Annual Report 2025

LIME TECHNOLOGIES AB (PUBL)

THE YEAR IN BRIEF

- Breakthrough in Germany
- Strengthened verticalisation
- AI as a competitive advantage
- Increased software share
- Strengthening business units

Read more on page 6

TURNOVER & GROWTH

MSEK 740

8%.

Net sales & total growth

PROFITABILITY

MSEK 185

25%

EBITA & EBITA margin

INCREASED DIVIDENDS

The Board of Directors proposes a dividend of MSEK 60 (SEK 4.50/ share)

Read more on page 26.

2025 was the year when Lime CRM won several important breakthrough deals among German utility companies - a market with very high growth potential.

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About the translation
This is an unaudited translation of the Swedish annual report, generated by AI. Should there be any disparities between the Swedish and the English version, the Swedish version shall prevail.

For the best customer journey

We are Lime: *the Customer Journey Company*. Lime offers a comprehensive platform for companies that want to optimise their customer journeys and build long-term, strong customer relationships. We develop and deliver software, services, industry insights and support – all with high quality and commitment.

Lime was founded in 1990 and we have over 500 employees in offices around Europe. Today, more than 7,500 companies use our solutions, both to win new customers and to create valuable relationships with existing customers. Our goal is to support our customers in making their customer journeys as great as their business.

Business idea

A comprehensive SaaS provider for customer care solutions with strong local roots

Lime stands out among its competitors through a clear and distinct strategy of working locally via a direct channel and makes hundreds of implementations every year.

The business model is based on offering subscription agreements (Software as a Service or "SaaS") and consulting services (Expert Services) to implement and continuously adapt the products based on customer-specific needs and wishes.

Product portfolio & expertise

CRM

An industry-tailored CRM with support for the entire customer journey. For companies that need a platform where several departments can collaborate around their customers. Fully customisable to fit industry-specific workflows.

Connect

An AI-powered live chat and customer communication tool, created for businesses that want to attract more leads, increase customer satisfaction and provide effective multi-channel service.

Go

A plug & play CRM for growing B2B companies and their sales teams. Ideal for those looking to manage the entire sales process more efficiently. Get access to a collaborative platform and start making data-driven decisions today.

Sportadmin

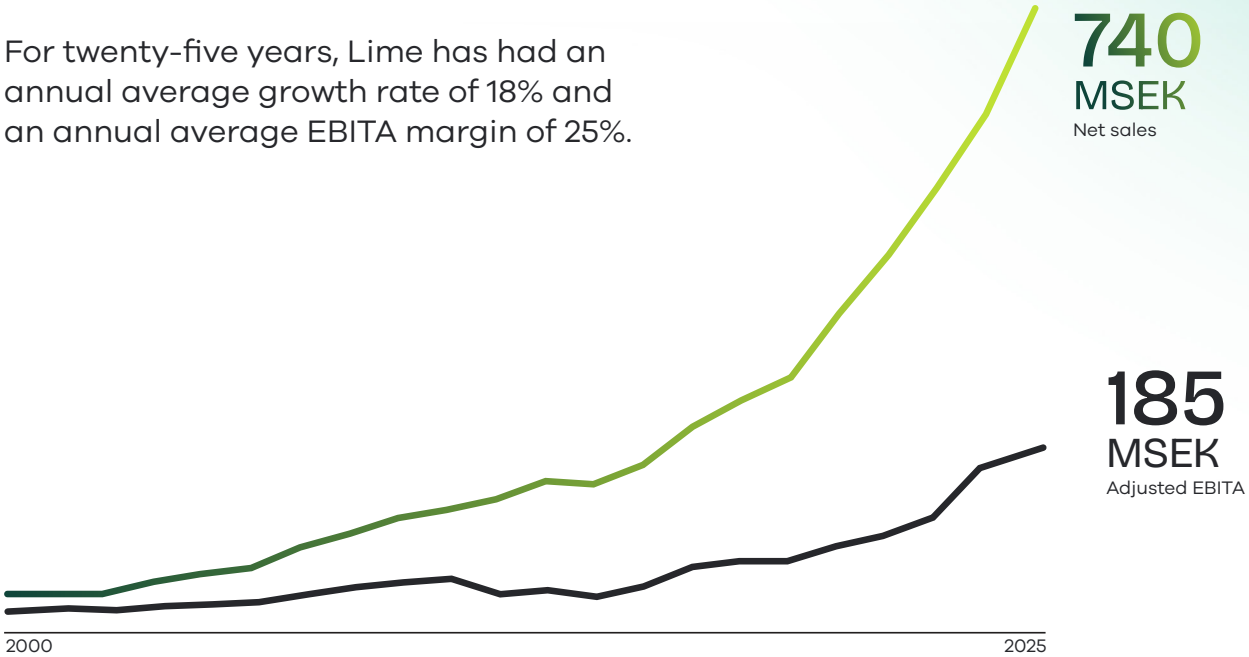
All-in-one-solution for the club, teams and members within administration, membership management, communication and payments.

Over
1 million
user

Over
7,500
customers

Profitable growth since 2000

For twenty-five years, Lime has had an annual average growth rate of 18% and an annual average EBITA margin of 25%.



1. Comprehensive European SaaS provider with local presence in growing markets

2. Strong organisation & value-driven company culture

3. The natural AI partner that streamlines existing, mission-critical processes

4. Business-critical solutions for selected industry verticals

5. Strong & growing cash flows with recurring revenue

6. Acquisition strategy for further growth & strengthened product offering

Lime in brief

Over
1 million
user

Over
7,500
customers

4
business units

12 offices in
6
markets

Vertical focus: Real estate, utility, wholesale & membership management

Lime customers: Castellum, Stadtwerke Langenfeld, Skellefteå Kraft, BMW Finance, Red Cross, Porsche, Decathlon, IF, Malmö FF, Hammarby FF

The share and shareholders

The Lime Technologies share was listed in 2018 on Nasdaq Stockholm at an IPO price of SEK 72.

THE TEN LARGEST OWNERS

- AB Grenspecialisten
- SEB Funds
- Erik Syrén
- ODIN Funds
- Cliens' Funds
- Spiltan Funds
- Länsförsäkringar Funds
- Nordea Funds
- Danske Invest
- Swedbank Robur Funds

Sustainability

In our sustainability work, we primarily focus on four material areas:

- Promote digitalisation
- Attract and retain talent
- Information security
- Reduced climate impact

Read more in our separate sustainability report.

Team & talent

- 511 employees of which 182 women and 329 men
- 16,850 applications for various positions

ISO-27001 certification, information security

511
employees

121
recruitments 2025

68 %
recurring revenue

Software revenue is growing faster than consulting revenue and is thus gradually increasing as a share of the total.

75%
revenue from Lime CRM - our main product

Other platforms: Lime Connect, Lime Sportadmin & Lime Go

6.7%
of net revenue from top 10 customers

Low customer concentration. Spread across multiple industries & markets.

2025 in summary

INCREASING SHARE OF RECURRING REVENUE
- Passing 500 MSEK in ARR during the year
- More efficient delivery speeds up technical implementations - shifts revenue from consulting to software
- Over time, strengthens margins and ability to grow without immediate link to headcount

AI - FROM HYPE TO BUSINESS-CRITICAL VALUE
- AI enables us to deliver better solutions faster - integrated into customers' processes, trained on their data and customised to their industry
- With local proximity, deep industry knowledge and strong service, we streamline business-critical processes throughout the customer journey

BREAKTHROUGH IN GERMANY
- Several new CRM customers and a strengthened position in line with the company's vertical internationalisation strategy
- Strategic acquisition of portal solution from E.On - strengthens our position among German utility companies and gives us an established customer group (7 January 2026)

LIME CRM - STRENGTHENED POSITION IN UTILITY & REAL ESTATE VERTICALS
- Market leading position in the utility vertical in Sweden and now also Norway
- New utility customers in all markets, such as Iqony Fernwärme GmbH, Stadtwerke Langenfeld (TY), Glitre Energi AS, Fjordkraft (NO), Sörmland Vatten & Avfall (SE)
- Strong growth in the real estate vertical with major deals such as Heimstaden, Catena and Bonnier Fastigheter

LIME GO - RENEWED FOCUS ON GROWTH WITH LONG-TERM CUSTOMER RELATIONSHIPS
- New business unit director with clear focus on sales and the right customer segments

LIME CONNECT - NEW PLATFORM & REBRANDING
- Launch of new pure AI platform met with very positive reactions from existing and new customers
- Strategic rebranding from Userlike to Lime Connect

LIME SPORTADMIN - INTERNATIONALISATION & RENEWED VIGOUR
- New business unit director with focus on growth and internationalisation
- Positive reactions to our offer in the Netherlands
- After the cyberattack in early 2025, we are accelerating with strengthened product and regained customer trust

ATTRACTIVE EMPLOYER
- 121 new recruitments in 2025
- Record candidate base with nearly 17,000 applications

TOMMAS DAVOUST - NEW CEO OF LIME
- In November, the Board of Directors announces the appointment of Tommas Davoust as the new CEO & Managing Director of Lime on 1 January 2026

Net sales growth
8%

ARR growth
7%*

EBITA margin
25%

Software growth
13%

* 10% adjusted for currency effects

KEY RATIOS

MSEK	2025	2024
Net sales	739.8	685.7
Net sales growth (%)	8%	19%
Organic net sales growth (%)	7%	10%
Recurring revenue	501.0	445.0
Adjusted EBITA	184.9	172.0
Adjusted EBITA (%)	25%	25%
Operating profit, EBIT	146.0	134.3
Operating profit, EBIT (%)	20%	20%
Earnings per share before dilution (SEK)	8.40	6.73
Earnings per share after dilution (SEK)	8.35	6.66
Cash flow from operating activities	187.0	196.5
Average number of employees	490	462

Strong verticals & AI as growth drivers

By 2025, we will deliver 13 per cent software growth, increased earnings per share and a 25 per cent EBITA margin, while strengthening our position in utility and real estate. We have a strong foundation with fantastic employees, a stable customer base and a business model that we firmly believe in. At the same time, I see great potential. We are now driving a transformation with an increased focus on software and AI as a huge opportunity to create additional business-critical value, both internally and for our customers. As CEO since the beginning of the year, I see it as my task to take us to the next level.

THE AI BREAKTHROUGH & THE MARKET

2025 is the year when AI moves from hype to business-critical value. This is our big advantage: we build AI that starts with our customers' processes, learns from their data and is tailored to their industry. We already have the customer relationship, the domain knowledge and the business-critical systems. We integrate AI directly into the systems customers use - not as a new product, but as intelligence that makes existing processes better. Then we become the obvious partner.

AI-driven efficiency improvements are also changing our business model. We have had relatively low growth in consulting for a couple of years, partly due to a subdued market climate, but also because we have used smart technology to speed up our technical implementations - a streamlining that AI is now taking to a new level. This allows us to deliver even more customer value in fewer hours, making us more competitive and shifting revenue from consulting to software. Over time, this transformation strengthens our margins and our ability to grow without an immediate link to headcount - an effect we expect to become increasingly evident going forward.

For the full year 2025, our overall growth amounts to 8 per cent, impacted by the declining consulting side. The software part, on the other hand, is growing by 13 per cent, which is faster than the market and in line with our strategy.

LIME CRM GROWTH DRIVEN BY CORE VERTICALS

Lime CRM continues to gain ground, not least in two of our core verticals, utility and real estate, where we welcomed customers such as Stadtwerke Langenfeld, Glitre Energi AS, Heimstaden and Catena during the year. It is great to see how we manage to take our solutions and knowledge further out into Europe, where we continue to grow with a real breakthrough year in Germany.

We are more than a CRM system. We are a partner that helps our customers achieve their goals through customised solutions for their core business. We handle both the general parts of the customer journey, such as sales, marketing and ticket management, and the business-critical processes specific to each industry. We have in-depth knowledge of the challenges faced by utility companies, the processes of real estate companies and the needs of membership organisations. This specialisation is our competitive advantage and it is difficult to replicate.

STRENGTHENED MANDATES IN OUR BUSINESS UNITS

While our largest business unit, Lime CRM, delivered solidly during the year, we faced challenges in our other units. To be stronger going forward, we are clarifying the mandate and growth agenda in each business unit. Some will grow faster, others will drive higher margins, and all will contribute to the big picture.

Lime Go is well placed with a strong product and clear positioning. With a new business unit director and increased focus on sales and the right customer segments, we are well equipped. We see that we have met the right target group where customers are more satisfied and stay longer, but the customer churn is still too high as the entire customer base is not fully transformed.

Lime Connect makes one of the most important strategic moves of the year. In November, we launched our own AI platform where AI becomes the core of Lime Connect. The webinars are reaching record levels of participants and we are winning around forty deals. With this shift, we enter 2026 with a significantly stronger position and clear growth agenda.

Lime Sportadmin continues to develop the product with new features such as the leisure activity card and improved pitch and match booking, strengthening our offering for both grassroots and elite clubs. The year was characterised by the cyberattack that hit the company at the beginning of 2025, but the team's work in supporting customers through the process has been invaluable for customer loyalty. We are now ready for the next phase of growth with a new business unit director, a modernised product and a clear focus on growth, not least in the Netherlands.

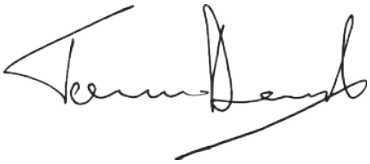
WE WILL BE EUROPE'S BEST CRM SUPPLIER

Our strategy is clear: depth in selected verticals, AI as an integrated part of the products and a business model based on customer-centric business value. We will be Europe's best CRM provider - and we are that when we are a little better at every step. Better solutions, better service, better customer understanding.

We have great products, a winning business model and a magnificent culture. Ultimately, it's about building a winning team. And we have that. With strengthened leadership in every business unit, a continued focus on recurring revenue and an active acquisition agenda, we are well positioned to help our customers solve their business-critical challenges.

