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PROPOSAL FOR GUIDELINES FOR REMUNERATION TO SENIOR EXECUTIVES

The Board of Directors of SkiStar AB (publ) proposes that the Annual General Meeting resolves on the following guidelines for remuneration to senior executives. The guidelines shall remain in force until new guidelines have been adopted by the General Meeting, however for no longer than four years.

Scope

The following guidelines apply to the Board of Directors (where applicable), the CEO and the other members of the Group Management, who are collectively referred to below as senior executives. The guidelines shall apply to remuneration set out in new agreements and to changes made to remuneration already agreed, following the Annual General Meeting's resolution to adopt the guidelines. The guidelines do not apply to remuneration resolved upon by the General Meeting.

Promotion of the Company's business strategy, long-term interests and sustainability

SkiStar shall be a long-term force in the mountains, creating value for the Company's shareholders and promoting long-term sustainability throughout its operations. For information regarding SkiStar's strategy, long-term financial and operational objectives and sustainability targets, please refer to https://investor.skistar.com and the annual report, which will be available on the aforementioned website no later than three weeks prior to the AGM.

Successful implementation of the Company's business strategy and safeguarding of the Company's long-term interests require the Company to employ qualified personnel. Accordingly, SkiStar must be able to offer competitive remuneration. The Company's remuneration structure under these guidelines shall:

- contribute to alignment between senior executives and shareholders regarding the long-term perspective of the business, including the promotion of the Company's business strategy, long-term interests and sustainability;
- ensure that the Company's senior executives receive market-based and competitive remuneration that enables the Company to recruit, motivate and retain qualified employees;
- require senior executives to comply with the Company's Code of Conduct, policies and directives; and
- provide remuneration based on both the Company's achievement of objectives and the senior executive's individual responsibilities, competence, performance, duties, experience and position.

Variable remuneration covered by these guidelines shall aim to promote the Company's business strategy and long-term interests, including its sustainability.

Remuneration and forms of remuneration

The total remuneration of senior executives shall be reviewed regularly, at least once a year, to ensure that it is market-based. The remuneration may consist of the following components in order to create a well-balanced total remuneration that supports both short-term and long-term target management and achievement of objectives: fixed cash salary, variable remuneration/bonus including an undertaking to acquire shares, pension benefits and other benefits.

Fixed salary

Senior executives shall be offered a fixed salary that is individual and market-based in relation to responsibility, competence, performance and regional salary levels. The fixed salary shall be determined annually and shall apply for the period from September to August.

Variable remuneration/bonus including an undertaking to acquire shares

Senior executives may receive variable cash remuneration/bonus under the applicable bonus programme, divided into a short-term programme (12 months) and a long-term programme (36 months), applicable to SkiStar's senior executives as resolved by the Board of Directors for each financial year and respective three-year period. Three-year programmes may be initiated annually and may therefore run partly in parallel. Bonus shall be linked to measurable criteria determined by the Board of Directors, which may be financial or non-financial, qualitative or quantitative, and shall be based on factors that support SkiStar's business strategy and long-term interests, including its sustainability, by maintaining a clear link to value creation, committed long-term ownership and SkiStar's development. The criteria may, for example, relate to shareholder return, the Company's operating margin and organic growth, as well as ski and activity days measured for the relevant financial year or three-year period. Should the Board of Directors determine that the business strategy and the Company's long-term interests, including its sustainability efforts, would be better promoted if the criteria were supplemented or amended, these guidelines permit such changes to be made. Bonus for the CEO may amount to a maximum of 50 per cent of 12 times the current monthly salary under the one-year programme and 50 per cent of 12 times the current monthly salary under each three-year programme, which accordingly constitutes the bonus cap for the CEO. Bonus for other senior executives may amount to a maximum of 40 per cent of 12 times the current monthly salary under the one-year programme and 40 per cent of 12 times the current monthly salary under each three-year programme, which accordingly constitutes the bonus cap for such executives. The Board of Directors shall annually determine the maximum possible bonus outcome for the CEO and for other senior executives in connection with determining the bonus criteria for the respective one-year and three-year bonus programmes, within the applicable remuneration guidelines.

The extent to which the criteria for payment of variable cash remuneration have been fulfilled shall be determined once the measurement period for fulfilment of the criteria has ended on 31 August. Achievement of objectives shall be assessed based on the Company's most recently published financial report. Variable remuneration shall be settled in October following the end of the relevant 12-month or 36-month period. The Remuneration Committee shall be responsible for assessing the achievement of objectives with respect to variable cash remuneration for both the CEO and other senior executives. Receipt of variable cash remuneration is conditional upon the senior executive being employed by SkiStar on the last day of the financial year and, in respect of a three-year programme, on the last day of the relevant three-year period. Should a senior executive have been a member of the Group Management for only part of the relevant financial year or relevant three-year period, the Board of Directors shall, in each individual case, be entitled to determine the extent to which variable cash remuneration shall be paid to such senior executive.

