

Current incentive programs

This English translation of the original document is for convenience purposes only. In the event of any discrepancy between the Swedish version and the English translation, the Swedish version shall take precedence.

Cell Impact AB has initiated a number of incentive programs for employees, board of directors and other employees. This document offers a brief overview of the programs and their terms and conditions. For more detailed information, please refer to the respective general meeting decisions available on the website, www.cellimpact.com.

Warrants 2020:2023

Incentive program for senior executives and other employees.

- » Resolved by the Annual General Meeting of Cell Impact on April 16, 2020 on a proposal from the Board of Directors.
- » A total of 450,000 warrants were issued to the subsidiary Finshyttan Hydropower AB. Transfer of 223,200 warrants has since been issued to participants.
- » Each warrant may be exercised for subscription of one Class B share during the period 1 June 2023 to 30 June 2023.
- » The subscription price per Class B share is SEK 37.19 and corresponds to 200 percent of the volume-weighted average price of the Class B share over a ten-day period some time after the Annual General Meeting.

Warrants 2020:2024

Incentive program for senior executives.

- » Resolved by the Annual General Meeting of Cell Impact on April 16, 2020 on a proposal from the shareholder Östersjöstiftelsen.
- » A total of 450,000 warrants were issued to the subsidiary Finshyttan Hydropower AB. Transfer of 375,000 warrants has since been issued to participants.
- » Each warrant may be exercised for subscription of one Class B share during the period 1 June 2024 to 30 June 2024.
- » The subscription price per Class B share is SEK 37.19 and corresponds to 200 percent of the volume-weighted average price of the Class B share over a ten-day period some time after the Annual General Meeting.

Warrants 2021:2024

Incentive program for senior executives and other employees.

- » Resolved by the Annual General Meeting of Cell Impact on April 22, 2021 on a proposal from the Board of Directors.
- » A total of 530,000 warrants were issued to the subsidiary Finshyttan Hydropower AB. Transfer of 72,550 warrants has since been issued to participants.
- » Each warrant may be exercised for subscription of one Class B share during the period 3 June 2024 to 2 July 2024.
- » The subscription price per Class B share is SEK 87.20 and corresponds to 200 percent

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of the volume-weighted average price of the Class B share during a period of ten trading days immediately after May 12, 2021.

Warrants 2022:2025

Incentive program for senior executives and other employees.

- » Resolved by the Annual General Meeting of Cell Impact on April 21, 2022 on a proposal from the shareholder Östersjöstiftelsen.
- » A total of 330,000 warrants were issued to the subsidiary Finshyttan Hydropower AB. Transfer of 225,000 warrants has since been issued to participants.
- » Each warrant may be exercised for subscription of one Class B share during the period 1 Sept 2025 to 29 Sept 2025.
- » The subscription price per Class B share is SEK 27.51 and corresponds to 200 percent of the volume-weighted average price of the Class B share over a 15-day period some time after the Annual General Meeting.

Warrants 2022:2026

Incentive program for board members.

- » Resolved by the Annual General Meeting of Cell Impact on April 21, 2022 on a proposal from the shareholder Östersjöstiftelsen.
- » A total of 150,000 warrants were issued to the subsidiary Finshyttan Hydropower AB. Transfer of 75,000 warrants has since been issued to participants.
- » Each warrant may be exercised for subscription of one Class B share during the period 1 Sept 2026 to 29 Sept 2026.
- » The subscription price per Class B share is SEK 27.51 and corresponds to 200 percent of the volume-weighted average price of the Class B share over a 15-day period some time after the Annual General Meeting.

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