2025 taught us where we need to improve. 2026 is the year we build on that and take ourselves to the next level.

KBK ("Let's go"), as we say at Lime.



Tommas Davoust, CEO & Managing Director, Lime Technologies

Our growth factors

Lime has delivered profitable growth since 2000 with an increasing share of recurring revenues. The emphasis is on organic growth complemented by selective acquisitions. We are building a more international company with a strong focus on our selected core verticals and AI as an integral part of companies' existing, business-critical processes. An increasing share of revenue comes from markets outside Sweden.

ORGANIC GROWTH FACTORS

Growing market

- Growing market for all business units
- Large addressable market provides long-term growth potential
- Digitalisation driving demand

Geographical expansion

- Successfully exporting software and expertise to new markets
- Builds strong local organisations
- Vertical internationalisation strategy

Upsells & upgrades

- Great potential in existing customer base
- Strategic pricing
- Simplified upselling
- Increased customer satisfaction with customers who grow and stay over time

AI as a competitive advantage

- Product portfolio for the entire customer journey with AI at its core
- Faster delivery creates more customer value
- We become the natural AI partner with the ability to streamline business-critical processes

Verticalisation & decentralisation

- Depth in selected verticals solves business-critical processes and strengthens our competitiveness
- Clear mandates per business unit drive focus and results
- Decentralised structure for agility

Acquisitions

- Strengthening the offer throughout the customer journey
- Integrated, hybrid or standalone
- Geographical expansion and vertical reinforcement

TRENDS

AI - from hype to business-critical value

Artificial intelligence is rapidly changing how businesses operate and how customers expect to be treated. For Lime, it's about turning opportunities into tangible benefits. We asked our in-house AI tool LIAM to interview CPO Filip Arenbo about Lime's position in AI development and how the technology is already creating efficiency and customer value.

"AI SHOULD BE LIKE A DIGITAL COLLEAGUE"

Filip, how do you describe Lime's view of AI?

Our goal is to make AI human and useful. Lime Connect is now a pure AI product that helps customers automate customer dialogues and provide each customer with personal service - regardless of volume. In Lime CRM, you get a digital colleague - an employee who works around the clock, understands your business and helps where it makes the most sense.

We see the platform as the office of the digital worker - the natural place where humans and AI work together in the same flow. But AI shouldn't just provide insights or suggestions - it should automate real work. Humans will take responsibility, make decisions and guide, while AI will perform the tasks. It's a fundamental shift in how we build software.

HOW WE HELP CUSTOMERS SUCCEED

How will Lime stand out as the supplier that actually helps customers succeed with AI?

The potential of AI is often talked about, but the reality is that a majority of all implementations fail. Often, the technology is introduced without clear goals or sufficient understanding of the business.

This is where we make a difference. We work closely with each customer and implement step-by-step, always with business benefit as the starting point. But we also do something else - we help customers manage their AI. How it's used, what data it accesses, and who's responsible for the results. That kind of governance is becoming an increasingly important competitive advantage.

Succeeding with AI is about the same thing as any other behavioural change: it's the implementation, not just the technology. For our CRM solutions, we achieve an implementation rate of over 95 per cent, compared

Customer benefit in practice

Utility company (Norway) - Their digital colleague now handles 80% of all incoming customer cases automatically.
Result: 40% shorter response time and significantly higher customer satisfaction.

Wholesaler (Sweden) - AI support monitors sales cycles and reminds when leads are at risk of cooling off.
Result: 15% more cancellations in three months.

"These are concrete examples of AI delivering value - not visions or prototypes"

Filip Arenbo
Chief Product Officer

to the industry average of 60 per cent. We are now applying the same approach to AI - ensuring that we don't just deliver the technology, but that it is actually used and creates value.

AI IS CHANGING THE MARKET - AND STRENGTHENING LIME

Many people wonder how AI is affecting the market for established software services. How do you see it?

It is a legitimate question. AI is likely to change the competitive landscape for more generic systems that compete primarily on features and price. When simpler solutions can be generated automatically, these providers will have to find new ways to create value.

We find ourselves in a different position. Lime CRM and Lime Sportadmin are business-critical and industry-specific - built for processes that directly impact customer revenue, customer service and relationships. These types of systems require structure, data quality, and domain knowledge - all the things that make AI really work, but that AI itself does not provide. What's more, we own and refine the critical data with our customers. It's not something you buy off the shelf, it's built up over time, in the business. And it's that data that allows AI to deliver real value.

At the same time, we are constantly evolving. Lime Connect is already a pure AI service. And for Lime Go - our most generic system - we have a brand new, 100% AI-based platform in the pilot stage. Combined with established customer relationships, strong service and ownership of security and operations, this makes us a hard-to-beat partner.

AI AS A RELATIONSHIP BUILDER

How does AI affect the relationship between companies and customers?

Used correctly, AI becomes a relationship tool. It frees up time, personalises customer contact and helps employees act faster.

In practice, a digital colleague in Lime CRM can, f.ex.

- summarising and translating customer chats into clear support cases
- automatically determine whether a customer's response should open a closed case or start a new one
- detect early signals of increased risk of losing a customer via email conversations.

At the same time, the user experience is changing. The interface becomes more of a control and accountability surface than a place where you manually fill in fields. The user sees what the AI has done, approves or adjusts, and takes responsibility for the result. This allows customer services to focus on solving problems instead of searching for information - and makes every contact faster and more accurate.

But the balance is important - AI should enhance the human experience, not take it over.

AI AS PART OF LIME ALREADY TODAY

You use AI in your own organisation too. How?

For us, AI is becoming more and more a natural part of our everyday lives. Our in-house agents work behind the scenes to streamline everything from development to customer service. They test code, collate information, help sales reps with procurement and suggest improvements based on our data.

It's not just about saving time - it's about automating real work. AI writes quotes, categorises cases, analyses data and suggests next steps. Our people scrutinise, manage and take responsibility.

This gives us both faster processes and direct insights into how the technology works in practice - knowledge we bring to our customers.

THE FUTURE: AI AS A NATURAL PART OF THE CUSTOMER JOURNEY

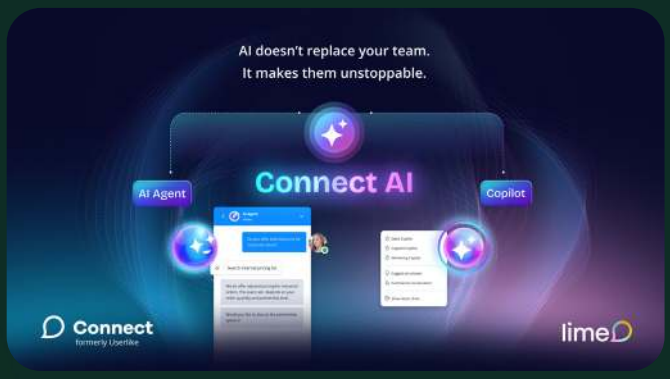
What will you focus on in the future?

We are gradually launching the next generation of platforms:

- Lime Connect with a renewed AI platform for customer dialogue
- Lime CRM with intelligent agents that help the user in everyday life
- Lime Go with a brand new 100% AI-based platform now in pilot phase

But we also look at the business model. When AI automates work instead of just supporting it, traditional per-user pricing becomes less relevant. The value is in what is actually done - not how many people log in.

Our vision is for AI to be as natural as the contact card in CRM - an everyday tool that facilitates decisions and relationships rather than a technology issue.

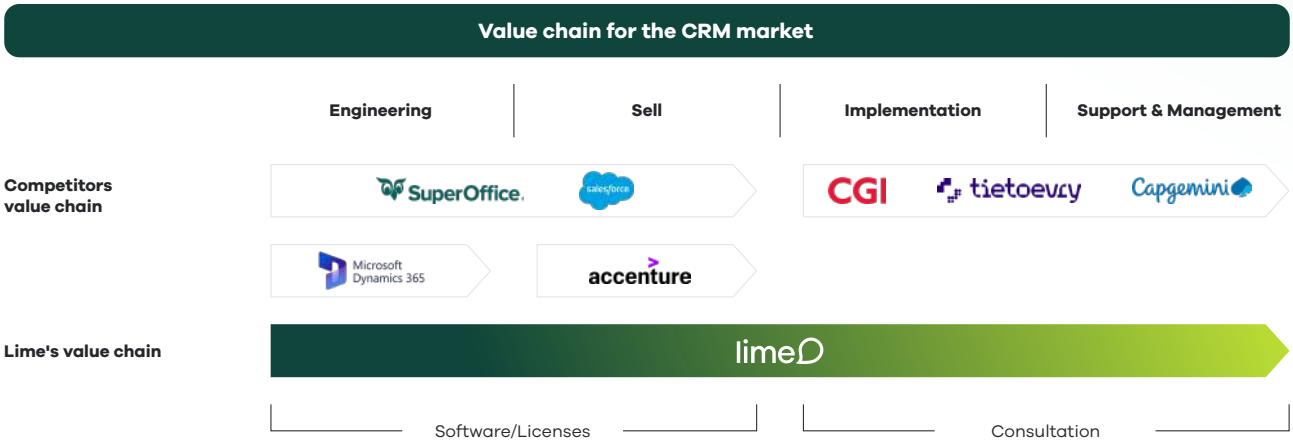


In autumn 2025, we launched an upgraded AI platform for Lime Connect and AI Agents in Lime CRM, both of which were met with very positive reactions.

Lime's business model and position in the market

AN INTERNATIONAL SUPPLIER WITH STRONG LOCAL ROOTS AND A DIRECT CHANNEL COVERING THE ENTIRE VALUE CHAIN

Lime's business model is based on a competitive overall offering with a strong local presence. As a full-service supplier of CRM software, we are responsible for all parts of the value chain, from development and sales to implementation and support. This brings major competitive advantages thanks to a combined bank of expertise that enhances both software and delivery, as well as a close and strong relationship with customers.

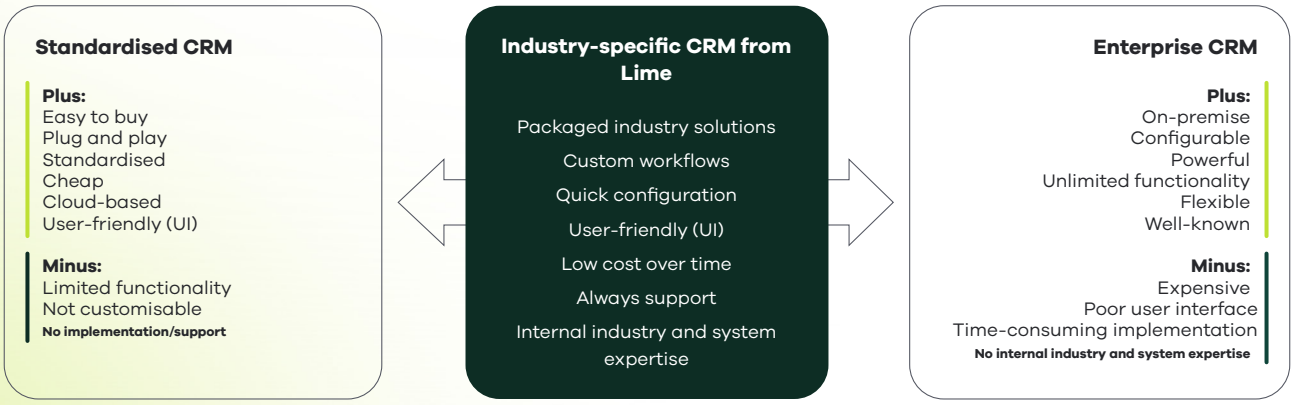


A STRONG POSITION IN THE SME SEGMENT

Lime's product portfolio is strategically designed to meet the needs of small and medium-sized enterprises - organisations with 20-200 users. This is where we see the greatest growth potential and where our offering is strongest.

Our customer base is broad and includes all types of companies, but the majority are in the SME segment and in our industry verticals: real estate, utility, membership management, and wholesale. These companies need robust, flexible SaaS solutions that can be implemented quickly and grow with the business - without the extensive customisation required by global enterprises or the extreme price sensitivity that characterises the micro segment (1-3 users).

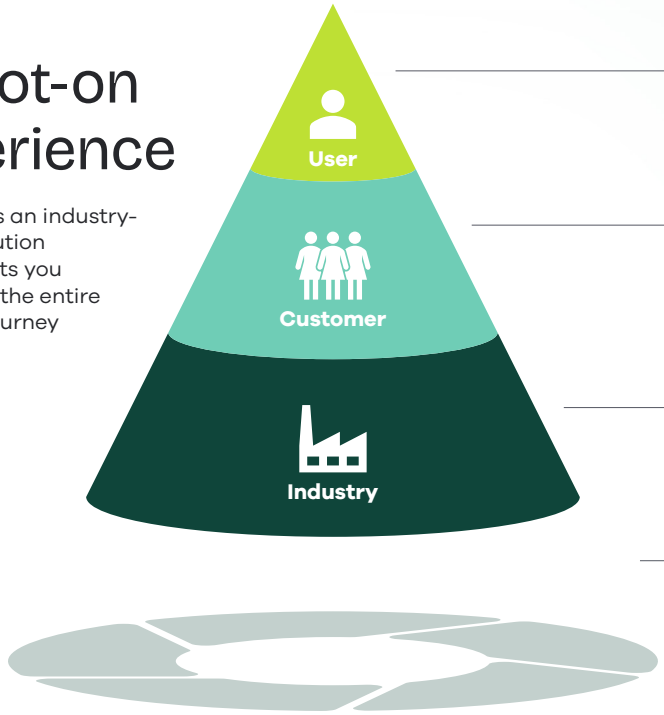
By focusing on this segment, we build long-term customer relationships with high customer loyalty, stable revenue streams and good profitability.



