N.B. This English language version is an unofficial translation of the Swedish language original. In case of any discrepancy, the Swedish language original shall control.

The board of directors' of Soltech Energy Sweden AB (publ) proposal on long-term incentive programme 2026A comprising the issue and transfer of warrants 2026/2028A to senior executives and other key persons within the Company and its subsidiaries

The board of directors of Soltech Energy Sweden AB (publ) (the "**Company**") proposes that the general meeting resolve to implement a new long-term incentive programme ("**LTI 2026A**") for senior executives and other key persons within the Company and its subsidiaries ("**Soltech**") in accordance with the below. The purpose of LTI 2026A, and the reasons for the deviation from the shareholders' preferential rights, are to improve retention and increase the motivation of strategically important senior executives and other key persons within Soltech.

Issue of warrants 2026/2028A

The board of directors proposes that the Company shall issue not more than 222,100,000 warrants, titled warrants 2026/2028A, as a result of which the Company's share capital may increase by not more than SEK 11,105,000 upon future exercise of the warrants (based on the current quota value per share of 5 öre and before any recalculation of the warrants). Based on a quota value per share of 0.1 öre following the reduction of the share capital proposed by the Company's board of directors at the time of this proposal, the Company's share capital may increase by not more than SEK 222,100 upon future exercise of the warrants (before any recalculation of the warrants).

The right to subscribe for the warrants shall, with deviation from the shareholders' preferential rights, vest solely in the Company itself, with the right and obligation to dispose of the warrants as set out below. The Company's subscription for warrants shall be made no later than 30 November 2026. The warrants shall be issued without consideration to the Company.

Each warrant shall confer the right to subscribe for one (1) new share in the Company during the period from and including 16 December 2028 up to and including 31 December 2028 at a subscription price per share corresponding to 130 per cent of the volume-weighted average price paid for the Company's share on Nasdaq First North Growth Market during the period from and including 9 November 2026 up to and including 13 November 2026, rounded to the nearest whole öre (0.5 öre shall be rounded down).

The proposed incentive programme has a term of less than three years. The principal reasons why the incentive programme has a term of less than three years are that (i) a shorter incentive programme enables the Company to retain employees on competitive terms with a lower strain on the Company's liquidity, (ii) the Company has carried out a workforce reduction while at the same time facing important business-related milestones in the short and medium term, (iii) the board of directors considers the remaining workforce to be critical for the successful execution of the Company's plan and the achievement of its business milestones, (iv) in the current market conditions and challenging situation, the Company wishes to incentivise and motivate employees who are material to the Company's development, and (v) to ensure market-level remuneration for such employees.

Pursuant to the full terms and conditions of the warrants, the subscription price and the number of shares for which each warrant may be exercised may be recalculated in the event of a bonus issue, reverse share split or share split, certain issues of shares, warrants or convertible instruments, and in certain other cases. In connection with this proposal, the board of directors of the Company has resolved on a rights issue of shares, subject to subsequent approval by the general meeting. No recalculation shall be made in respect of the proposed rights issue. Furthermore, the exercise period may be accelerated or postponed in certain circumstances.

The complete terms and conditions for warrants 2026/2028A are set out in Appendix A.

Transfer of warrants 2026/2028A

The board of directors proposes that Soltech shall dispose of warrants 2026/2028A in accordance with the following.

The Company shall transfer not more than 222,100,000 warrants 2026/2028A to participants in LTI 2026A. Such transfers may only be made up to and including 30 June 2027. The warrants shall be transferred at a price corresponding to the market value of the warrants at the time of transfer. The market value shall be determined by an independent valuation institute or audit firm in accordance with the Black & Scholes valuation model.

LTI 2026A comprises the transfer of warrants 2026/2028A to not more than 19 persons within Soltech. Transfers may only be made to persons falling within the categories set out below, based on their roles within Soltech, and within the limits specified for each category.

