



Long Term Incentive Plan
Green Landscaping Group AB (publ)
LTIP 2025/2028

2025-05



Long Term Incentive Plan 2025-2028

Introduction

The general meeting of Green Landscaping Group AB (publ) has decided on an option program aimed at key persons in the group on the proposal of management and the board. The program means that the value of the group will be higher, we will be rewarded, which is in the interests of the shareholders.

The purpose of the option program is also to decide that we both retain existing staff and are an attractive employer.

The options correspond to a maximum dilution of approx. 1% of outstanding shares, which corresponds to 550,000 options. One option gives the right to subscribe for one (1) share.

In the case of subscription, we have historically been able to offer a cashless financing solution for those who wished, but this is not a guarantee.

Information about the program

- The program gives the holder the right to buy a share for 120% of the average price for the period May 12th - May 16th, 2025, corresponding to a subscription price of SEK 76.45 in 3 years
- For each subscription right, a premium of SEK 6.83 is paid, which is the market price calculated by a third party using the Black & Scholes formula
- Gives the opportunity to become a partner in the Green Group with a limited investment
- Offered at market conditions and taxed as income from capital in Sweden (for other countries, consult your bank and/or tax authority).
- The board & CEO decide on allocation
- Registration takes place no later than **31 May 2025, at 23.59** via distributed link
- Minimum amount of options to subscribe for is 5 000.

| Program | Subscription Period | Premium for option, SEK | Subscription rate, SEK |
|-----------|------------------------|-------------------------|------------------------|
| LTIP25/28 | 09/05/2028 -02/06/2028 | 6,83 | 76,45 |

Options and risk - Important to know

- A right, but not an obligation, to buy a share at a predetermined price
- A financial instrument
- A high-risk investment
- Any profit is taxed as capital income
- Purchased for a premium set at market price using an established valuation formula (Black & Scholes*)
- Premium discounted by 30% (illiquidity discount)

Investing in options means high risk

- An investment in a warrant involves a risk where the entire amount invested **may be lost**, but the extent of the investment is limited to the warrant premium, which is significantly lower than the underlying share price. If things go well for Green and the share price develops well, an investment in a warrant can give a high return
- Since you can lose the **entire** amount invested, it is also recommended to only invest money that you can afford to lose

Assumptions: Redemption price SEK 76.45 Redemption date June 2nd 2028. Risk-free interest rate 1.97%. Volatility 29.0%

ROI-scenarios LTIP 25/28




The options is 'In the money' at a share price of SEK 76.45 and the investment breaks even at $\text{SEK } 76.45 + 6.83 = \text{SEK } 83,28$

| | Alternative 1. You buy options | Alternative 2. You buy shares |
|---|--|--|
| Examples for different outcomes | You buy 10,000 warrants for SEK 68,300 (6,83 SEK each) | You buy 1,072 shares for SEK 68,300 (SEK 63.71 each) |
| The share price stands at SEK 65.00 in 3 years | - SEK 68,300 loss | SEK 1 383 return (2%) |
| The share price stands at SEK 85.00 in 3 years | SEK 16,1700 return (24%) | SEK 22,823 return (33%) |
| The share price stands at SEK 105.00 in 3 years | SEK 216,700 return (317%) | SEK 44,263 return (65%) |

Important dates

| Datum | Activity |
|-------------------------|---|
| 2025-05-31 kl 23:59 | Last time to report the purchase of options |
| 2025-06-01 – 2025-06-15 | Allocation of any returned options takes place. Final confirmation of your received volume is sent out |
| 2025-07-31 | Payment for the options must be made available to Green Landscaping Group |
| AUG-SEP 2024 | The options are booked in your share depository |
| 2028-05-09 – 2028-06-02 | Subscription period |



Last time for registration
May 31st 23:59 hrs

Previous programs

| Year | Subscription rate |
|-----------|-------------------|
| 2018-2021 | 100% |
| 2019-2022 | 100% |
| 2020-2023 | 100% |
| 2021-2024 | 100% |
| 2022-2025 | 100% |
| 2023-2026 | 100% |
| 2024-2027 | 100% |

| Duration | In the money? | Subscription Rate (SEK) | Share Price (SEK) | Profit per Share (%) |
|-----------|---------------|-------------------------|-------------------|----------------------|
| 2018-2021 | Yes | 25.40 | 80.00 | 3 800% |
| 2019-2022 | Yes | 37.90 | 70.00 | 650% |
| 2020-2023 | Yes | 27.90 | 75.00 | 1 900% |
| 2021-2024 | No | 100.40 | 77.40 | - |
| 2022-2025 | No? | 87.00 | ? | - |
| 2023-2026 | - | 96.00 | ? | - |
| 2024-2027 | - | 94.70 | ? | - |
| 2025-2028 | - | 76.45 | ? | - |

The background of the image is a dense, close-up photograph of green leaves, likely from a plant like spinach or chard, showing detailed vein patterns. A small, white silhouette of a butterfly is positioned in the upper right quadrant, resting on one of the leaves. Overlaid on this background is the word "Green" in a large, white, sans-serif font.

Green

landscaping group