Lime's offering to the market

A spot-on experience

Lime CRM is an industry-specific solution that supports you throughout the entire customer journey



4 User experience
We provide support to each individual user to ensure they have the optimal experience.

3 Customer-oriented
We work closely with our customers and help with implementation, support and behavioral change.

2 Industry experts
We have extensive knowledge and many years of experience in selected verticals.

1 The customer journey
We have the tools to support the entire customer journey.

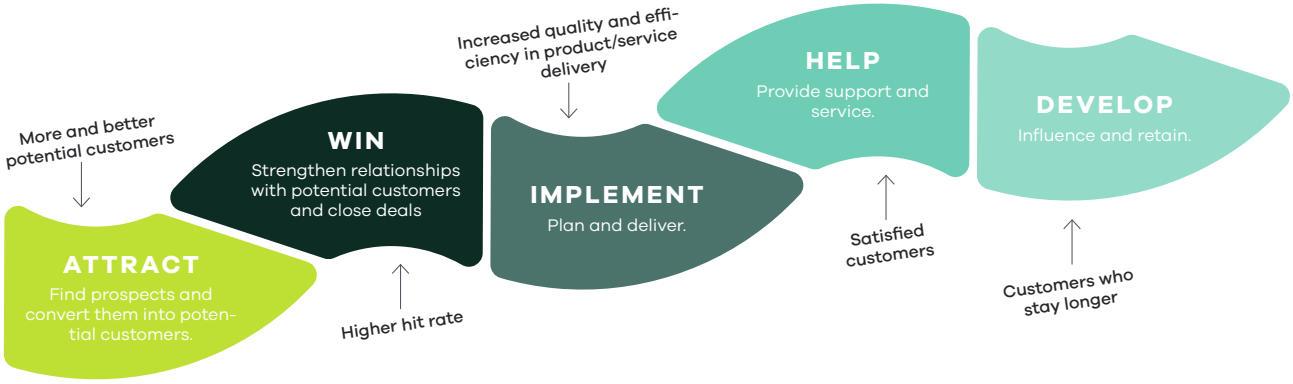
Lime CRM - built for your industry. Ready for your journey.

Lime CRM is at the heart of our offering, supporting companies throughout the customer journey - from first contact to long-term relationship. The vision is clear: to give every user the tools to create superior customer experiences and simplify everyday life.

INDUSTRY-SPECIFIC SOLUTIONS THAT DELIVER VALUE RIGHT AWAY

Unlike generic systems, Lime CRM is built for specific industries. Our four verticals - Energy, Property, Wholesale and Member - offer pre-packaged solutions with industry best practices built in. This results in faster implementations, higher utilisation and better results from day one.

Verticalisation has proved successful: higher customer satisfaction, lower churn and stronger growth. By understanding our customers' specific challenges and workflows, we can deliver just the right functionality - no more, no less.



A PLATFORM. ALL NEEDS.

Lime CRM is built as a modular SaaS platform that covers the entire customer journey:

Sales - business management, pipeline and forecasting
Marketing - campaigns, segmentation and automation
Service & Support - ticket management and customer interaction Customer Care - history, relationships and loyalty Combined with add-on services and integrations, a complete ecosystem is created that grows with the customer's business.

THE FULL-SERVICE PROVIDER THAT OWNS THE ENTIRE VALUE CHAIN

By owning everything from product development to implementation and support, we can deliver faster, more cost-effectively and with deeper customisation than traditional CRM vendors. We deliver 211,000 hours of CRM expertise every year - knowledge that continuously flows back into the product and our customers.

That's how we can offer software that is really used, not just bought.

Behavioural change that creates lasting results 85% of customer care is about changing behaviours and processes. Through Lime Intenz, we help companies build stronger company cultures, develop proactive sales organisations and improve leadership. Using a structured methodology that combines behavioural science and business insight, we strengthen organisations from the inside out.

THE FUTURE IS INDUSTRY-SPECIFIC, INTELLIGENT AND ADAPTABLE

Lime CRM will set the industry standard for customer journeys in our chosen verticals. With a strong product platform, growing customer base and clear strategy, we are well positioned to continue driving profitable growth and innovation in 2026 and beyond.

THREE PILLARS FOR PRODUCT DEVELOPMENT

Our product strategy is built on three fundamental pillars:

1. Industry specialisation - deep expertise in every vertical
Each industry solution contains accumulated experience from thousands of customer interactions, implementations and support cases. This allows us to deliver the most value for money in each industry.

2. AI as a platform - intelligence in every workflow
We integrate AI into the core of the system to automate routine tasks, suggest next steps and give users more time for what creates real value: customer relationships.

3. No-Code Power - flexibility without dependencies
Customers can customise the system themselves, create new workflows and integrate with other tools - without having to hire consultants or developers.

CRM

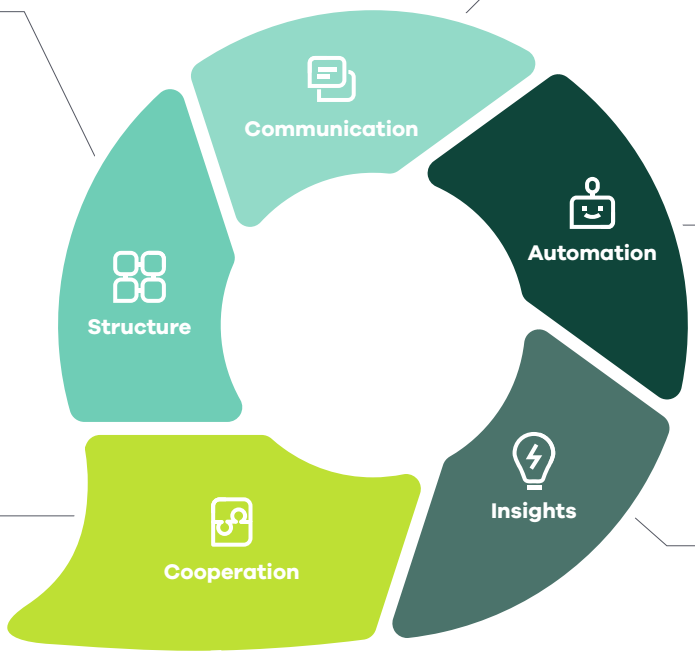
Proven base with flexible add-on modules

Customer data and information control

- Contacts
- Business and pipeline management
- Marketing campaigns
- Web Leads
- Articles and products
- Agreements, quotes and orders

Direct communication with customers

- Surveys
- Newsletter
- Supporting e-mail
- Customer portal
- Supportive chat
- Events



Become more efficient

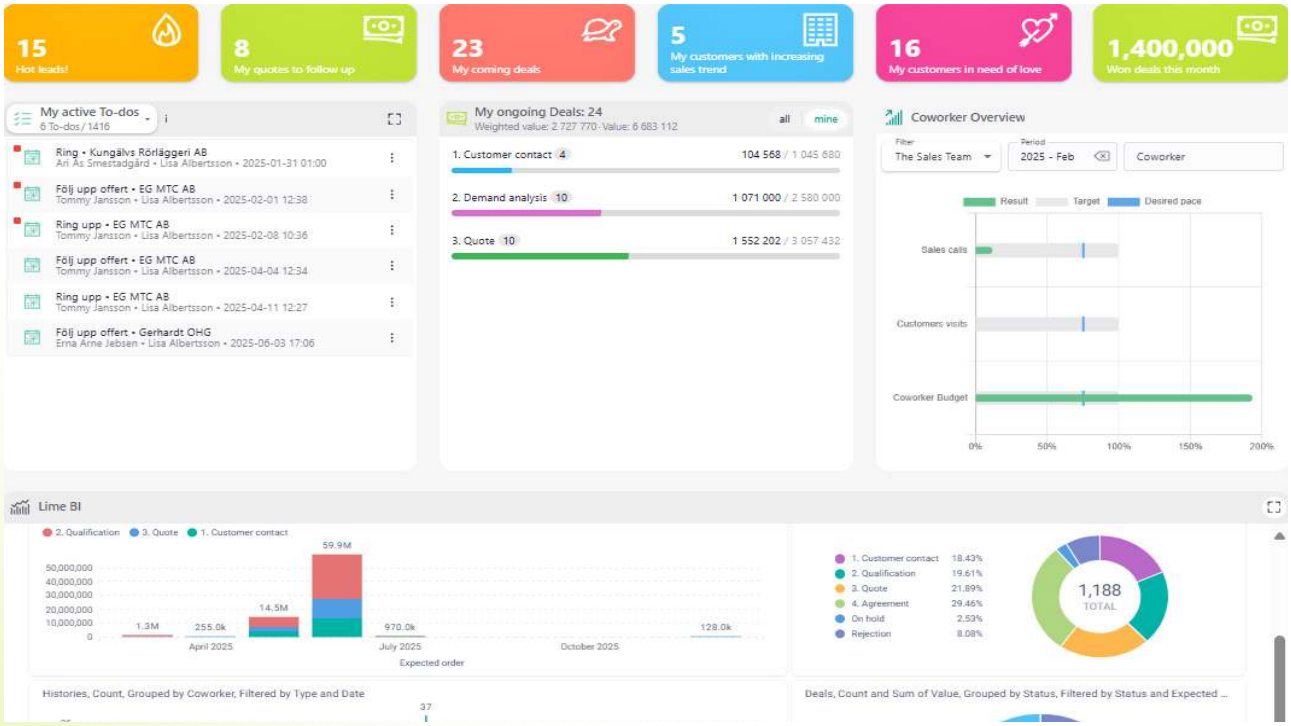
- Sales processes
- Support processes
- Marketing automation
- Workflows

Make your team perform better

- Reminders
- Meetings
- History
- Areas of responsibility
- Checklists
- Delegation

Know your customers and metrics

- Reports
- Pipeline
- NPS
- CASE



Industry expertise that creates competitiveness

Thanks to years of experience in industry-specific CRM implementations, Lime has built a strong position in four core verticals: Utility, Real Estate, Wholesale and Membership. Our combination of deep industry knowledge and out-of-the-box solutions provides customers with faster time to value, lower implementation costs and tools customised to their specific business processes. Verticalisation is a key part of our growth strategy - not least in markets outside Sweden.

Utility

- We help utilities streamline work order management, service delivery and customer communication - from new connections to ongoing operations. With smart workflows and integrated systems, we create structures that improve both productivity and service quality.

Real estate

- Real estate customers get a full overview of both properties and tenants in one system. We simplify rental processes, improve customer care and create more efficient communication through integrations with billing and payment solutions.

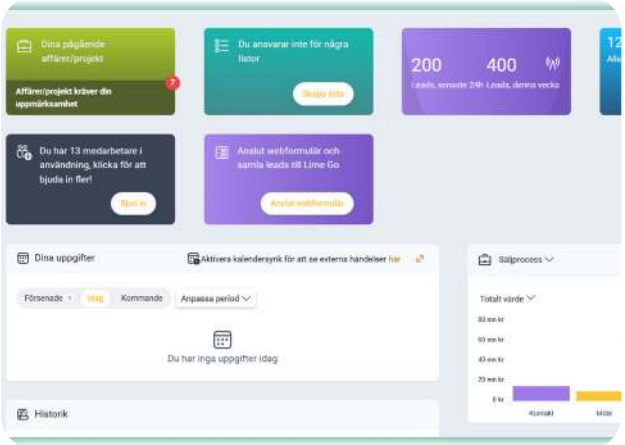
Wholesale

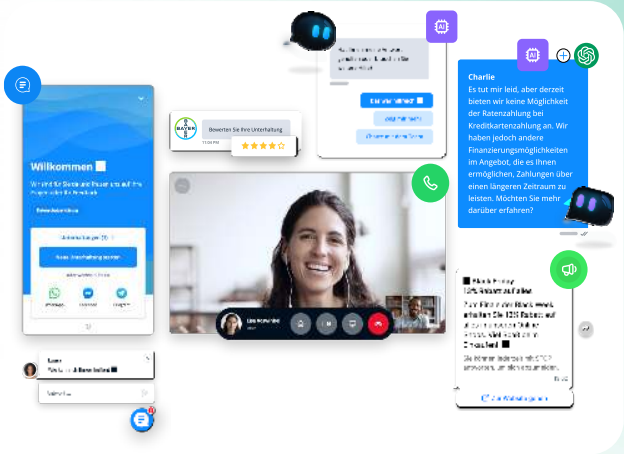
- We provide wholesale customers with a 360-degree customer view that facilitates everything from order management to marketing. Through seamless integration with existing business systems, we create seamless workflows and more efficient sales processes.

Membership

- Membership organisations get all member services in one place - from registration and communication to events and engagement. This makes it easier to stay in touch with members and build long-term relationships.

70% of net sales in Lime CRM





Go

Smart selling for growing B2B businesses

Lime Go is designed to help growing B2B companies and sales teams in the Nordics streamline their sales. With a user-friendly interface and integrated business and decision-maker data from Dun & Bradstreet, Lime Go enables faster and more data-driven decisions. The system offers features for prospecting, customer care, sales, marketing and team collaboration - a complete solution for the entire sales journey.

Nordic data as a competitive advantage Lime Go targets SMEs in Sweden, Norway and Denmark, where access to local company data gives customers a strong competitive advantage. Salespeople spend an average of 20% of their time on research, and data-driven companies are 23 times more likely to acquire new customers.

With built-in smart reminders and clear suggestions for next steps in customer dialogues, Lime Go creates a structured and proactive approach that strengthens the entire sales process.

Easy to get started with, powerful as you grow Lime Go is built to be easy from day one. No long implementations, no complicated setups - users can get started right away and start selling more effectively the same day. At the same time, the platform offers the depth of functionality required as your team and business grow.

With continued investment in product development, AI-driven automation and expanded functionality, Lime Go is continuously evolving to meet the needs of Nordic sales teams - today and tomorrow.

