

GUIDELINES FOR REMUNERATION OF SENIOR EXECUTIVES

LINK Mobility Group Holding ASA

1 INTRODUCTION

These guidelines for remuneration are prepared by the board of LINK Mobility Group Holding ASA (the **Company** or **LINK** together with its subsidiaries the **Group**) in accordance with the Norwegian Public Limited Liability Companies Act (the **Companies Act**) section 6-16a for approval by the general meeting on 19 October 2026, representing amendments to the guidelines adopted by the annual general meeting on 27 May 2025.

The principles presented in these guidelines provide the framework for the remuneration of the chief executive officer (the **CEO**) and other senior executives of the management (together with the CEO, the **Executive Management**), and of the members of the board of directors (all together, the **Senior Executives**) at LINK. It is the view of the board that these guidelines support the Company's business strategy and long-term interests.

The principles for remuneration of Senior Executives of LINK as set out in these guidelines, apply for the financial year 2026 and until the Company's annual general meeting in 2030 unless amended or replaced earlier.

2 PURPOSE, PROCESS AND ALIGNMENT WITH BUSINESS STRATEGY

The main purpose of senior executive remuneration is to attract and retain senior executives with the relevant experience, expertise and advanced leadership skills, and to create a remuneration culture that promotes the Company's business strategy and long-term interests and sustainability.

The remuneration for Executive Management shall promote the achievement of results and leadership in accordance with the Company's values and shall reflect the scope and the complexity of the role as well as the performance of the individual.

The Group's long-term goal is profitable growth and to maintain its innovation and technology leadership position, the Group pursues a strategy which is focused on, inter alia, (i) growth from existing customers, (ii) growth from new customers through go-to-market expansion, (iii) product and technology, (iv) digitalisation multiplier effect and (v) M&A.

LINK competes for Executive Management within the tech sector in European countries. As several of the key executives live and operate outside of Norway, these guidelines are designed to ensure LINK's competitiveness as an employer in the geographies and domains in which it operates, so that the Group is capable of growth in line with its current strategy. Successful implementation of the Company's business strategy and the protection of LINK's long-term interests are dependent on the recruitment and retention of highly qualified staff. The aim is that the salaries and other employment terms enable the Company to retain, develop and recruit skilled senior executives with relevant experience and competence.

In preparing these guidelines, consideration was also given to the remuneration components and employment terms of the Company's other employees, as well as the development of the remuneration approach at the Group over time. Such factors have formed a part of the board's basis for decision-making when assessing whether the guidelines are reasonable.

These guidelines provide a clear framework for the remuneration of Senior Executives, aligned with the Company's business strategy and long-term interests and long-term growth in shareholder value.

3 THE MAIN PRINCIPLES OF THE REMUNERATION POLICY FOR EXECUTIVE MANAGEMENT

Remuneration to Executive Management shall be determined on the basis of the following main principles:

- The Executive Management shall be offered competitive salaries and other benefits in line with those on offer for similar roles in comparable companies.
- The compensation arrangements should be easy to manage and understand, long-term, and flexible.

- The total compensation awarded each year should be linked to the Company's financial results, share price growth and other relevant strategic performance indicators, and to the performance of the individual where appropriate.

4 TYPES OF REMUNERATION AND PRINCIPLES

4.1 Overview

In general, the total remuneration package for Executive Management consists of a fixed base salary, pension and insurance coverage, variable remuneration, and other benefits.

Variable remuneration is designed to motivate, retain and reward individuals, and shall be based on responsibilities, expertise and performance. Variable remuneration includes bonus arrangements, share-based incentives and other benefits.

The fixed base salary constitutes the principal remuneration component. The proportion of variable remuneration relative to fixed salary will be determined on an individual basis based on role and responsibility within the terms set out in these guidelines.

4.2 Base salary

Executive Management are offered a fixed base salary at a level considered competitive and comparable to similar positions and companies. The level of fixed salary is reviewed regularly, usually annually.

