



Green
landscaping group

Long Term Incentive Plan
Green Landscaping Group AB (publ)
LTIP 2026/2029

May 2026

Long Term Incentive Plan 2026-2029

Introduction

The Annual General Meeting of Green Landscaping Group AB (publ) has decided on an option program aimed at key personnel within the group, based on a proposal from the management and the board of directors. The program means that if the value of the group increases, we will be rewarded, which is in the interest of the shareholders.

The options correspond to a maximum dilution of approximately 1% of the outstanding shares, equivalent to 500,000 options. One option entitles the holder to subscribe for one (1) share.

This is the ninth option program.

At the time of subscription, we have historically been able to offer a cashless financing solution for those who wished to participate, but there is no guarantee.

Information about the program

- The program gives the holder the right to purchase one share at 120% of the average price during the period May 8–15, 2026, corresponding to a subscription price of SEK 38.17 in three years.
- For each subscription right, a premium of SEK 3.37 is paid, which is the market price calculated by a third party using the Black & Scholes formula.
- Provides the opportunity to become a shareholder in the Green Group with a limited investment.
- Offered on market terms and taxed as capital income in Sweden (for other countries, consult your bank and/or tax authority).
- The Board of Directors and the CEO decide on allocation.
- Registration must be completed no later than **May 31, 2026, at 11:59 PM** via the distributed link.
- The minimum number of options to subscribe for is 5,000.

Program	Subscription Period	Premium for option, SEK	Subscription rate, SEK
LTIP26/29	18/05/2029 -31/05/2029	3,37	38,17

Options & Risk – Important to know!

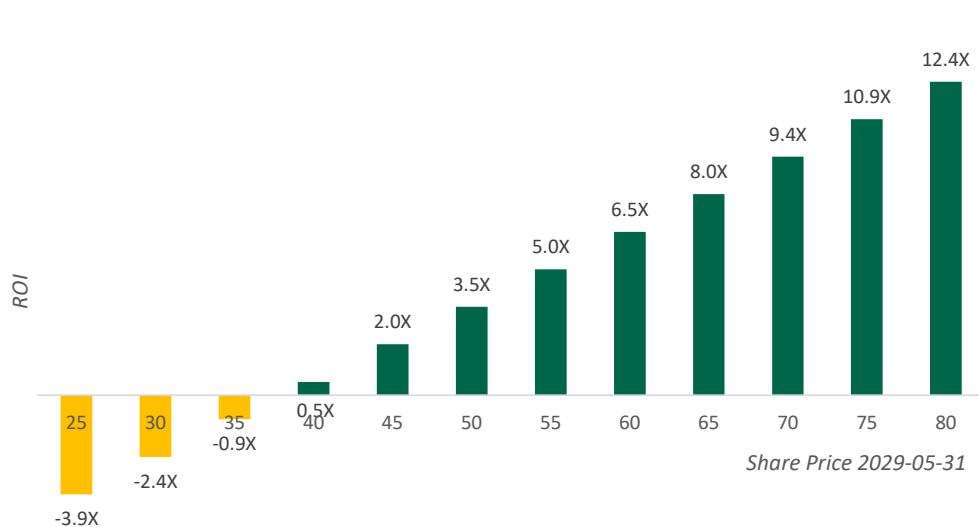
- A right, but not an obligation, to purchase a share at a predetermined price
- A financial instrument
- A high-risk investment
- Any potential profit is taxed as capital income
- Purchased for a premium set at market price using an established valuation model (Black & Scholes*)
- Premie rabatterad med 30% (illikviditetsrabatt)

Investing in an option involves a high risk

- An investment in an option involves a risk that the entire invested amount may be lost, but the investment scope is limited to the option premium, which is significantly lower than the underlying share price. If Green does well and the share price develops well, an investment in an option can provide a high return
- Since you can lose the entire invested amount, it is also recommended to only invest money that you can afford to lose

*Assumptions: Strike price 38.17 SEK. Strike date 31 May 2029. Risk-free interest rate 2.46%. Volatility 28.0%

Return on Investment – Scenarios LTIP 26/29



	Alternative 1. You buy options	Alternative 2. You buy shares
Examples for different outcomes	You buy 10 000 options for SEK 33,700 kr (SEK 3,37 each)	You buy 1 045 shares for SEK 33,700 kr (SEK 32,25 each)
The share price stands a 30,00 kr in three years	SEK - 33,700 loss	SEK -2,351 kr loss (-7%)
The share price stands a 45,00 kr in three years	SEK 34,300 return (101%)	SEK 13,324 return (40%)
The share price stands a 70,00 kr in three years	SEK 284,300 return (843%)	SEK 39,449 return (117%)

Optionen är 'In the money' vid aktiepris 38,17 kr och investeringen break-even vid $38,17 + 3,37 = 41,54$ kr



Important dates!

Datum	Activity
2026-05-31 kl 23:59	Last time to report the purchase of options
2026-06-01 – 2026-06-15	Allocation of any returned options takes place. Final confirmation of your received volume is sent out
2026-07-31	Payment for the options must be made available to Green Landscaping Group
AUG-SEP 2026	The options are booked in your share depository
2029-05-18 – 2029-05-31	Subscription period

Last time for registration
May 31st 23:59 hrs

Earlier Programmes



Year	Täckningsgrad
2018-2021	100%
2019-2022	100%
2020-2023	100%
2021-2024	100%
2022-2025	100%
2023-2026	100%
2024-2027	100%
2025-2028	84%

Löptid	Lösen/Förfall	Teckningskurs (SEK)	Aktiekurs (SEK)	Vinst per aktie (%)
2018-2021	Lösen	25.40	80.00	3 800%
2019-2022	Lösen	37.90	70.00	650%
2020-2023	Lösen	27.90	75.00	1 900%
2021-2024	Förfall	100.40	77.40	-
2022-2025	Förfall	87.00	64.20	-
2023-2026	Förfall (?)	96.00	?	-
2024-2027		94.70	?	-
2025-2028		76.45	?	-
2026-2029		38,17	?	-