Connect

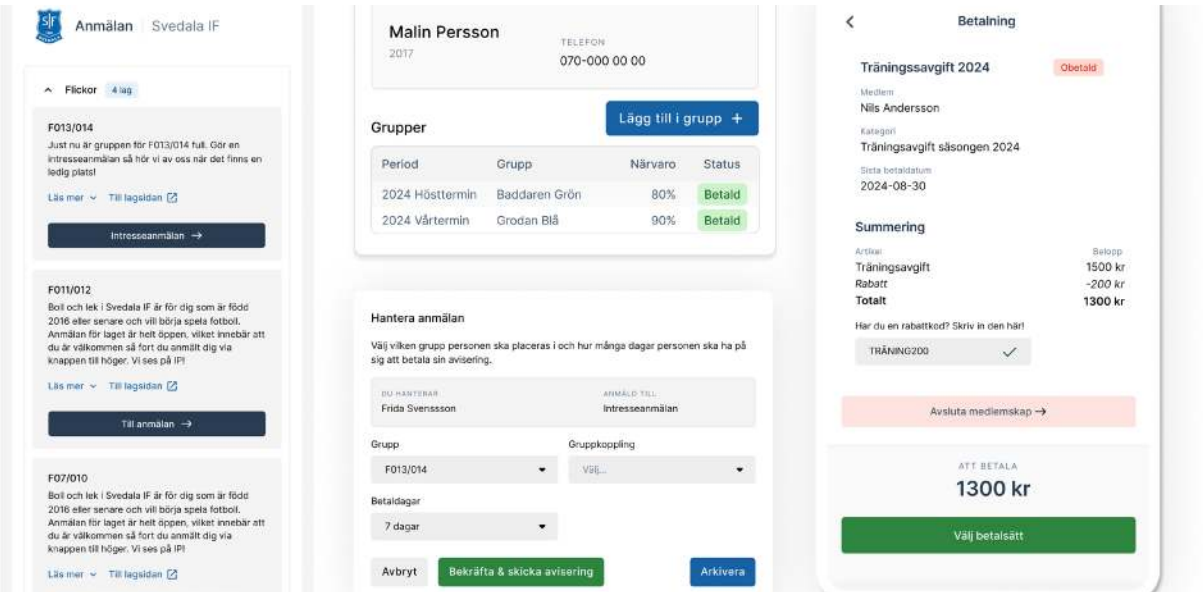
AI-driven customer communication in real time

One inbox for all channels Lime Connect is an AI-powered Customer Messaging solution that improves and simplifies communication between businesses and customers. By integrating popular platforms – including web chat, WhatsApp, Facebook Messenger, SMS and more – into a unified and intuitive inbox, Connect enables seamless and efficient customer service and real-time sales support.

AI and human interaction What sets Connect apart is its intelligent combination of AI and human interaction. The platform uses advanced automation tools, such as AI-powered chatbots, automated workflows and smart routing systems, to handle recurring requests while ensuring a smooth transition to human agents for more complex cases. This hybrid solution optimises both efficiency and customer satisfaction through shorter response times and higher engagement.

Integrated with Lime CRM or standalone, Connect operates as a standalone entity within Lime Group while offering deep integration capabilities. Organisations using Lime CRM can benefit from Connect's advanced chat capabilities through integrated solutions that combine real-time communication with customer relationship management. This function also forms a central part of Lime CRM's customer service package. The synergies enable companies to create a fully connected customer experience, which strengthens customer loyalty and conversion rates.

Built for the future of customer communication With a strong focus on AI innovation and ease of use, Connect is well positioned to meet the growing demand for intelligent customer communication solutions. The platform's scalable and enterprise-grade infrastructure ensures high reliability and security, making Connect the first choice for companies looking to modernise and streamline their customer dialogue.



Sportadmin

- digtalising sports association life

Less administration. More sport.
Lime Sportadmin is a leading platform for club administration, designed to simplify and digitalise the everyday life of sports clubs. Through smart and automated solutions, Sportadmin helps associations manage membership registers, payments, bookings and communication in an efficient and user-friendly way.

A complete system for the entire association With Lime Sportadmin, associations get a complete system that reduces administration and frees up more time for what really matters - sport and community. The platform offers features such as automatic payments, digital attendance management, and flexible payment solutions, making it easier for both associations and members to manage their engagement.

The Leisure Activity Card (Fritidskortet) - support for more children's participation in association life Through the integration with The Leisure Activity Card, associations using Sportadmin can offer families a flexible payment solution for their children's sports activities. The Leisure Activity Card is a government initiative to give more children and young people the opportunity to participate in associations and leisure activities. The initiative is aimed at families with children and aims to lower the financial thresholds for participation.

The integration makes it easy for associations affiliated to the initiative to manage the Leisure Activity Card directly in the payment flow, greatly reducing administration and increasing accessibility. This contributes to Sportadmin's vision of making sport and association life more inclusive and accessible to everyone.

Expansion and internationalisation Since Sportadmin became part of Lime Group, we have continued to develop the platform with a focus on user-friendliness, integrations and scalability. In 2024, an important step towards internationalisation was taken with the acquisition of the Dutch platform Zwemscore (Plan Plan), strengthening our position in the European market for digital association solutions.

With a strong commitment to modernising and streamlining club life, Lime Sportadmin is a natural partner for sports clubs that want to spend less time on administration and more time on development and activity.

Lime's history

- 35 years of experience of profitable growth

CAGR: 24%
Net sales 2007
MSEK 55

CAGR: 11%
Net sales 2013
MSEK 101

CAGR: 19%
Net sales 2018
MSEK 244

CAGR: 17%
Net sales 2025
MSEK 740

1990 – 2007

1 The entrepreneurial phase

- Founded in Lund in 1990. Two years later, the first sales tool was released
- Transition from assignment-based programming to 100% CRM focus in year 2000
- Lime CRM launched in 2002
- Establishing offices in Stockholm & Gothenburg

2008 – 2013

2 The expansion phase

- Subsidiary of Bisnode from 2008
- Expansion to Finland & Norway in 2010
- Investments in product development by making the platform more cloud-compatible & adapted for SMEs
- Launch of the new platform Lime Go

2014 – 2018

3 The transformation phase

- PE company Monterro and Lime's group management owners from 2014
- New pricing model through transition from upfront to subscription (SaaS)
- Strengthening the organisation & product development to bolster further growth
- Focus on up-scaling of operations in Norway & Finland, as well as expansion into Denmark
- Brand change from Lundalogik to Lime
- Company acquisitions of RemoteX, Netoptions & Sparta

2019 – PRESENT

4 The public phase

- Listed company on Nasdaq Stockholm since December 2018
- Focus on growth outside Sweden
- Acquisition of Janjoo, More Intenz, Userlike, Sportadmin, Plan Plan and the OnePortal platform
- Expansion to the Netherlands in 2020 and Germany in 2021
- Engineering hub in Poland 2022
- Recruitment of more than 100 new employees per year in 2021 and 2022, 73 in 2023, 95 in 2024 and 121 in 2025

CRM IN PRACTICE

Prisjakt - A digital pioneer with fragmented customer information

Prisjakt went from fragmented systems to a unified and AI-driven approach with Lime CRM. Here they explain how everything from customer service to contracts and invoicing became easier when everything was finally gathered in one place.

" We were particularly attracted by the possibility of building integrations ourselves and developing Lime in line with our needs. It gives us both flexibility and control."

Joakim Hermansson
Product owner
Prisjakt

FROM FRAGMENTED SYSTEMS TO AI-POWERED CRM - TOGETHER WITH LIME

Prisjakt is a digital comparison service founded in 2002. With 220 employees and a fully digital business model, the company has always had digitalisation in its DNA. Yet it faced a growing problem: customer information was scattered across multiple systems, and there was no clear overall picture.

Previously, Prisjakt used Upsales, Intercom, Dynamics CRM and several in-house developed systems, but information was fragmented and poorly integrated between platforms. Employees had to spend time logging into multiple systems to understand the customer's relationship with the company.

"Our employees needed to log into several different systems to help a customer. This made it difficult to scale and to get a full picture of our relationships."

With Lime as a hub, Prisjakt got a completely new everyday life:

- A coherent picture of the customer - from first contact to invoice.
- Automated company data via CreditSafe.
- More efficient contract management where 700 contracts were sent and 500 signed directly in Lime.
- A fully automated invoice flow through ERP Connector.
- AI support and automation via webhooks and API connections.

This fragmented approach made it difficult to grow at the pace they wanted. Prisjakt realised they needed to consolidate their customer management into a single platform - and they chose Lime CRM.

THE SOLUTION: LIME CRM THAT INTEGRATES THE ENTIRE BUSINESS

When Prisjakt started evaluating new CRM solutions, one thing was clear: flexibility and the possibility of integrations were crucial. With Lime, they got a system that not only met their needs, but that they could also further develop themselves.

Together with Lime, a structured implementation was carried out in seven months. During the journey, data from Intercom was migrated, case management was set up and integrations were linked to central systems such as Visma (ERP), CreditSafe and GetAccept. In addition, webhooks and API integrations were built that connected Lime to Prisjakt's internal systems - a foundation for AI-driven automations and smarter workflows.

A FUTURE WITH AI AND CONTINUED PARTNERSHIP

Through Lime CRM, Prisjakt has freed up time, created smoother onboarding and ensured that internal processes flow together in a way that was previously not possible. Internal coordination has improved, the customer experience is clearer and the company is better equipped to grow.

Looking ahead, Prisjakt sees an even greater role for AI and automation - both to create smarter decision-making and to build proactive flows where the customer journey is seamless.

"We have no concerns about outgrowing Lime. No matter how our needs change, we are confident that the platform can keep up."

> "We use the AI agent to summarise our chatbot conversations. It works absolutely great. It saves our customer service agents a lot of time and effort when they don't have to read through the whole conversation to understand what the case is about."

THIS IS HOW LIME HELPED PRISJAKT:

- Consolidated CRM, ticket management and automation into one system.
- Integrated ERP, contract management, company data and internal systems.
- Enabled AI-driven processes through webhooks and API integrations.
- Provided a close partnership during implementation - and a platform that Prisjakt can now further develop itself.

A culture & business-driven organisation

Culture & core values

Lime's employees are crucial to the success and make us stand out in the meeting with customers - through commitment, expertise and genuine desire to create value. We are a culture- and value-driven organisation where we keep things simple, work closely together and deliver with quality, speed - and a twinkle in our eye.

"We're a high-performing & caring group of people who spread customer love."

CORE VALUES

Lime's core values are summarised in our circle, and all employees are recruited based on these values.

Customer First
Our customers are at the center of everything we do. We prioritize their needs and go the extra mile to ensure their success and loyalty.

Get it done
Speed wins. We take initiative, learn by doing, and finish what we start. When challenges arise, we act fast and get it done.

Keep it simple
Simple is better. We make things easy to use, work efficiently, and communicate clearly.

Don't break the chain
We are a team that supports each other and solves problems together. We solve problems together, support each other, and always lead with respect and kindness.

RECRUITMENT FOR GROWTH

We are proud of our successful **trainee programme**, which attracts thousands of applicants every year. In 2025, 34 people started the programme - an investment in future talent and our long-term growth.

Graduates are given the opportunity to build their career with us for a year. Trainees from all markets gather in Lund for a joint start where we build strong bonds from day one. We combine training in our culture and values with practical work.

To grow sustainably, we need both new talent and **experienced expertise**. In parallel with the trainee programme, we continuously recruit experienced specialists and develop existing employees into experts in CRM, sales and other key areas.

We help our customers all the way

DEVELOPERS

Our engineering teams are the backbone of our business. We work in an agile way, using modern technology and creating user-friendly products that make a difference to our customers. Through hackathons and continuous skills development, we create space for creativity and innovation.

SALES & CUSTOMER SUCCESS

Being a salesperson at Lime is all about long-term relationships. We prioritise personal meetings to build trust and strong relationships. Complex sales require business knowledge, technical understanding and curiosity - and our goal is always to deliver value that makes the customer's workday easier and more fun.

PROJECT MANAGERS & APPLICATION CONSULTANTS

Our project managers combine business expertise with technical project management and work closely with our application consultants ('appers') to deliver customised solutions. Their success is built on a clear focus on results, strong customer engagement and the ability to understand customer needs in depth. Together, they translate customers' challenges into innovative technical solutions - from interconnections with other systems to customisations that improve workflows and performance.

SUPPORT

Our support team is available at all times. They usually respond within two to three rings and help in the customer's own language. In our latest customer survey, 98.5% of 6,338 respondents recommend our Lime CRM support - something we are very proud of.

NUMBER OF EMPLOYEES

At the end of the reporting period, the number of employees totalled 511 (497), distributed among the offices in Lund (head office), Stockholm, Gothenburg, Malmö, Gävle, Copenhagen, Oslo, Helsinki, Utrecht, Assen, Cologne and Krakow.

The table below shows the average number of employees by office as of 31 December 2022-2025.

Office	2025	2024	2023	2022
Lund (head office)	159	161	166	137
Stockholm	85	80	72	60
Gothenburg	57	56	49	45
Malmo	54	46	-	-
Gavle	2	2	2	5
Oslo	27	24	24	23
Helsinki	21	21	20	18
Copenhagen	13	13	10	11
Utrecht	5	6	7	8
Cologne	48	43	43	45
Kraków	11	10	-	-
Assen	7	0	-	-
Amount	**490**	**462**	**397**	**352**

The table below shows the average number of employees by function as of 31 December 2022-2025.

Function	2025	2024	2023	2022
Engineering	83	74	60	52
Product and marketing	54	42	31	26
Sales	100	98	86	81
Expert Services	187	190	165	144
Customer Support	29	26	21	20
Finance, IT, HR and management	37	33	34	29
Total	**490**	**462**	**397**	**352**

An attractive employer

In 2025, we received almost 17,000 applications - a record that shows Lime is an attractive employer in a competitive industry. The proportion of female employees was 36% across the organisation and 45% among new hires. This compares to the tech industry average in Europe of around 20%.

121

recruitments

12 offices in 6 markets.

Lime's headquarters are located where it all began – in the university city of Lund. In addition to this, we have eleven offices in Sweden, Norway, Denmark, Finland, the Netherlands and Germany, as well as an engineering hub in Poland.