4.3 Variable remuneration

4.3.1 Bonus arrangements (short-term incentive)

The Company has established bonus arrangements for Executive Management which are based on the Company's financial and operational results. The bonus plan is an annual incentive approved by the board. The targets are set by the group leader team and local management on an annual basis. The CEO, the Global leader team and the Global leader team COOs each have defined bonus targets. The bonus targets currently include non-financial targets, e.g., personal targets, but there is flexibility to remove, amend or add further financial and non-financial targets in the future if deemed appropriate. The achievement of targets in the preceding year is reviewed annually. Achievements are paid linearly between minimum (0% bonus) and target (100% bonus) levels, unless otherwise defined. Annual bonuses are limited to 50% of fixed base salary for the CEO and 5 months of fixed base salary for other members of the Executive Management.

4.3.2 Share-based compensation (long-term incentive)

The Company may implement a long-term incentive program (**LTI**) for its management and key employees, in order to motivate the employees to invest in the Company's shares and build share ownership, and thus align their interests with those of shareholders and encourage long-term sustainable value.

Under the LTI program, Executive Management may be granted awards, which can take the form of share options, performance shares, or restricted shares. The total number of options to be granted over a three-year period shall be capped at 6,000,000 options.

Each share option will give the option holder the right to subscribe and be allocated one share in the Company at the strike price. The strike price shall be determined based on the market value of the shares as at the grant date (which may be based on a volume-weighted average share price (VWAP)) or such higher price as determined by the board. Grant and allocation of share options are at the discretion of the board. Grants can be made on an annual basis, however so that the board may at its discretion make extraordinary grants, provided that the usage creates a sustainable incentive through regular grant and vesting points.

Share options will normally vest and become fully exercisable on the third anniversary of the date of grant, but the board has discretion to specify a different vesting schedule if it considers it appropriate to do so. Unless otherwise decided by the board, vested options will lapse, to the extent that they remain unexercised, on the first anniversary of the date of vesting.

The board can decide that grant or exercise of share options shall be subject to certain performance criteria, which aim to generate long-term results and value creation in the Group.

The board can decide that vesting and exercise of vested share options under the LTI program shall be subject to the option holder being employed with the Group at the time of the vesting date and/or exercise, depending on the nature of any termination of employment.

The Company has the right, in its sole discretion, to settle any share options by transfer of existing shares, new shares or a mix of the two. Further, the Company has the right to settle any vested share option in cash (including net settlement of the option gain) in the event of certain circumstances, such as in the event of a public take-over.

Any cancelled share options under the LTI programs (regardless of reason) can be granted to other employees within the term of the LTI programs. Nonetheless, any expired share options cannot be re-granted to other employees.

The total number of options granted under the LTI program will be included in the Company's annual report available on the Company's website www.linkmobility.com.

In addition to the LTI program, members of management and key employees will also be given the opportunity to participate, on the same terms and conditions as the other employees of the Group, in any general share saving or employee share purchase programs of the Group, to the extent such are being established by the Group.

4.4 Pension and insurance

Pension benefits shall be based on local practices and applicable law. Executive Management are included in the Company's standard pension and insurance schemes on the same terms and conditions as other employees.

The board may, at its discretion, offer supplementary pension arrangements in line with market practice to Executive Management where considered necessary to attract or retain key individuals.

4.5 Other benefits

Executive Management may be offered other benefits that are common for comparable positions, such as telephone service, home PC, free broadband service and newspapers. There are no special restrictions on the type of other benefits that can be agreed on.

4.6 Reduction and repayment of variable remuneration

The board may in its discretion reduce, cancel or require the repayment ("clawback") of variable remuneration, in part or in full, whether vested, paid, unpaid or otherwise settled, if there are circumstances which the board in its discretion considers justifiable. Examples of such circumstances include:

- the amount of the variable remuneration is based on an error, or on inaccurate or misleading information or assumptions; and/or
- negligence, fraud or gross misconduct of a member of Executive Management; and/or
- material financial misstatement of the Company's audited financial accounts (other than as a result of a change in accounting practice).

Any repayment is subject to applicable laws.

5 CONDITIONS FOR DISMISSAL AND SEVERANCE SCHEMES

The CEO and other senior management have a mutual notice period of three to six months. The CEO is entitled to settlement pay equivalent to six months' basic salary, in addition to the notice period after termination or amendment of their role/employment.

Agreements may be signed regarding severance pay for other Executive Management if this is believed to be in the Company's interests. Possible severance agreements are drawn up in a way which is acceptable both internally and externally.

For certain Executive Management, agreements with non-competition clauses have been entered into. If the Company chooses to invoke such non-competition clause, Executive Management may be entitled to compensation equal to up to 12 months base salary.

