

GUIDELINES FOR REMUNERATION OF SENIOR EXECUTIVES

(Adopted by the annual general meeting of Image Systems AB (publ) 8 May 2024)

The Chairman and Members of the Board of Directors receive fees in accordance with the decision of the Annual General Meeting. At the 2024 Annual General Meeting, it was decided that the guidelines for Remuneration of senior executives essentially mean that the total remuneration shall be market-based and competitive and that outstanding performance shall be reflected in the Total remuneration. The benefits shall consist of a fixed salary, any Variable remuneration, other customary benefits and a pension. Variable remuneration shall be based on the outcome in relation to set targets and coincide with the interests of the shareholders. Variable remuneration may amount to a maximum of 50 per cent of the fixed remuneration. Pension benefits shall be defined contribution and shall normally entitle the recipient to a pension at the age of 65. Variable remuneration shall not, in principle, be pensionable. The Board of Directors shall have the right to deviate from the above guidelines if it considers that there are special reasons for doing so in an individual case.

Ahead of the 2026 Annual General Meeting, the Board of Directors proposes that the above guidelines for Remuneration of senior executives shall apply until the 2027 Annual General Meeting.

These guidelines (Image Systems' remuneration policy) concern remuneration and other terms of employment for the Image Systems Group's management (senior executives). The guidelines are forward-looking, which means that they shall apply to remuneration agreed upon and changes made to remuneration already agreed upon after these proposed guidelines have been adopted by the 2026 Annual General Meeting. The guidelines do not cover remuneration decided upon by the general meeting. New share-based incentive programs will be decided by the general meeting, where applicable. The guidelines shall promote the Image Systems Group's business strategy, long-term interests and sustainability. Successful implementation of the Image Systems Group's business strategy and safeguarding of the Group's long-term interests, including its sustainability, require that the Group be able to recruit, retain and develop senior executives. These guidelines enable Image Systems to offer senior executives competitive total remuneration.

Forms of compensation

The Image Systems Group's remuneration of senior executives shall consist of the following components: basic salary, Variable remuneration, pension benefits and other benefits. Variable remuneration may, in the case of the Chief Executive Officer and other senior executives, amount to a maximum of fifty (50) per cent of the basic salary. Additional cash remuneration may be paid in extraordinary circumstances, provided that such special arrangements are time-limited and only made on an individual basis for the purpose of recruiting or retaining senior executives or as

compensation for extraordinary efforts outside the individual's normal duties. Such compensation may not exceed an amount corresponding to fifty (50) per cent of the annual base salary. Decisions on such compensation shall be made by the Board of Directors on the recommendation of the Remuneration Committee. Pension benefits for the Chief Executive Officer shall be based on a defined contribution pension plan, except in cases where law or collective agreement requires a defined benefit pension. The pensionable salary shall include the basic salary and other benefits. Pension provisions for the Chief Executive Officer attributable to the annual basic salary shall not exceed 35 per cent of the basic salary. Other benefits may include, for example, health insurance and car benefits. Premiums and other costs attributable to such benefits may not exceed ten (10) per cent of the Chief Executive Officer's annual basic salary. For other senior executives, the payment of pension benefits shall be based on a defined contribution pension plan, except in cases where law or collective agreement requires a defined benefit pension.

Remuneration of senior executives who are resident outside Sweden or who are resident in Sweden but have significant ties to or have been resident in a country other than Sweden may be duly adjusted to comply with mandatory rules or local practice, whereby the overall purpose of these guidelines shall be fulfilled as far as possible. In addition to the remuneration described above, senior executives who relocate for or with a position or who work in several countries may also receive remuneration and benefits that are reasonable in view of the special circumstances arising from such arrangements, taking into account the overall purpose of these guidelines and general guidelines and procedures for cross-border work within the Image Systems Group.

Termination of employment

Upon termination of a senior executive's employment, the notice period may not exceed twelve months. The basic salary during the notice period and Severance pay may not exceed an amount corresponding to two years' basic salary. Senior executives who are resident outside Sweden or who are resident in Sweden but have significant ties to or have been resident in a country other than Sweden may be offered a notice period and Severance pay that are reasonable in light of the specific circumstances, taking into account the overall purpose of these guidelines and the general guidelines and procedures within the Image Systems Group.

Criteria for the dividend on variable cash remuneration, etc.

Variable remuneration shall be linked to predetermined and measurable criteria. The criteria – which may, for example, be linked to EBITDA, cash flow, return on invested capital or similar Key figures or sustainability targets – shall be designed to promote the Image Systems Group's strategy and long-term value creation and to strengthen the link between achieved performance targets and outcomes. The criteria for short-term and long-term Variable remuneration shall be determined annually by the Board of Directors, and the extent to which the criteria have been met shall be assessed over annual measurement periods. The extent to which the criteria for the allocation of Variable remuneration have been met shall be determined at the end of the relevant measurement period. The Board of Directors is responsible for determining Variable remuneration for all senior executives.

Repayment and adjustments

Senior executives participating in the Image Systems Group's current incentive program are obliged, under certain circumstances and for a certain period of time, repay all or part of the Variable remuneration already paid if the payment was made in error or based on deliberately falsified information, or in the event of a significant change in the Image Systems Group's established financial results or position. Furthermore, the Board of Directors may decide to postpone payments under incentive programs (before payment has been made) in the event of extraordinary circumstances or to take account of unforeseen one-off events.

Salary and terms of employment for employees

In preparing the Board of Directors' proposal for these remuneration guidelines, the Board of Directors has taken into account that the benefits offered to senior executives need to be in line with the general structures applied to Image Systems' employees, at levels that are competitive in the market. Thus, the salaries and terms of employment for other employees within Image Systems have been taken into account by including information about this in the remuneration committee's and the Board of Directors' decision-making basis when assessing whether these guidelines and the restrictions that follow from them are reasonable.

The decision-making process for establishing, reviewing and implementing the guidelines

The Board of Directors has established a Remuneration Committee. The Committee's tasks include preparing the Board of Directors' decisions on proposals for guidelines for Remuneration of senior executives. The Board of Directors shall draw up proposals for new guidelines at least every four years and submit the proposal for decision at the general meeting. The guidelines shall apply until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate Variable remuneration programmes for senior executives, the application of guidelines for Remuneration of senior executives, and current remuneration structures and remuneration levels within the Group. The members of the Remuneration Committee are independent of Image Systems and its management. The Chief Executive Officer and other members of management do not attend Board of Directors meetings when remuneration-related issues are being discussed and decided, to the extent that they are affected by the issues.

Deviation from the guidelines

The Board of Directors may decide to temporarily deviate from the guidelines in whole or in part if there are special reasons for doing so in an individual case and a deviation is necessary to satisfy the long-term interests of the Image Systems Group, including its sustainability, or to ensure the Group's financial viability. As stated above, the Remuneration Committee is responsible for preparing the Board of Directors' decisions on remuneration issues, which includes any decisions to deviate from the guidelines.

Option programme

At the 2023 Annual General Meeting, an incentive program was approved consisting of 2,020,000 warrants with an expiry date of 31 August 2026 and an exercise price of SEK 2.835. The option price

has been set at SEK 0.026 per warrant through an independent valuation. 1,780,000 warrants have been subscribed for by senior executives.