Sweden
- Stockholm
- Lund
- Malmo
- Gothenburg
- Gavle

Norway
- Oslo

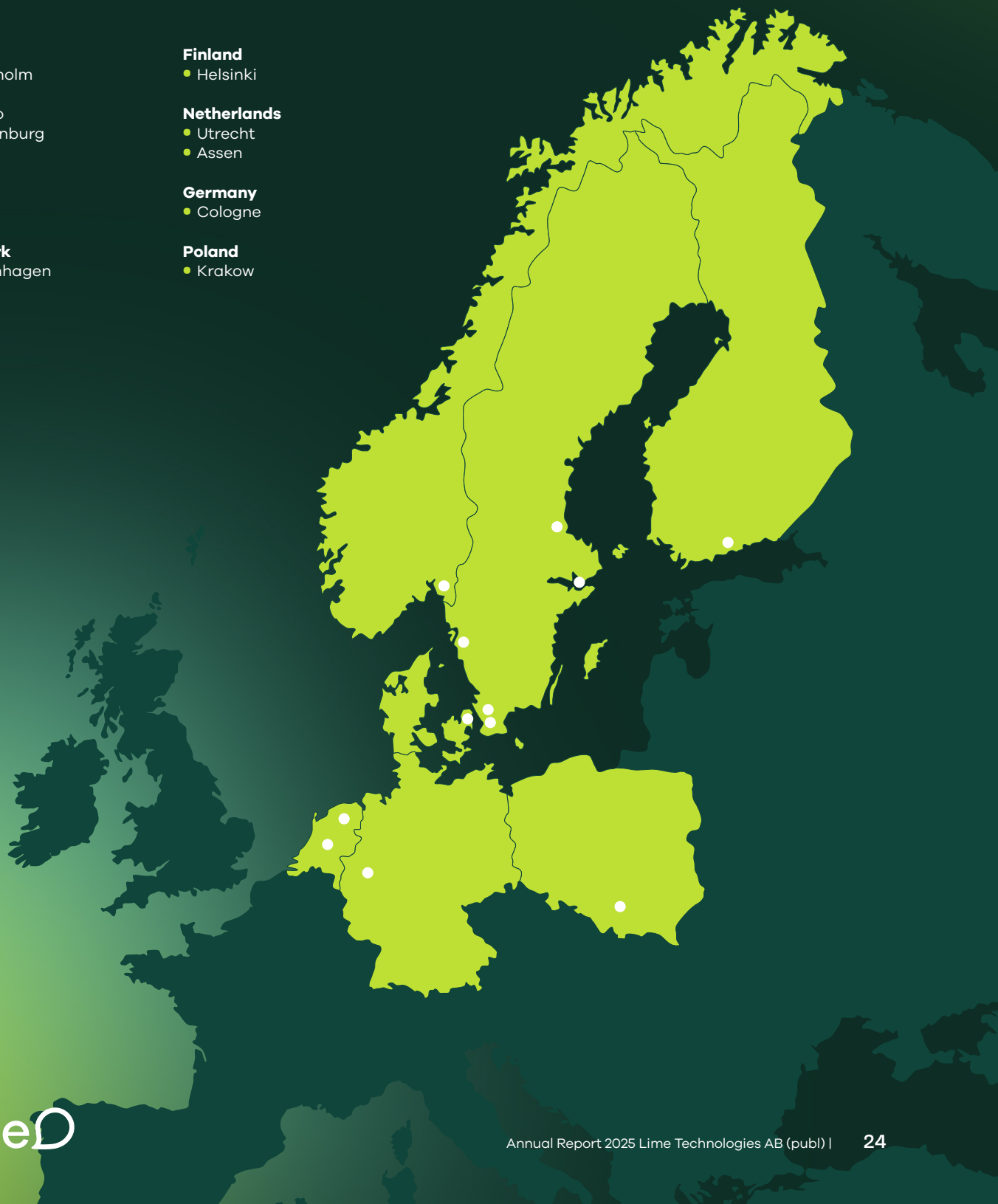
Denmark
- Copenhagen

Finland
- Helsinki

Netherlands
- Utrecht
- Assen

Germany
- Cologne

Poland
- Krakow



Our four focus areas for sustainability

Promote digitalisation

We focus on, among other things:

- A core business that digitalises the customer journey for thousands of companies in Europe - streamlining that frees up time for value-creating activities
- Forums and activities that increase the attractiveness of the technology sector among students
- More efficient work for non-profit organisations through access to our products

Information security

We focus on, among other things:

- A certified information security management system according to the ISO 27001 standard
- Continuous improvement of solutions for code, encryption, secure communication, backup and incident management
- Tailored, mandatory training for all staff
- Flexible data storage in customers' own data centres/with hosting partners or as a cloud service managed by Lime

Attract and retain talent

We focus on, among other things:

- a rigorous recruitment process that creates the right expectations of the company and what Lime stands for
- Solid on-boarding for new hires, which creates culture carriers who stay and develop in the organisation
- Leadership training to support courageous and effective leadership

Reduced climate impact

We focus on, among other things:

- Climate-smart IT: extended hardware lifespan
- Energy-efficient data management
- Investments in solar parks
- Responsible purchasing and selection of suppliers
- Promoting sustainable travel

Read more in our separate sustainability report.

Lime share

The Lime Technologies share has been listed and traded in the Technology sector on Nasdaq Stockholm, since December 6, 2018. Since January 4, 2021, the share is traded on the Mid Cap List. The short name is LIME and the ISIN code is SE0011870195.

Turnover and share price performance
In 2025, 4,463,605 shares (2,606,572) were traded for a total value of MSEK 1,514.8 (898.5). The average trading per trading day was 17,926 shares (10,385) or MSEK 6.1 (3.6). At the end of the year, the share price was SEK 287 (368.5) and the market capitalisation of Lime Technologies was MSEK 3,824 (4,895). The highest price paid during the year was SEK 425 (10 June) and the lowest price was SEK 284.5 (23 December).

Share capital
On 31 December 2025, the share capital of Lime Technologies amounted to SEK 532,990 (531,339). The number of shares was 13,324,760 (13,283,481), of which no shares are held in treasury. The quota (par) value per share was SEK 0.04. Each share entitles the holder to one vote. All shares carry equal rights to dividend and to the company's assets.

Ownership structure
The number of shareholders on 31 December 2025 was 5,361 (5,217). At the end of the period, Swedish shareholders owned approximately 60 per cent (70) and foreign shareholders 40 per cent (30) of the total share capital.

10 largest shareholders as of 31 December 2025		Shares	%
1	Aktiebolaget Grenspecialisten	1,365,000	10.24%
2	SEB Funds	1,223,686	9.18%
3	Erik Syrén (private and via Syringa Capital AB)	1,176,389	8.83%
4	ODIN Funds	1,070,000	8.03%
5	Cliens' Funds	1,041,648	7.82%
6	Spiltan Funds	544,791	4.09%
7	Länsförsäkringar Funds	478,814	3.59%
8	Nordea Funds	450,621	3.38%
9	Danske Invest	440,643	3.31%
10	Swedbank Robur Funds	315,589	2.37%
		8,107,181	**60.84 %**

Dividend policy
The board has adopted a dividend policy in accordance with Lime Technologies' financial targets. According to the policy, the target for the board of directors is to pay dividends corresponding to available cash flow after consideration of Lime Technologies' debt ratio and future growth opportunities, including business acquisitions. Dividend is expected to correspond to at least 50 percent of the group's net profit.

Ordinary dividend
The Board of Directors of Lime Technologies proposes a dividend for the financial year 2025 of SEK 4.50 per share (4.00), corresponding to MSEK 60.0 and 54% of the 2025 result. The board of directors proposes to the general meeting that the dividend be paid in two equal parts at two different times during the year – in May and in November.

Development of the share capital

Date	Transaction	Change in number of shares	Total number of shares	Change in share capital (SEK)	Share capital (SEK)	Quota (par) value (SEK)
2013-12-10	Incorporation	-	50,000	-	50,000	1
2018-03-28	Bonus issue	-	50,000	450,000	500,000	10
2018-10-16	Split 250:1	12,450,000	12,500,000	-	500,000	0.04
2019-03-25	New share issue	783,481	13,283,481	31,339	531,339	0.04
2025-07-21	New share issue in connection with outcome of share savings programme LTIP 2022	41,279	13,324,760	1,651	532,990	0.04

Investor Relations (IR) at Lime Technologies
Lime Technologies' goal is for the share to be valued on the basis of relevant, accurate and up-to-date information. This involves a clear financial communication strategy, reliable information and regular contacts with various stakeholders in the financial markets. Contacts with the financial markets take place through presentations of quarterly reports and meetings with analysts, investors and the media at various events, seminars, and during visits to Lime Technologies' offices.

Interested parties can download presentation materials and listen to audio recordings from presentations of quarterly reports on Lime Technologies' website.

Analysts SEB - Ina Djupsund DNB Carnegie - Predrag Savinovic Pareto - Georg Attling Kepler Cheuvreux - Erik Sandstedt Nordea - TBD SB1 Market - Viktor Lindström Red Eye - Fredrik Nilsson

Financial information regarding Lime Technologies is available at www.investors.lime-technologies.com. There you can download financial reports, press releases and presentations, among other things. The company's press releases are distributed through Via TT and are also available on the company's website.

Management & shareholder contact
CEO Tommas Davoust, telephone +46 (0)73 991 62 12

CFO Anders Hofvander, telephone +46 (0)73 43 840 07

IR Jennie Everhed, telephone +46 (0)72 080 31 01

ir@lime.tech

Financial targets

In 2025, we committed to four financial targets adopted in 2021. In March 2026, the Board updated the targets: net sales growth was replaced by ARR growth (>18%) and the EBITA margin target was raised to >27 per cent. The capital structure and dividend targets remain unchanged.

Growth > 18%

Lime's medium-term goal is to achieve annual net sales growth above 18%.

8%

2024: 19 % 2023: 18 %
2022: 21 % 2021: 19 %

Profitability > 25%

Lime's goal is to achieve an annual EBITA margin exceeding 25 percent in the medium term.

25%

2024: 25 % 2023: 26 %
2022: 26 % 2021: 27 %

Capital structure < 2.5 X

The goal regarding the capital structure is that net debt, excluding lease liabilities, in relation to EBITDA should be less than 2.5.

0.6

2024: 0.9 2023: 0.5
2022: 1.0 2021: 1.6

Dividend > 50%

Lime intends to distribute available cash flow taking into account the company's debt and future growth opportunities, including acquisitions. Dividend is expected to correspond to at least 50 percent of net profit

54%

4.50 SEK/share

2024: 4.00 2023: 3.50
2022: 2.80 2021: 2.60

THE CHAIRMAN'S VIEW

Strong business model in a time of change

2025 was a year of strategic transformation towards higher share of recurring revenue, AI breakthroughs and renewed leadership. We delivered 13 per cent software growth and a stable EBITA margin of 25 per cent, strengthened mandates for our business units and a well-executed CEO change. But we can do more - growth is not where we want it to be and the changes we have made during the year are important to take the next step. The Board proposes an increased dividend from SEK 4.00 to SEK 4.50 per share, corresponding to SEK 60 million, while we amortise our loans. This confirms our ability to create shareholder value even in a challenging year.

TURBULENT ENVIRONMENT & AI AS A COMPETITIVE ADVANTAGE

The market was characterised by uncertainty during the year, not least in the software industry. At the same time, 2025 was the year when AI became a business-critical reality. For Lime, this is a huge opportunity.

We've been through transformations before - internet, mobile, cloud. We know how to navigate platform shifts. Each time, the story is the same: everything changes, established players are challenged. And each time, the reality is more nuanced. Those who act decisively not only survive - they grow.

We are now implementing the AI transformation on two levels: we are integrating AI into the organisation and into the products. AI is speeding us through the entire value chain - from development to delivery. At the same time, we are building our software to be more configurable and easy to implement, reducing dependence on consulting services and driving higher margins. Every AI feature we launch generates unique data that makes the product smarter. Our competitive advantage lies in the fact that we already own the customer relationship, the domain knowledge, the mission-critical systems, and the responsibility for security and management. New players lack this.

THE TRANSFORMATION TOWARDS RECURRING REVENUE

AI developments allow us to accelerate the transformation towards recurring software revenue. Software growth of 13 per cent shows that we have a competitive offering and are growing faster than the market, while the share of expert services revenue in the total is declining. This is a conscious transformation that strengthens our business model and drives higher margins over time.

As a natural consequence of this transformation, we updated our financial targets in March 2026. We have introduced ARR growth above 18 per cent as a new growth measure and raised our profitability target to 27 per cent EBITA margin. The new targets reflect the software-based growth strategy we are pursuing, as well as the efficiency and scalability that the transformation creates.

THE WORK OF THE BOARD IN A CHALLENGING YEAR

During the year, the Board worked intensively with management to clarify growth strategies and mandates for each business unit. Some will grow faster, others will drive higher margins - and all will contribute to the whole and create value for both customers and shareholders. This focus on value creation permeates all our work - from product development and sales to how we invest and make strategic decisions.

One challenge during the year was the situation surrounding Lime Sportadmin. In early 2026, the Swedish Data Protection Authority (IMY)'s review of the cyberattack on Sportadmin was finalised with a penalty of SEK 6 million. We do not share IMY's assessment and believe that the focus has been misplaced. When a Swedish company is hit by a sophisticated attack from a state-financed criminal network, acts responsibly by reporting, being transparent and implementing extensive security improvements - then the response should be support and cooperation, not sanctions and government statements that "it should hurt".

What really hurts is not the amount of the penalty, but that members, customers and staff have been harmed - and that business has been severely slowed down. We have invested significant resources in strengthening defences and sharing lessons. But in practice, the attackers have partly achieved their goal: in addition to direct costs and damages, we are now forced to spend additional resources on lengthy processes and sanctions. My concern is that this approach will lead to fewer reports, less transparency and more concessions to criminals. The way forward must be based on cooperation - not on penalising those companies that have acted responsibly and transparently.

We choose to move forward rather than appeal. We are putting our energy where it counts: creating value for our associations and members.