6 EXECUTIVE MANAGEMENT IN OTHER JURISDICTIONS THAN NORWAY

Executive Management whose employment arrangements are entirely or partly regulated by rules other than Norwegian rules may receive a level of remuneration or remuneration components that deviate from these guidelines. However, the overall remuneration approach for these individuals will be designed to support the Company's business strategy, long-term interests and sustainability, with any terms adapted to binding legislation, regulations and practice in the market concerned.

7 REMUNERATION OF THE BOARD

7.1 Process and principles

The general meeting determines each year the remuneration of the members of the board (including the board committees) based on a proposal from the nomination committee. The remuneration of board members shall reflect their responsibilities, competence, time commitment and the complexity of the Company's business. The same principles apply with respect to employee-elected members of the board.

7.2 Types of remuneration

The remuneration of the members of the board shall consist of a fixed annual amount and/or a fixed amount per meeting. Members of the board who also serve on board committees may receive additional compensation for such work. The remuneration shall be payable in cash.

The Company may reimburse travel expenses and other relevant expenses incurred by the directors of the board in connection with the performance of their duties.

The members of the board shall normally not receive any variable or performance-based remuneration or share options or other remuneration linked to the Company's shares for their work as board member, including on committees.

Board members may receive variable or performance-based remuneration such as options, subject to a proposal by the nomination committee in which such remuneration is considered to be in the interest of the Company and its long-term value creation. Variable remuneration to board members shall be subject to approval of a board authorisation to issue shares to fulfil the Company's obligations under an agreed plan for option or share based remuneration by the general meeting or equivalent resolution. Any such remuneration shall be based on equivalent terms to those of the Company's incentive programs, such as the LTI Program (to the extent applicable), and be disclosed and explained in the remuneration report for the relevant year.

The members of the board are not members of the Company's pension schemes and do not have any rights to a pension from the Company for their work in such capacities.

7.3 Agreements with board members and termination of appointment

The Company does not normally enter into agreements with the members of the board in their capacity as board members or in connection therewith.

Board members or companies to which they are affiliated shall not normally undertake separate assignments for the Group in addition to their board appointment. If they nevertheless do, the whole board shall be informed, and the fees for such assignments shall be approved by the board and specified in the annual report.

The general meeting can remove any shareholder-elected member of the board at its discretion at any time with immediate effect by a simple majority vote. Board members are not entitled to any compensation upon termination of their appointment as board members.

8 GOVERNANCE

8.1 Conflicts of interest

The members of the Remuneration Committee are independent of the Executive Management. No member of the Executive Management, including the CEO, participates in the board's or the Remuneration Committee's deliberations or decisions regarding their own remuneration.

8.2 Deviation from these guidelines

The principles in these guidelines are binding for the board from the time they are approved by the general meeting.

The board may in exceptional circumstances decide to deviate entirely or partly from the guidelines, including the level or structure of base salary, variable remuneration, pension and severance arrangements and LTI program terms, provided that such deviation, in the opinion of the board, will satisfy the long-term interests of the Company or ensure the financial viability of the Company. The Remuneration Committee shall prepare a proposal for deviation for the board's consideration.

Any deviation from the guidelines shall be approved by the board of directors and reported in the remuneration report for the relevant year. If a deviation is repeated and continuous and therefore

cannot be deemed temporary, the Company shall prepare new guidelines to be presented at the next possible general meeting.

These guidelines shall be reviewed and approved by the general meeting at least every fourth year.

The board has established a Remuneration Committee. The duties of the Remuneration Committee include preparing the board's remuneration resolutions and proposed new remuneration guidelines to be approved by the general meeting. The Remuneration Committee also prepares the board's assessments of matters concerning remuneration, including any deviations from these guidelines.

8.3 Material amendments

The main amendments made to these guidelines since the general meeting's approval of the previous version on 27 May 2025 include (i) adjustments for a new LTI Program, including total number of share options available for grant, terms for vesting and exercise, (ii) introduction of guidelines on the Company's right to require reduction and repayment ("clawback") of variable remuneration in certain circumstances, (iii) procedures and guidelines for variable remuneration to board members and (iv) guidelines on conflicts of interest.

In preparing these amended guidelines, the board has taken into account feedback received from shareholders and the outcome of the shareholder vote on the guidelines and remuneration report at the Company's general meetings.

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