a case by case basis when deemed necessary, on the condition that such extraordinary arrangement is made for recruitment or retention purposes, subject to Board approval. Each such arrangement shall be capped at, and never exceed, 200 percent of the individual's annual base salary.

Long Term Incentive Programme (LTIP)

The Board may offer LTIPs in order to attract and retain key individuals, as well as to share the success of the company's growth. The LTIPs that can be offered are 3-4-year plans which are share or share price related programmes (such as performance share plans and/or warrant plans), which will be put forward to the General Meeting to resolve on – irrespective of these guidelines. Share and share price related LTIPs shall be structured to ensure a long-term commitment to the development of MTG and with the intention that the Senior Executives shall have a significant long-term shareholding in MTG. The outcome shall be linked to certain pre-determined performance criteria, based on MTG's share price and value growth. The Board may also offer Senior Executives, that have a direct impact on the value creation in MTG's verticals and subsidiaries, participation in local Management Incentive Programs, i.e. cash based LTIPs linked to pre-determined levels for the value creation of a specific vertical or subsidiary within MTG. The maximum outcome shall have a predetermined cap. More information regarding the ongoing LTIPs, including the criteria which the outcome depends on, can be found on MTG's website at www.mtg.com and in the most recent annual report.

Pension

Provides competitive and appropriate retirement arrangement in the context of the market practice in the applicable country of the executives' employment or residence and total remuneration. The pension arrangements shall be provided in the form of a defined contribution or as a cash allowance and shall amount

to no more than 35 percent of the individual's pensionable annual salary.

Other benefits

Provides competitive level of benefits and supports recruitment and retention. Other benefits may include car allowance, company car and housing. The combined value of these benefits shall normally constitute a limited value in relation to the total remuneration package and shall correspond to market practice. Additional benefits may be received by Senior Executives in certain circumstances such as relocation or international assignment, taking into account the overall purpose of these guidelines.

Termination of employment and severance pay

In general, executive contracts have indefinite duration. The notice period can be up to one year for either party and non-compete restrictions can go up to one year. The Company may require the individual to continue to fulfil current duties during the notice period or may assign garden leave.

In case of termination of a Senior Executive's employment agreement, the STI is evaluated and paid pro rata for the period up to the termination date where applicable. It should be noted that these cases are handled according to the discretionary right of the Board.

Salary and employment conditions for employees

In the preparation of the Board's proposal for these guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employee's total income, the components of the remuneration and increase and growth rate over time, in the Board's basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

Deviations from the Guidelines

The Board may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve the Company's long-term interests, including its sustainability, or to ensure the Company's financial viability. The Remuneration Committee's tasks include preparing the Board's resolutions in remuneration-related matters. This includes any resolutions to deviate from the guidelines.

Information regarding levels and structure for remuneration within MTG, the Board's Remuneration Report and the Auditor's opinion with respect to the application of the guidelines during 2025

For information regarding the application of, and deviation from, the guidelines for remuneration to the Senior Executives during 2025, see both the 2025 Remuneration Report, and the Auditor's opinion according to Chapter 8 Section 54 of the Swedish Companies Act regarding the application of the guidelines for remuneration which have applied during 2025 that are available on MTG's website at www.mtg.com under the heading "General Meetings" (which can be found under the section "Investors").

APPENDIX 5A

Adoption of the plan (item 20(a))

Participants and Grant amounts

Approximately 135 key employees in MTG and its portfolio companies will be entitled to participate in LTIP 2026. The participants will be divided into two groups as follows:

- PSUs will be granted to executives having a direct and significant impact on our corporate-level performance such as our CEO, CFO and the other senior executives, as well as other selected executives.
- RSUs will be granted to a group of selected top management and key employees, including executives who are not eligible for PSUs.

The maximum amount of PSUs or RSUs that a participant will receive is based on the participant's role, level, and scope of responsibility. The participants are divided into the tiers as follows:

Tier	No. of participants (approximately)	Form of equity unit	Maximum award (as % of the base salary)
Group President & CEO	1	PSU	150%
Selected members from the Group and Studios leadership	9	PSU	100 - 125%
Top Management / Directors	95	RSU	50 - 85%
Key Specialists	30	RSU	15 - 25%

New employees who have not yet commenced their employment at the time when notification to participate in LTIP 2026 is given may, upon the condition that the employment commences during 2026, be offered to participate in LTIP 2026, if the Board or its Remuneration Committee deems it to be in line with the purpose of LTIP 2026.

PSUs

Vesting of PSUs is conditional on continued employment at the time of vesting as well as the level of fulfilment of three performance metrics relating to Group Revenue CAGR, Cumulative Adjusted EBITDA, and Total Shareholder Return measured over the 3-year performance period 1 January 2026 – 31 December 2028. Threshold, target and maximum levels for each of the metrics have been established by the Board reflecting the strategy plan and long-term performance expectations in MTG. Group Revenue CAGR and Cumulative Adjusted EBITDA shall be calculated on the basis of the financial information presented in MTG's financial reports adjusted for exchange rate effects. The relative weighting of the respective metrics is 50 percent for Group Revenue CAGR, 30 percent for Cumulative Adjusted EBITDA and 20 percent for Total Shareholder Return.