CONTINUED PROFITABLE GROWTH & VALUE CREATION

With a business model that generates recurring revenue, a diversified customer base and strong industry verticals, Lime is built for long-term resilience. In the AI transformation, those who already own the customer relationship, the domain knowledge and the business-critical systems win. That is exactly what we have built. Profitability allows us to continue investing in product innovation, international expansion and competence building, while increasing dividends to our shareholders. We have an active acquisition agenda and continue to combine organic growth with strategic acquisitions.

Lime's success lies in our constant hunger for improvement. We always prioritise customer satisfaction, which creates a positive work environment and value in both the short and long term. We thank our customers, employees and shareholders for another year and look forward to continuing to deliver what Lime does best - great customer value and profitable growth, now with the help of AI.

/Erik Syrén,

Chairman of the Board

Corporate Governance Report

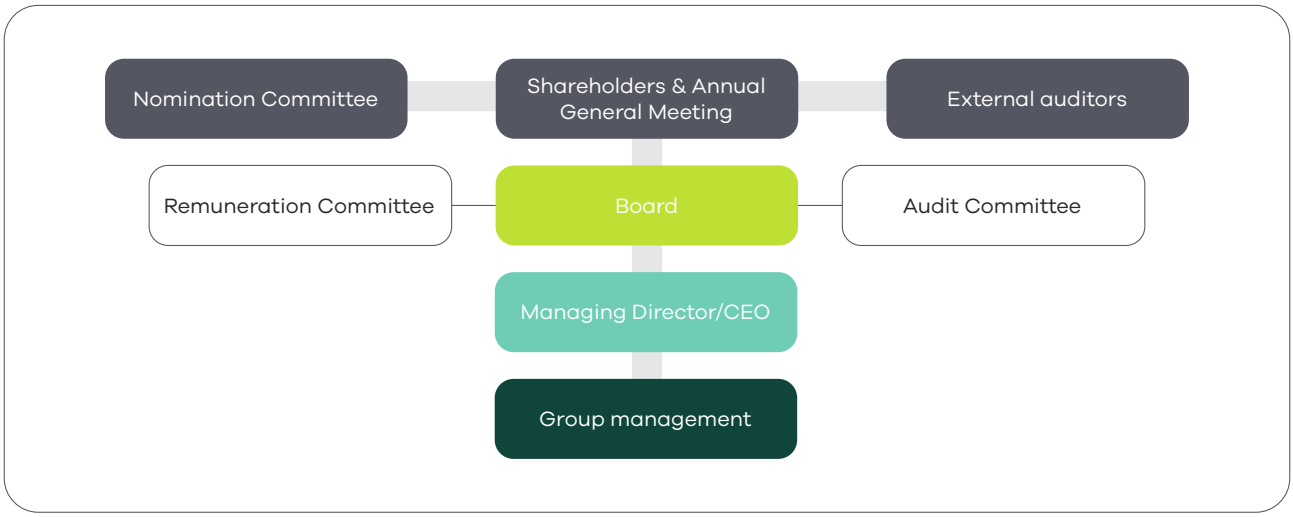
Effective and clear corporate governance helps ensure the trust of Lime Technologies' stakeholders and also increases the focus on business benefit and shareholder value in the company. Lime Technologies' board and management strive to make it easier for individual shareholders to follow the company's decision-making processes through great transparency and to clarify where responsibilities and authorities lie in the organisation. Corporate governance within Lime is primarily exercised through the annual general meeting and the board of directors. In a wider perspective, it also includes management, its responsibilities and the control and reporting functions within the Group.

GOVERNANCE FRAMEWORK AND COMPLIANCE WITH THE SWEDISH CODE OF CORPORATE GOVERNANCE

Lime Technologies shares are listed for trading on Nasdaq Stockholm and the company thus follows Nasdaq Stockholm's rules for issuers. Lime also applies the Swedish Code of Corporate Governance (the "Code"), which is described in more detail at investors.lime-technologies.com/en/corporate-governance. Any deviations from the corporate governance code and justifications for this are reported throughout the text.

The corporate governance report has been reviewed by the company's auditor in accordance with statutory auditing. Lime's corporate governance is based primarily on Swedish law, primarily the Swedish Companies Act, Lime's articles of association, and internal policies and instructions.

The board and management strive to meet the requirements that Nasdaq Stockholm, shareholders and other stakeholders place on the company. The Board also follows the debate on the subject and the recommendations issued by various stakeholders.



CORPORATE GOVERNANCE STRUCTURE

Lime's shareholders are the ones who ultimately make decisions about the group's governance. At the Annual General Meeting, the shareholders appoint the board of directors, the chairman of the board and auditors, and decide how the nomination committee will be appointed.

The board is responsible to the owners for the group's organisation and management of the group's affairs.

The auditors report on their audit at the Annual General Meeting.

SHAREHOLDERS & GENERAL MEETING

According to the Companies Act, the general meeting is Lime Technologies' highest decision-making body. At the general meeting, shareholders exercise their voting rights on issues such as adoption of income statements and balance sheets, allocation of the Company's results, granting discharge from liability for the board members and CEO, election of board members and auditors, and determination of fees for board members and auditors. Board members are appointed and dismissed in accordance with the Swedish Companies Act and the articles of association contain no special rules for this.

The Annual General Meeting shall be held within six months of the end of each financial year. In addition to the annual general meeting, an extraordinary general meeting may be convened. According to Lime's articles of association, notice of the general meeting is given by advertising in the Swedish Official Gazette and by making the notice available on Lime's website. The fact that a summons has been issued shall be announced in Dagens Industri at the same time.

The company's articles of association contain no restrictions on how many votes each shareholder can cast at a general meeting.

Amendments to the articles of association are decided in a manner that follows from the Companies Act and the articles of association do not contain any special rules for this.

Right to participate in the general meeting
Anyone wishing to participate in the general meeting must be registered as a shareholder in the share register maintained by Euroclear Sweden AB five weekdays before the general meeting, and must notify Lime of their intention to participate no later than the date stated in the notice of the general meeting. It is usually possible for shareholders to register for the general meeting in several different ways, which are stated in the notice of the general meeting. In order to participate in the meeting, those who have had their shares registered with a nominee must, in addition to notifying their intention to participate, have the shares registered in their own name so that they are registered as shareholders in the share register maintained by Euroclear Sweden AB five business days before the general meeting.

Shareholders who are not personally present at the general meeting may exercise their rights at the meeting through a proxy. Shareholders who are present in person at the general meeting, or alternatively representatives for absent shareholders, may be accompanied by a maximum of two assistants.

SHAREHOLDERS' RIGHT OF INITIATIVE

A shareholder who wishes to have a matter considered at a general meeting must request this in writing from Lime's board of directors. The matter shall be raised at the general meeting if the request has been received by the board no later than one week before the earliest time at which a notice may be issued under the Companies Act or after this time but in such a time that the matter can be raised in the notice of the general meeting.

ANNUAL GENERAL MEETING 2025

The Annual General Meeting (AGM) was held on 24 April 2025 at Kungsbroplan 1 in Stockholm. At the meeting, the shareholders decided on, among other things, the following:

- It was decided to increase the dividend to SEK 4.00 (3.50) per share, corresponding to MSEK 53.2, to be paid in two instalments of SEK 2.00 on each occasion. The record date for the first dividend instalment was 5 May 2025 and for the second dividend instalment 3 November 2025. The first instalment was paid on 8 May 2025 and the second on 6 November 2025.
- The AGM resolved to re-elect Erik Syrén, Johanna Fagerstedt, Lars Stugemo and Emil Hjalmarsson as members of the Board of Directors until the end of the 2026 AGM. The AGM resolved to elect Anna Jennehov as a new member of the Board of Directors until the end of the 2026 AGM.
- Erik Syrén was re-elected as Chairman of the Board for the same period.
- The Annual General Meeting resolved to authorise the Board of Directors to decide, on one or more occasions during the period until the 2025 Annual General Meeting, on the issue of shares against cash payment, with provision for payment in kind or set-off or otherwise with conditions, and to be able to deviate from the shareholders' preferential rights. The authorisation is limited to a maximum of 10% of the total number of shares in the company at the time of the decision on the authorisation.

ANNUAL GENERAL MEETING 2026

Lime Technologies AB (publ) will hold its Annual General Meeting on Tuesday 21 April 2026 at 17.30 at Kungsbroplan 1 in Stockholm. The notice has been issued and can be found at www.investors.lime-technologies.com. The last day for registration is Wednesday, April 15, 2026.

NOMINATION COMMITTEE

The Annual General Meeting decides how the Nomination Committee will be appointed. The Nomination Committee's task is to prepare and submit proposals to the next Annual General Meeting regarding the chairman and other members of the board, as well as fees for the chairman and other members. The Nomination Committee's assignment includes evaluating the work of the Board, primarily on the basis of the report submitted by the Chairman of the Board to the Nomination Committee. The Nomination Committee considers Lime's diversity policy in its proposal regarding the election of board members to the board.

Lime Technologies AB (publ) adopted the following instructions for the nomination committee at the Annual General Meeting on June 29, 2020.

The Chairman of the Board shall contact the three largest shareholders in terms of votes based on Euroclear Sweden AB's list of registered shareholders as of the last banking day in August of the year before the Annual General Meeting is held. The three largest shareholders shall be offered the opportunity to appoint a representative to serve on the nomination committee for the period until a new nomination committee is appointed. If any of these shareholders chooses to waive their right to appoint a representative, the right will be transferred to the shareholder who, after these shareholders, has the largest shareholding. The Nomination Committee may co-opt the Chairman of the Board to the Nomination Committee.

The chairman of the nomination committee shall, unless the members agree otherwise, be the member who represents the largest shareholder in terms of votes. However, a board member shall not be the chairman of the nomination committee.

The majority of the members of the nomination committee must be independent in relation to the company and company management. The CEO or other person from the company's management shall not be a member of the nomination committee. At least one of the members of the nomination committee must be independent in relation to the company's largest shareholder in terms of votes or group of shareholders who collaborate on the company's management. Board members shall not constitute a majority of the members of the nomination committee. If more than one Board member is included in the Nomination Committee, no more than one of them may be dependent in relation to the company's major shareholders.

No fees shall be paid to the members of the nomination committee. If necessary, the company shall be responsible for reasonable costs for external consultants that the nomination committee deems necessary for the nomination committee to be able to fulfill its mission.

The composition of the nomination committee shall be announced through a separate press release as soon as the nomination committee has been appointed and no later than six months before the Annual General Meeting. The information shall also be found on the company's website, where it shall also be stated how shareholders can submit proposals to the nomination committee.

A member of the nomination committee shall make his or her seat available if the shareholder who appointed this member is no longer one of the three largest shareholders, after which new shareholders in order of size shall be offered the opportunity to appoint a member, however, only three shareholders in order need to be asked. Unless there are special reasons, however, no changes shall be made to the composition of the nomination committee if only minor changes in the number of votes have taken place or the change occurs later than three months before the annual general meeting. If a member of the nomination committee voluntarily resigns from the assignment before its work is completed, the shareholder who appointed the resigning member shall appoint a successor, provided that the shareholder is still one of the three strongest shareholders represented on the nomination committee in terms of votes.

The Nomination Committee has the right, if deemed appropriate, to co-opt a member appointed by shareholders who, after the Nomination Committee was constituted, have become among the three shareholders with the largest shareholdings in the company and who are not already represented on the Nomination Committee. Such an adjunct member does not participate in the Nomination Committee's decisions.

Apart from AB Grenspecialisten, which represents 10.24%, there are no other shareholders representing more than 10% of the votes as of 31 December 2025.

NOMINATION COMMITTEE FOR THE 2026 ANNUAL GENERAL MEETING

Name/represented	Share of votes, 31 December 2025
Josef Weidman (Chairman), AB Grenspecialisten	10.24 %
Patrik Jönsson, SEB Funds AB	9.18 %
Erik Syrén, Syringa Capital AB	8.83 %

EXTERNAL AUDITORS

The auditor shall review Lime's annual report and accounting as well as the administration of the board of directors and the CEO. Since Lime is the parent company of a group, Lime's auditor must also review the consolidated financial statements and the relationships between the group companies. The auditor shall submit an audit report and a group audit report to the Annual General Meeting after each financial year.

Lime's auditor is Öhrlings PricewaterhouseCoopers AB. Vicky Johansson is the auditor in charge. The company's auditor is presented in more detail in the section "Board of Directors, Group Management & Auditor" in the annual report.

During the financial year 2025, the total expensed remuneration to the Company's auditors amounted to TSEK 1,966, of which TSEK 1,445 was attributable to the parent company (TSEK 2,249 in 2024, of which TSEK 1,424 was attributable to the parent company). In 2025, TSEK 1,679 was due to the audit assignment (of which TSEK 1,237 was attributable to the Parent Company).

Board of Directors

BOARD COMPOSITION

The board members are normally appointed by the Annual General Meeting for the period until the end of the next Annual General Meeting. According to Lime's articles of association, the board shall consist of a minimum of three and a maximum of eight members without deputies.

In accordance with the Code, the Chairman of the Board shall be appointed by the Annual General Meeting.

No more than one board member elected by the general meeting may work in Lime's management or in the management of Lime's subsidiaries. The majority of the board

members elected by the general meeting shall be independent in relation to Lime and the company management. At least two of the board members who are independent in relation to Lime and the company management must also be independent in relation to Lime's major shareholders. For a presentation of Lime's board members and a statement of their independence in relation to the Company and management as well as Lime's major shareholders, see the section "Board & Auditor" in the annual report.

THE WORK AND RESPONSIBILITIES OF THE BOARD

The Board of Directors is Lime's second highest decision-making body after the Annual General Meeting. According to the Companies Act, the board of directors is responsible for Lime's organisation and the management of Lime's affairs. The board shall continuously assess Lime's and the group's financial situation. The board shall ensure that Lime's organisation is designed so that accounting, asset management and Lime's financial conditions are otherwise controlled in a reassuring manner.