The senior executive receiving a bonus shall, through an agreement with the Company, undertake personally to acquire and make a long-term investment of at least 1/2 of the bonus after tax in shares of the Company. In respect of the one-year programme, the undertaking shall include retaining such acquired shares for a minimum of three years. In respect of the three-year programme, the undertaking shall include retaining such acquired shares for a minimum of one year. The purchase

price paid for any SkiStar shares acquired by the senior executive during the relevant earning years under the short-term and long-term bonus programmes may be included in the amount which the senior executive has undertaken to invest in SkiStar shares if a bonus is received for the relevant earning years. The purpose is to create participation and engagement by offering senior executives, in a structured manner, the opportunity to become shareholders in this way. If the senior executive breaches the above conditions, for example by disposing of shares acquired as described above before the expiry of the applicable holding period, the senior executive shall, in accordance with the agreement with the Company, repay the full amount (including income tax but excluding social security contributions) paid for the acquisition of shares as described above.

Pension benefits

Senior executives shall be covered by pension arrangements in accordance with applicable collective bargaining agreements or individual agreements with SkiStar AB. All pension commitments shall be defined contribution plans. For the CEO, pension premiums shall amount to no more than 35 per cent of pensionable salary. For other senior executives, pension contributions shall be made in accordance with the pension plan applicable from time to time or a specific agreement. Retirement age shall be determined in accordance with the relevant pension plan or collective bargaining agreement.

Car benefit and other benefits

Senior executives may be entitled to a company car benefit and other benefits available to SkiStar employees, such as private healthcare insurance. In addition, the CEO may be entitled to supplementary health insurance in addition to the health insurance provided under the applicable collective bargaining agreement. The total value of such benefits may amount to no more than five per cent of the fixed salary.

Other

With regard to any employment relationship governed by rules other than Swedish rules, appropriate adjustments may be made with respect to pension benefits and other benefits in order to comply with mandatory rules or established local practice, provided that the overall purpose of these guidelines is fulfilled as far as possible.

Notice period and severance pay

Upon termination of employment, the notice period from SkiStar's side may, as a general rule, be no more than twelve months, and the notice period from the senior executive's side may be no more than six months. Any severance pay shall only be payable in the event of termination by the Company. Severance pay shall be reduced by remuneration received from new employment entered into by the dismissed individual. Severance pay shall be calculated on the basis of the fixed salary and shall not be pensionable. Fixed salary during the notice period and any severance pay shall together not exceed an amount corresponding to 24 months' fixed salary.

Process for establishing, reviewing and implementing the guidelines

The Remuneration Committee of the Board of Directors shall be responsible for annually reviewing the need to revise the guidelines in preparation for the Board of Directors' proposal to the AGM (where applicable) for adoption. The Remuneration Committee shall also monitor and evaluate programmes for variable remuneration for the executive management, the application of the guidelines for remuneration to senior executives, and the remuneration structures and remuneration levels applied within the Company. The Board of Directors shall decide on the salary and other terms of employment for the CEO following a proposal from the Remuneration Committee. The CEO shall decide on the

salary and other terms of employment for the other members of the Group Management and shall consult with the Remuneration Committee on such matters. When the Board of Directors and the Remuneration Committee consider and decide on remuneration-related matters, the CEO and other members of the executive management shall not attend insofar as they are affected by the matters under consideration.

Deviation from the guidelines

The Board of Directors may, following a proposal from the Remuneration Committee, resolve to temporarily deviate from the guidelines, in whole or in part, if there are special reasons for doing so in an individual case and such deviation is necessary to safeguard the Company's long-term interests, including sustainability, or to ensure the Company's financial viability. As stated above, the duties of the Remuneration Committee include preparing the Board of Directors' decisions on remuneration matters, including decisions regarding deviations from the guidelines. Any such deviations shall be disclosed and explained in the subsequent remuneration report.

Salary and employment conditions for other employees

In preparing the Board of Directors' proposal for these remuneration guidelines, the salary and employment conditions of the Company's employees have been taken into account by including information regarding employees' total remuneration, the components of such remuneration, and the increase and rate of increase in remuneration over time as part of the Board of Directors' basis for decision when assessing the reasonableness of the guidelines and the limitations resulting from them. The remuneration report prepared annually regarding remuneration paid and outstanding under the guidelines shall present the development of the difference between the remuneration of the executive management and the remuneration of the Company's other employees.

Changes compared with the previous guidelines

The Board of Directors' proposal for guidelines for remuneration to senior executives for the AGM 2026 corresponds in all material respects to the guidelines adopted at the AGM 2024, which was the most recent occasion on which the guidelines were amended. In connection with the review ahead of the AGM 2026, adjustments have been made to the pension provisions, including pension contributions and retirement age for senior executives. In addition, the guidelines have been simplified by giving the Board of Directors responsibility for annually determining the actual criteria and maximum outcome for variable remuneration within the framework of these guidelines, through simplified wording regarding company car benefits and other benefits, and by increasing the requirement for a senior executive receiving a bonus to invest in shares of the Company from one-third to one-half of the bonus after tax. Furthermore, the bonus cap for senior executives has been increased from a maximum of 30 per cent to a maximum of 40 per cent of 12 times the current monthly salary under both the one-year and three-year programmes. For the CEO, the bonus cap has been increased from a maximum of 40 per cent to a maximum of 50 per cent of 12 times the current monthly salary under both the one-year and three-year programmes.

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Mer information

For further information regarding remuneration in SkiStar, please refer to the remuneration report and the annual report, which will be available at https://investor.skistar.com no later than three weeks prior to the Annual General Meeting.

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Sälen i november 2026

Styrelsen för SkiStar AB (publ)