The performance outcomes for the Group Revenue CAGR and Cumulative Adjusted EBITDA metrics are linear between threshold and target and between target and maximum levels. The performance outcome for the Total Shareholder Return metric shall be determined on a non-linear basis, whereby the outcome increases at a slower rate up to a target level and at an accelerated rate for performance exceeding the target level. If the threshold level for a given metric is not met, the portion of PSUs linked to that metric will not vest. If the threshold level for the Total Shareholder Return metric is not met, the total outcome of the PSUs will be subject to an overall cap of 160 percent. Incremental performance above threshold performance will result in a higher performance outcome, up to 100 percent for target performance and 200 percent for maximum performance. The performance levels and outcomes for each metric will be assessed independently of each other. Exceptionally for LTIP 2026, an overperformance mechanism will apply to the Group Revenue CAGR and Cumulative Adjusted EBITDA metrics such that any overperformance above the maximum performance level can compensate for the other metric subject to an overall weighted cap of 200 percent across these two metrics. The overperformance mechanism does not apply to the TSR metric.

MTG intends to present the PSU performance outcomes in its Annual Report and Remuneration Report for 2028.

RSUs

Vesting of RSUs is conditional on continued employment at the time of vesting and is not subject to any other performance metrics. RSUs are a conditional right to receive a B Share and therefore the value of each RSU is linked to the share price performance of MTG during the vesting period.

General terms

The grant of PSUs and RSUs shall be governed by the following main terms and conditions:

- PSUs and RSUs will be granted free of charge after the 2026 Annual General Meeting based on the principles set out above, and will vest after a 3-year vesting period ending after the disclosure of MTG's interim financial report for the period 1 January – 31 March 2029. A good leaver may be permitted to retain a portion of their PSUs or RSUs, subject to the relevant plan rules adopted by the Board.
- PSUs and RSUs may not be transferred or pledged.
- A value cap mechanism will apply to all PSUs and RSUs such that the value of an award at vesting cannot exceed a value equal to four times the annual base salary of the individual participant at the time of grant (measured at the date of grant).
- The number of B Shares that each PSU and RSU, respectively, entitles the participant to receive may be recalculated in the event of share splits, rights issues and similar corporate actions with the aim that the economic value of a PSU and RSU, respectively, shall be unaffected by such actions.
- Holding requirements will apply to Senior Executives participating in LTIP 2026. The specific conditions of the holding requirements shall be determined by the Board or the Remuneration Committee, including the period within which participants are required to build up their required holding. The holding requirement shall include an obligation for the Group President & CEO to hold B Shares with a value corresponding to at least 100 percent of his or her annual base salary after tax, and for other Senior Executives to hold B Shares with a value corresponding to at least 50 percent of their annual base salary after tax.

Scope and cost of LTIP 2026

The maximum number of B Shares which may be delivered under LTIP 2026 is limited to 2,048,914 representing approximately 1.7 percent of the outstanding shares in MTG, based on a maximum-level achievement on the three PSU metrics. The number of B Shares may be recalculated in the event of share splits, rights issues and similar corporate actions. LTIP 2026 does not result in any dilutive effect on share capital or votes.

The total cost for LTIP 2026 is estimated at SEK 170 million based on target-level achievement on the three PSU metrics and SEK 229 million based on max performance, which corresponds to approximately 8 and 10 percent respectively of the total employment costs for MTG in 2025. The cost will be distributed over the years 2026-2028. The total target cost includes salary costs of SEK 154 million and Swedish social security costs of SEK 16 million (max salary cost is SEK 205 million and Swedish social security SEK 24 million). The calculation of total salary costs is based on the target and maximum awards being received by participants and a share price at grant of SEK 99.20 (corresponding to the average closing price paid per B Share on Nasdaq Stockholm during the months of January and February 2026). The calculation of Swedish social security costs is based on a 15 percent compounded annual share price increase and an average annual social security tax rate of 31.4 percent.

The costs are expected to have a limited effect on MTG's key ratios.

Delivery of B Shares under LTIP 2026

To ensure the delivery of B Shares under LTIP 2026, the Board proposes that the Annual General Meeting approves that the company enters into an agreement with a third party, under which the third party shall, in its own name, buy and transfer Class B Shares to the participants, as set out in the Board's proposal under item 20(b).

Preparation and administration of LTIP 2026

In accordance with guidelines provided by the Board, LTIP 2026 has been prepared by the Remuneration Committee together with external advisors. The Board or the Remuneration Committee shall be responsible for preparing the detailed terms and conditions of LTIP 2026, in accordance with the terms and guidelines resolved

on by the Annual General Meeting. The Board or the Remuneration Committee shall be entitled to make adjustments to meet foreign regulations or market conditions including resolving that participants may be offered cash-based settlement if the delivery of shares under LTIP 2026 to participants outside of Sweden cannot be achieved at reasonable costs and with reasonable administrative efforts. It is further proposed that the Board shall be entitled to make other adjustments, if it so deems appropriate, should changes occur in MTG or its operating environment that would entail that the adopted terms and conditions for LTIP 2026 are no longer in line with its purpose. Any such adjustments shall only be made in order to fulfil the main objectives of the LTIP 2026.