Category A – The Company's CEO, being one individual, may be offered up to 46,300,000 warrants;

Category B – The Company's CFO, being one individual, may be offered up to 29,400,000 warrants;

Category C – The Company's COO, being one individual, may be offered up to 23,200,000 warrants;

Category D – Other key persons of Soltech, comprising not more than 16 individuals, may in the aggregate acquire up to 123,200,000 warrants, with each key person being offered up to 7,700,000 warrants.

Any warrants remaining, not transferred or repurchased may be retained by Soltech or cancelled pursuant to a resolution by the board of directors.

Conditions for the right to participate in LTI 2026A and for acquiring warrants are that (i) the participant, at the time of acquisition, is employed by Soltech and has neither given nor received notice of termination of employment, (ii) the acquisition of warrants may be carried out lawfully and, in the opinion of the board of directors, with reasonable administrative and financial efforts, and (iii) the participant and/or, where applicable, the participant's company, has entered into a transfer and holding agreement with the Company in the form provided by the Company, pursuant to which the Company, or any party designated by the Company, shall, inter alia, have the right to repurchase the warrants from the participant/ company if the participant's employment with Soltech ceases, if the participant wishes to transfer the warrants, or in certain other situations.

The board of directors shall be entitled to make such adjustments to the terms of individual agreements with participants as are deemed appropriate or advisable as a result of local employment or tax rules, administrative conditions, market practice or market conditions, including cash settlement instead of transfer of warrants to the participant. In individual cases, the board of directors may resolve that acquisition of warrants may be made by a legal entity controlled by a participant.

Costs

As the transfer of warrants 2026/2028A to participants in LTI 2026A will be made at a price corresponding to the market value of the warrants at the time of transfer, it is assessed that no social security contributions will occur for Soltech in connection with the issue and transfer of warrants 2026/2028A. Soltech will incur no other costs in relation to LTI 2026A than administrative costs in connection with the preparation, valuation, documentation and decision-making process, including costs for advisers and similar costs.

Dilution of the number of shares and votes

The Company currently has a total of 1,322,793,927 issued shares and votes. Based on the current number of shares and votes in the Company, LTI 2026A will, upon the issue and exercise of all 222,100,000 warrants 2026/2028A, result in a dilution of approximately 14.4 per cent of the total number of shares and votes in the Company. In connection with this proposal, the board of directors of the Company has resolved on a rights issue of shares, subject to subsequent approval by the general meeting, and proposed a directed compensation issue of shares to Artim Balance BidCo AB in its capacity as guarantor in the rights issue. Based on the number of shares and votes in the Company following these share issues, assuming that the share issues are fully subscribed, LTI 2026A will, upon the issue and exercise of all 222,100,000 warrants 2026/2028A, result in a dilution of approximately 6.1 per cent of the total number of shares and votes in the Company.

Authorisation for adjustments

The board of directors, or any person appointed by the board of directors, shall be authorised to make such minor adjustments to the resolution of the general meeting as may prove necessary in connection with registration with the Swedish Companies Registration Office or Euroclear Sweden AB.

Preparation of the proposal

The board of directors' proposal regarding LTI 2026A as set out above has been prepared by the board of directors with the assistance of external advisers, processed by the board of directors during August 2026 and resolved upon at a board meeting held on 27 August 2026. Documents pursuant to Chapter 14, Section 8 of the Swedish Companies Act have been prepared.

Other outstanding share-related incentive programmes

The Company has no outstanding share-related incentive programmes. The share-related incentive programme described in note 6 to the Company's annual report for 2025 has expired.

Conditions for the validity of the resolution

The general meeting's resolution on LTI 2026A pursuant to this proposal shall be conditional upon the general meeting approving the rights issue of shares resolved upon by the Company's board of directors in connection with this proposal and the rights issue being registered with the Swedish Companies Registration Office.

Majority requirements

A resolution to adopt the board of directors' proposal shall be valid only if supported by shareholders representing not less than nine-tenths of both the votes cast at the general meeting and the shares represented at the general meeting.

Stockholm in August 2026
Soltech Energy Sweden AB (publ)
The Board of Directors