According to the Code, the Board's duties include, among other things, determining the Company's overall goals and strategy, appointing, evaluating and, if necessary, dismissing the CEO, establishing the necessary guidelines for the Company's conduct in society in order to ensure its long-term value-creating ability, ensuring that there are appropriate systems for monitoring and controlling the Company's operations and the risks to the Company associated with its operations, ensuring that there is satisfactory control of the Company's compliance with laws and other regulations that apply to the Company's operations and the Company's compliance with internal guidelines, and ensuring that the Company's provision of information is characterized by transparency and is correct, relevant and reliable. Furthermore, the board's duties include identifying how sustainability issues affect the company's risks and business opportunities. If certain tasks are delegated to one or more of the board members or to others, the board must, according to the Companies Act, act with care and continuously check whether the delegation can be maintained. The Chairman of the Board shall ensure that the work of the Board is conducted efficiently and that the Board fulfills its duties.

In its work, the board follows written rules of procedure. The rules of procedure regulate, among other things, functions and division of work between the board members and the CEO, as well as between the board and its various committees, as well as certain procedural issues regarding the convening of board meetings.

The board meets according to an annually established schedule. In addition to these regular meetings, the Board shall be convened if the Chairman of the Board deems it necessary or if a Board member or the CEO requests it. In accordance with the Swedish Companies Act, the Board of Directors has also established instructions for the CEO, which include instructions on both internal reporting to the Board of Directors and the Company's external reporting to the market.

Gender distribution, board of directors

40% Women

60% Men

DIVERSITY POLICY

Lime has an established policy to set out the principles for diversity on the board.

The Board of Directors of Lime as a whole shall have appropriate overall expertise and experience for the business conducted and to be able to identify and understand the risks that the business entails. The goal is for the board to consist of members of varying ages, with an even gender distribution and varying geographical origins, as well as with varying educational and professional backgrounds that collectively contribute to independent and critical questioning on the board.

REMUNERATION COMMITTEE

The Board has decided that the Board as a whole shall perform the tasks that, according to the Code, would otherwise have been assigned to a specially established remuneration committee. This means that the board must:

- prepare decisions on matters concerning remuneration principles, compensation and other employment conditions for company management,
- monitor and evaluate ongoing and during the year completed variable remuneration programs,
- monitor and evaluate the application of the guidelines for remuneration to senior executives that the Annual General Meeting must decide on by law, as well as applicable remuneration structures and remuneration levels in the Company, and
- The Remuneration Committee prepares matters for the Board of Directors, which has the right to make decisions.

AUDIT COMMITTEE

The board has decided to establish a special audit committee. The audit committee shall:

- monitor the Company's financial reporting and provide recommendations and suggestions to ensure the reliability of the reporting,
- with regard to financial reporting, monitor the effectiveness of the Company's internal control, internal audit and risk management,
- keep itself informed of the audit of the annual accounts and consolidated accounts and of the conclusions of the quality control by the Swedish Inspectorate of Auditors,
- keep informed about the results of the audit and how the audit contributed to the reliability of the financial reporting, as well as about the function of the committee,
- review and monitor the auditor's impartiality and independence, paying particular attention to whether the

auditor provides the Company with services other than auditing,
- assist in the preparation of proposals for the general meeting's decision on the election of auditors, and

The Audit Committee prepares matters for the Board of Directors, which has the right to make decisions. Since the Annual General Meeting on 24 April 2025, the Audit Committee has consisted of Anna Jennehov and Emil Hjalmarsson.

Lime's CEO and CFO participate in the committee's meetings as rapporteur and secretary, respectively.

REMUNERATION TO THE BOARD OF DIRECTORS

At the 2025 Annual General Meeting, it was resolved that the fees to the Board members for the period until the next Annual General Meeting shall be paid in the amount of SEK 450,000 to the Chairman of the Board and SEK 250,000 to each of the other Board members. It was also decided that, if the board establishes an audit committee, an additional fee to the members of the committee for the period until the next annual general meeting shall be paid in a total of SEK 60,000 to the chairman and SEK 30,000 to each of the other members. Board fees for the period until the end of the 2026 Annual General Meeting shall thus be paid in a total amount of SEK 1,450,000, distributed among the Board members in accordance with the table below.

Name	Position	Board fee
Erik Syrén	Chairman	450,000
Anna Jennehov	Member / Chairman Audit Committee	310,000
Emil Hjalmarsson	Member / Audit Committee	280,000
Johanna Fagerstedt	Member	250,000
Lars Stugemo	Member	250,000
Total		**1,540,000**

CHAIRMAN OF THE BOARD

The board's rules of procedure state, among other things, that the chairman shall ensure that the board's work is conducted efficiently and that the board fulfills its obligations. This includes organising and leading the board's work and creating the best possible conditions for its work. In addition, the chairman shall ensure that the board members continuously update and deepen their knowledge of the company and that new members receive appropriate introduction and training. The chairman shall be available as an advisor and discussion partner to the CEO, but also evaluate his work and report on his assessment to the board. In addition, it is the chairman's responsibility to ensure that the board's work is evaluated annually and to inform the nomination committee about the evaluation.

At the Annual General Meeting of 24 April 2025, Erik Syrén was elected Chairman of the Board. The Chairman of the Board does not participate in the operational management of the company.

THE WORK OF THE BOARD IN 2025

Since the Annual General Meeting on 24 April 2025, the Board of Directors has held 11 minuted meetings up to and including the adoption of this annual report. Lime's CEO and CFO participate in board meetings as rapporteur and secretary, respectively. At its meetings, the Board discussed the fixed items that, in accordance with the Board's rules of procedure, were on the agenda for each Board meeting. This includes business situation, budget, interim reports and annual accounts. Otherwise, the work focused on further developing the previously developed market and acquisition strategies, AI positioning and organisational structure. In addition to the scheduled meetings, the board's work consists of ongoing financial monitoring, strategic product development, recommendations regarding remuneration levels, acquisition issues, and issues regarding accounting and auditing.

The work of the Board of Directors has been systematically evaluated, starting with the inaugural Board meeting on 24 April 2025. The evaluation showed very well-functioning board work.

Board meeting attendance

Member	Attendance (of 11)
Erik Syrén	11
Anna Jennehov	10
Lars Stugemo	11
Emil Hjalmarsson	11
Johanna Fagerstedt	10

Since the Annual General Meeting of 24 April 2025, the Audit Committee has held 4 minuted meetings up to and including the adoption of this annual report.

AUDIT COMMITTEE ATTENDANCE

Member	Attendance (of 4)
Anna Jennehov	4
Emil Hjalmarsson	4

ATTENDANCE AT THE REMUNERATION COMMITTEE

Member	Attendance (of 1)
Erik Syrén	1
Anna Jennehov	1
Lars Stugemo	1
Emil Hjalmarsson	1
Johanna Fagerstedt	1

CEO & Group Management

WORK AND RESPONSIBILITIES OF SENIOR EXECUTIVES

The CEO shall manage the day-to-day administration of the Company in accordance with the Board's guidelines and instructions. The division of work between the Board of Directors and the CEO is set out in the rules of procedure for the Board of Directors and the instructions for the CEO.

The CEO leads the work of the Group Management Team and makes decisions after consultation with its members. Furthermore, the CEO is the rapporteur at the Board meetings and shall ensure that the Board members are continuously provided with the information needed to assess the Company's and the Group's financial situation.

The CEO and other senior executives are presented in more detail in the section "Board of Directors, Group Management & Auditor" in the annual report.

REMUNERATION TO SENIOR EXECUTIVES

The table below shows the remuneration that the CEO and other senior executives have received during the financial year 2025 from the Company and its subsidiaries.

The total average number of senior executives employed, including the CEO, in 2025 was 11 (12).

2025-01-01- 2025-12-31 (TSEK)	Basic salary/ fee	Variable salary	Pension costs	Share-based payment	Other compensation	Total
Managing Director	2,082	-	503	69	385	3,040
Other senior executives	10,992	-	2,056	401	2,353	15,802
	14,614	**-**	**2,559**	**471**	**2,737**	**20,381**

TERMS OF EMPLOYMENT FOR THE CEO AND OTHER SENIOR EXECUTIVES

Compensation and pensions
Under his employment contract, the CEO is entitled to a monthly remuneration of SEK 175,000 and pension provisions in accordance with the Company's pension policy in force at the time. However, pension provisions shall never exceed what is tax deductible for the Company. Provided that certain pre-determined goals are achieved, the CEO may also receive a company bonus of a maximum of six months' salary. The bonus is based on measurable performance targets for the Group that are approved annually by the Board of Directors. The CEO is also entitled to other customary employment benefits.

Other senior executives are entitled to a fixed salary, company bonus, and where applicable, individual bonus, pension and other benefits, and otherwise have customary employment conditions.

Notice period and severance pay
When terminating the CEO's employment contract, a notice period of nine months applies when termination is made by the Company and a notice period of six months when termination is made by the CEO. The CEO is not entitled to severance pay in connection with the termination of employment.

One of the senior executives has a mutual notice period of six months. Other senior executives have a mutual notice period of three months (or such other period as may be required by law or collective agreement) and are not entitled to severance pay in connection with the termination of their employment.

GUIDELINES FOR REMUNERATION OF SENIOR EXECUTIVES

The Annual General Meeting on 24 April 2025 resolved to adopt the following guidelines for remuneration to senior executives.

Senior executives
In these guidelines, senior executives refer to the CEO and the management of the company and the group. Information about the composition of the management is available at investors.lime-technologies.com.

General principles for compensation and other terms and conditions
The company's business strategy, in short, consists of being a comprehensive CRM expert that offers a powerful and scalable SaaS platform, leading to a loyal customer base with a profitable business model, strong cash flow and long-term profitable growth. Additional information can be found, among other things, in the Company's annual reports and on the Company's website, investors.lime-technologies.se.

A prerequisite for implementing the Company's business strategy, safeguarding its long-term interests, including sustainability, is that the Company can recruit and retain qualified employees. The Company shall therefore offer employment terms, including remuneration, that enable access to senior executives with the expertise that the Company needs. Marketability and competitiveness shall be the overarching principles for remuneration to the Company's senior executives.

In preparing the Board of Directors' proposal for the guidelines, salary and employment conditions for the Company's employees have been taken into account by including information on the employees' total remuneration, the components of the remuneration and the increase and rate of increase of the remuneration over time as part of the The Remuneration Committee and the Board of

Directors have used this information as part of the basis for their decisions when evaluating the reasonableness of the guidelines and the limitations that follow from them.

Principles for fixed and variable remuneration
The remuneration to senior executives may consist of a fixed basic salary, variable cash remuneration, pension and other benefits. In addition, the general meeting may decide on, for example, share-based incentive programs.

Principles for fixed basic salary
Each senior executive shall receive a fixed base salary that shall be based on the senior executive's competence, responsibility and performance and shall be market-based and competitive.

Principles for variable remuneration
The variable salary shall be linked to specific performance criteria, which, together with weighting, target levels and thresholds, shall be determined prior to each period for which variable remuneration may be paid. The performance criteria are determined by the Board of Directors with regard to the CEO and by the Remuneration Committee with regard to other members of Group Management. The majority of the criteria should be linked to clear and measurable financial performance measures (e.g. operating profit and net sales). Non-financial criteria (e.g. operational criteria or criteria linked to sustainability) may also be applied. The variable remuneration is thus linked to the company's business strategy and long-term interests, including sustainability.

For each senior executive (except for senior executives whose main task is their own sales), variable cash remuneration may constitute a maximum of thirty-five (35) percent of the total remuneration if full variable remuneration, pension benefits and other benefits are paid. For senior executives whose main task is their own sales, the total variable cash remuneration may amount to a maximum of eighty (80) percent of the total remuneration, if full variable remuneration, pension benefits and other benefits are paid. The Company has the right to reclaim variable remuneration if it turns out that the Company's accounting contains material errors or that the variable remuneration is based on incorrect data or fraud or other misconduct.

Further information on fixed and variable remuneration can be found in the company's annual report for the most recent financial year, and when applicable, in the board's proposal regarding share-based remuneration programs to the general meeting.

Pension
Senior executives shall be offered market-based pension terms and levels. Pension benefits shall be defined contribution. Variable remuneration shall only form the basis for pension benefits if this follows from applicable collective agreement provisions. For each senior executive, pensions may constitute a maximum of thirty (30) percent of the fixed basic salary to the extent that a higher provision does not follow from the applicable collectively agreed pension plan and, if full variable remuneration, pension benefits and other benefits are paid, a maximum of twenty (20) percent of the total remuneration to the extent that a higher provision does not follow from the applicable collectively agreed pension plan.

Other benefits
Senior executives may be offered other benefits such as a company car and medical insurance. The benefits shall be market-based and the costs of such benefits may for each senior executive constitute a maximum of eight (8) percent of the fixed basic salary and, if full variable remuneration, pension benefits and other benefits are paid, a maximum of five (5) percent of the total remuneration.

Termination and severance pay
Employment contracts entered into between the Company and senior executives shall, as a general rule, be valid until further notice. If the Company terminates the employment of a senior executive, the notice period may not exceed twelve (12) months. Severance pay shall only be paid upon termination by the Company and shall not exceed an amount corresponding to the agreed fixed basic salary during the notice period. In the event of the senior executive's own termination, the notice period may not exceed six (6) months and no severance pay shall be paid.

Decision process
The Board's Remuneration Committee, or the Board if it has decided that the Board as a whole shall perform the duties that, according to the Swedish Code of Corporate Governance, are incumbent on the Remuneration Committee (in which case all references to the Remuneration Committee shall refer to the Board), shall prepare the Board's proposed guidelines. Based on the recommendation of the Remuneration Committee, the Board shall, when the need arises for significant changes to the guidelines, but at least every four years, prepare proposals for guidelines for resolution by the Annual General Meeting.

The Remuneration Committee shall also monitor and evaluate the application of these guidelines, ongoing and programs concluded during the year for variable remuneration to senior executives, and the Company's current remuneration structures and remuneration levels.