APPENDIX 5B

Share swap agreement with a third party in relation to the plan (item 20(b))

The Board proposes that the Annual General Meeting resolves that LTIP 2026 is hedged by MTG entering into an agreement with a third party, under which the third party shall, in its own name, acquire and transfer MTG Class B shares to the participants in LTIP 2026. The interest cost for such a share swap agreement is estimated to be SEK 4,400,000 per year based on the current interest levels, a share price of SEK 99.20 and based on target-level achievement in LTIP 2026.

APPENDIX 6

Authorisation for the Board to resolve on repurchases and transfers of own Class A and/or Class B shares (item 21)

The Board proposes that the Annual General Meeting authorises the Board to decide on repurchase of own shares allocated between Class A shares and Class B shares as decided by the Board, on the main terms and conditions set out below.

- Repurchase may be effected on Nasdaq Stockholm and in accordance with the Nasdaq Nordic Main Market Rulebook for Issuers of Shares, or in accordance with a purchase offer directed to all holders of Class A and/or Class B shares.
- The authorisation may be exercised on one or more occasions during the period up until the next Annual General Meeting.
- The maximum number of shares that may be repurchased is such that MTG's holding of own shares at any time does not exceed 10 percent of the total number of shares in the company.
- Repurchase on Nasdaq Stockholm shall be made in accordance with the price limitations set out in the Nasdaq Nordic Main Market Rulebook for Issuers of Shares, which states that shares may not be purchased at a price higher than the higher of the price of the last independent trade and the highest current independent purchase bid on the trading venue where the purchase is carried out. Repurchase on Nasdaq Stockholm may not be made at a price lower than the lowest price at which an independent purchase can be made. Repurchase in accordance with a purchase offer directed to all holders of Class A and/or Class B shares shall be made at an acquisition price equivalent to a maximum deviation from the market price of 20 percent.
- Payment for the shares shall be made in cash.

The Board further proposes that the Annual General Meeting authorises the Board to decide on transfer of own shares, with or without deviation from the shareholders' preferential rights, allocated between Class A shares and Class B shares as decided by the Board, on the main terms and conditions set out below.

- Transfers of shares shall take place (i) on Nasdaq Stockholm or (ii) outside Nasdaq Stockholm in connection with an acquisition of companies or businesses.
- Transfers may take place on one or more occasions during the period up until the next Annual General Meeting.
- Transfer of own shares may be made of up to such number of shares as is held by MTG at the time of the Board's decision regarding the transfer.
- Transfers of shares on Nasdaq Stockholm may occur at a price per share within the at each time registered share price interval, by which is meant the difference between the highest buying price and the lowest selling price on Nasdaq Stockholm. In case of transfers outside Nasdaq Stockholm, the consideration for the shares may be made by cash payment, by payment in kind or by way of set-off and the price shall be established so that the transfer is made on market terms.

The purpose of the authorisations to repurchase and transfer own shares, and the reason for the deviation from the shareholders' preferential rights (in relation to transfers of own shares), are to enable the company to pursue potential acquisition opportunities as they arise. Further, the purpose of the authorisation to repurchase own shares is to give the Board more options in its efforts to deliver long-term shareholder value and total return.

APPENDIX 7

Resolution on reduction of the share capital by way of cancellation of repurchased Class B shares (item 22)

The Board proposes that the company's share capital shall be reduced by no more than SEK 20,000,000 by cancellation of Class B shares held in treasury by MTG at the time of the Annual General Meeting, which comprise Class B shares repurchased by MTG during the period between 10 October 2025 and 15 May 2026, under its up to SEK 400m share repurchase program announced on 9 October 2025. The purpose of the reduction is allocation to unrestricted equity. The reduction resolution may not be effectuated until registration with the Swedish Companies Registration Office has been completed and the authorisation of the Swedish Companies Registration Office has been obtained.

APPENDIX 8

Authorisation for the Board to resolve on new issues of Class B shares (item 23)

The Board proposes that the Annual General Meeting resolves to authorise the Board to, on one or more occasions during the period up until the next Annual General Meeting, resolve upon the issue of Class B shares with or without deviation from the shareholders' preferential rights. New issues of Class B shares shall be made on market conditions, taking into account any discount on market terms. Payment may be made in cash, in kind or through set-off. New share issues resolved by the Board using this authorisation shall, in aggregate, represent no more than 10 percent of the total number of shares in MTG at the time when the Board exercises the authorisation for the first time. The purpose of the authorisation, as well as the reason for any deviation from the shareholders' preferential rights, is to allow MTG to pursue potential investment opportunities as they arise and a broadening of the ownership base of MTG.