Within the framework of the guidelines and based on them, the board of directors shall, based on the preparation and recommendations of the remuneration committee, decide each year on specific changed remuneration conditions for each individual senior executive, and make other decisions regarding remuneration to senior executives that may be required. When the Board of Directors considers and makes decisions on remuneration-related issues, the CEO or other members of Group Management shall not be present, to the extent that they are affected by the issues.

Deviations from the guidelines
The Board shall have the right to temporarily depart from these guidelines in whole or in part, if in an individual case there are special reasons for doing so and a departure is necessary to meet the Company's long-term interests, including sustainability, or to ensure the Company's financial viability. As stated above, the remuneration committee's duties include preparing the board's decisions on remuneration issues, which includes decisions on deviations from the guidelines. Deviations must be reported and justified annually in the remuneration report.

Board of Directors' report on internal control

GENERALLY

Lime has established an internal control routine aimed at achieving an efficient organisation that achieves the goals set by the board. Internal control over financial reporting is an integral part of corporate governance. This procedure includes work to ensure that Lime's operations are conducted correctly and efficiently, that laws and regulations are complied with and that the financial reporting is correct and reliable and in accordance with applicable laws and regulations. Lime has chosen to structure the work with internal control in accordance with the so-called COSO framework, which includes the following elements: control environment, risk assessment, control activities, information and communication, and monitoring and follow-up.

The control activities carried out shall cover the key risks identified within the Group. Responsibilities and authorities are defined in instructions for certification rights, manuals, policies and procedures, for example Lime's manual for accounting and reporting, finance and credit policy, information policy, IT security policy and HR policies. These guidelines, together with laws and other external regulations, constitute the so-called control environment.

To provide the board with the basis for determining the level of internal governance and control, Lime has continued its review of existing internal controls in 2024, in accordance with established guidelines. The work culminates in an evaluation and verification of the governing documents and guidelines that form the basis for the group's operational management.

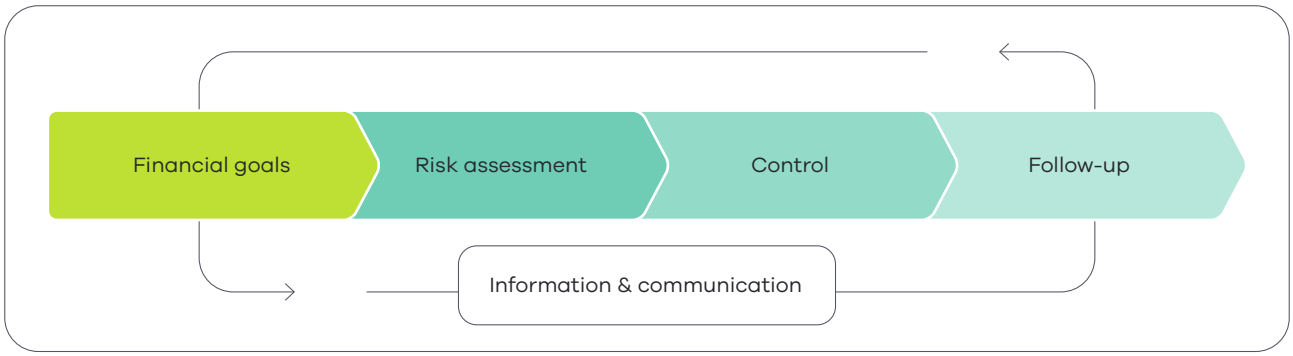
CONTROL ENVIRONMENT

Lime's control environment is based on the division of labour between the Board of Directors, the Board Committee and the CEO, as well as the values that the Board of Directors and Group Management communicate and work on the basis of. It is based on an organisation with clear decision-making paths where authority and responsibility are defined with clear instructions, as well as a corporate culture with shared values and the individual's awareness of their role in maintaining good internal control. The Group's ambition is for its values to permeate the organisation.

In order to maintain and develop a well-functioning control environment, to comply with applicable laws and regulations and to ensure that the Group's desired way of conducting business is adhered to throughout the Group, the Board of Directors, as the ultimately responsible body, has established a number of fundamental documents of importance for risk management and internal control, which consist of steering documents, policies, procedures and instructions. These documents include, among other things, the Board's rules of procedure, instructions for the CEO, instructions for financial reporting, the Group's conduct policy, communications policy and insider policy.

Policies, routine descriptions and instructions are distributed to affected Lime employees through the company's intranet and during onboarding of new employees. Employees in the group are, among other things, required to follow Lime's conduct policy and insider policy. The conduct policy describes the desired approach in different situations.

The board has overall responsibility for internal control regarding financial reporting. The responsibility for maintaining an effective control environment and the ongoing work with internal control is delegated to the CEO, who in turn has delegated function-specific responsibilities to managers at various levels in the Group.



RISK ASSESSMENT

Lime has established a risk assessment routine that involves conducting a risk analysis and risk assessment annually. According to this routine, risks are identified and categorized into the following four areas:

- Strategic risks
- Operational risks
- Financial risks
- Compliance risks

Lime's goal with the risk analysis is to identify the largest risks that could prevent Lime from achieving its financial goals or pursuing its strategy. The objective is also to evaluate these risks based on the likelihood that they will arise in future periods and the extent to which the risks could affect the Company's objectives if they were to occur.

Each individual risk has a so-called risk owner. This risk owner has the mandate and responsibility to ensure that measures and controls are established and implemented. The risk owner is also responsible for monitoring, following

up and reporting changes in the group's risk exposure to identified risks.

Identified risks are reported to the Board by Group Management. The board then evaluates Lime's risk management system, including risk assessments, in an annual risk report in which the ten largest risks are examined in detail. The purpose of this procedure is to ensure that significant risks are managed and that controls that counteract identified risks are implemented.

The overall financial risks are identified as liquidity risk, currency risk, interest rate risk and customer credit risk. They are mainly managed by the finance function in accordance with the Group's finance policy. The risk assessment includes identifying risks that may arise if the basic requirements for financial reporting (completeness, accuracy, valuation and reporting) in the Group are not met. Focus is placed on risks in financial reporting regarding significant profit and loss and balance sheet items, which are relatively higher depending on the complexity of the process or where the effects of any errors risk being large, as the values in the transactions are significant. The results of audits conducted lead to measures such as improved control routines to further ensure correct financial reporting.

CONTROL ACTIVITIES

Lime has established a risk management process that includes a number of key controls that must be established and functioning in the risk management processes. The control requirements are an important tool and instrument that enables Lime's board to manage and evaluate information from group management and to take responsibility for identified risks.

Lime focuses on identifying and evaluating the largest risks related to financial reporting to ensure that the Group's reporting is accurate and reliable. An example of such a control is that Lime annually conducts an impairment test of intangible assets in order to assess return and potential impairment needs.

Control activities limit identified risks and ensure accurate and reliable financial reporting as well as process efficiency. Control activities include both overall and detailed controls and aim to prevent, detect and correct errors and deviations. The central finance and accounting department is responsible for consolidated accounting and financial statements as well as for financial and administrative control systems. The department's responsibility also includes ensuring that instructions of importance to financial reporting are made known and available to relevant personnel. Within the accounting and controller function, reconciliations and checks of reported amounts as well as analyses of income statements and balance sheets are carried out continuously. The controller function performs control activities at all levels in the company. The function analyses and follows up on budget deviations, prepares forecasts, follows up on significant fluctuations over periods and reports further within the company, which minimises the risks of errors in financial reporting.

High IT security is a prerequisite for good internal control of financial reporting. Therefore, there are rules and guidelines to ensure availability, accuracy, confidentiality and traceability of the information in the business system. Permissions to business systems are limited according to powers, responsibilities and roles based on Segregation of duties, in order to prevent accidental/intentional incorrect registration.

As part of the work to ensure the quality of financial reporting, the board has established an audit committee. The committee deals with critical accounting issues and monitors the effectiveness of internal control and risk management regarding financial reporting, among other things.

INFORMATION AND COMMUNICATION

Internal communication to Linde's employees takes place, among other things, through the intranet, where formal policies and instructions are also communicated. Such policies include, among other things, the policies that Lime has established for the purpose of informing employees and others concerned within Lime about the laws and regulations that apply regarding the Company's dissemination of information and the special requirements imposed on persons who are active in a listed company regarding, for example, insider information. For this reason, Lime has also established procedures for the appropriate handling and limitation of the dissemination of information that has not yet been made public. Lime's CEO has been assigned by the board of directors to have overall responsibility for handling issues regarding insider information, and the board has appointed Lime's CFO as responsible for maintaining insider lists.

Lime's IR function is led and supervised by Lime's Head of Communications and IR and Lime's CFO. The main tasks of the IR function are to support the CEO and senior executives in relation to the capital markets. The IR function also works, together with the CEO and CFO, to prepare Lime's financial reports, general meetings, capital market presentations and other regular reporting on IR activities.

The Board of Directors has adopted an information policy that specifies what is to be communicated, by whom and in what way the information is to be issued to ensure that the external information is correct and complete. In addition, there are instructions for how financial information should be communicated between management and other employees. A prerequisite for correct information dissemination is also good routines regarding information security. Lime's procedures and systems for providing information aim to provide the market with relevant, reliable, accurate and up-to-date information about the Group's development and financial position. Lime has an information policy that meets the requirements for a listed company.

Financial information is provided in the form of:

- Interim reports and year-end reports, which are published as press releases
- Annual report
- Press releases that Lime is required to publish under applicable law or Nasdaq Stockholm's rules
- Presentations and conference calls for financial analysts, investors and media in connection with the publication of annual and interim reports
- Meetings with financial analysts and investors. All reports, presentations and press releases are published simultaneously on the Group's website investors.lime-technologies.com

MONITORING AND FOLLOW-UP

Every year, a self-evaluation of the effectiveness of key controls is carried out and a risk report is prepared that summarises the self-evaluations carried out and accounts for any deviations that must be addressed. The risk report is presented to the board every year. The follow-up includes both formal and informal routines applied by managers and process owners as well as control performers. These procedures include, among other things, monitoring results against budgets and plans, analyses and key figures. Failed controls are remediated, which means that actions are taken and implemented to correct the deficiencies.

The Board receives monthly reports on the Group's revenue, results and financial position.

Lime's quarterly reports, other financial reports and the annual report are always processed by the board before they are published.

Furthermore, Lime's policies are subject to annual review by the board. The finance department and management analyse the financial reporting at a detailed level on a monthly basis.

Furthermore, the forecasting process is an essential part of internal control. Sales are forecasted by segment and type of revenue, by those responsible within the sales organisation. The sales forecasts are consolidated and validated in conjunction with the preparation of the full forecasts for the business. The complete forecasts are prepared monthly. In addition to the complete forecast, a budget is also prepared, which is approved by the board in the fourth quarter of the financial year.

In addition to forecasts and budgets, group management works with overall strategic plans.

The audit committee follows up on the financial statements and receives reports from the company's auditor with observations and recommendations. The effectiveness of internal control activities is monitored regularly at various levels in the Group and reported back to the Board.

In light of the scope of the business and existing control activities, the Board has decided that there is no need to introduce a separate review function (internal audit function).

Stockholm, March 18, 2026

Erik Syrén	Johanna Fagerstedt
Anna Jennehov	Emil Hjalmarsson
Lars Stugemo	

Auditor's report on the Corporate Governance Statement

To the general meeting of Lime Technologies AB (publ), corporate ID number 556953-2616

ENGAGEMENT AND RESPONSIBILITY

It is the Board of Directors who is responsible for the corpo rate governance statement for the year 2025 on pages 31-40 and that it has been prepared in accordance with the Annual Accounts Act.

THE SCOPE OF THE AUDIT

Our examination has been conducted in accordance with FAR's standard Rev 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

OPINIONS

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Malmö, 18 March 2026

Öhrlings PricewaterhouseCoopers AB

Vicky Johansson

Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

Board & auditor

Erik Syrén

Chairman of the Board since 2023, Board member since 2021

Born: 1978

Education: Master of Science in Economics from Lund University.

Other assignments: Partner in Monterro AB, Chairman of the Board of Milient AS, Autoflows A/S, Pythagoras AB, PIHR AB, Kaisa AB and Planima AB. Board member of Wiraya Solutions, Maintmaster AB, Telaris AS, Qondor AS, Fastighets AB Syrénträdet, Monterro Services AB, Syringa Capital AB and Syringa Consulting AB

Previous positions: CEO Lime Technologies AB (publ) 2012-2021. Board member NEXT AB, Formpipe AB, Hubplanner AB and Uniwise A/S

Shareholding in the company: 1,178,239 shares (private and via the company Syringa Capital AB)

Independence: Not independent in relation to the company and company management (CEO and Managing Director of Lime Technologies until 2021). Not independent in relation to owners, as a major shareholder in the company

Anna Jennehov

Board member since 2025, Chairman of the Audit Committee

Born: 1964

Education: Economics studies at Stockholm University

Other assignments: CFO Rejlers AB (publ), Board member CAG Group AB

Previous positions: CFO Knowit AB (publ) and CFO and Group Controller HiQ AB (publ). Board member of Hypergene AB and Next One Technology AB.

Shareholding in the company: 400 shares

Independence: Independent in relation to the company, company management and largest owner

Emil Hjalmarsson

Board member since 2023, member of the Audit Committee

Born: 1989

Education: Master of Science in Engineering at the Royal Institute of Technology, Stockholm

Other assignments: Chief Investment Officer at AB Grenspecialisten. Board member of CellaVision AB (publ), Exsitec AB, Trianon AB, Boulde Diagnostics AB, Grenspecialisten Seqond AB and Emil Hjalmarsson Förvaltning AB

Previous positions: Board member MultiQ, Credit Analyst Nordea and Danske Bank. Deputy board member of MW Asset Management AB and GSB Investco AB

Shareholding in the company: 3,400 shares

Independent: Independent in relation to the company and company management. Not independent in relation to largest owner

Johanna Fagerstedt

Board member since 2023

Born: 1985

Education: Master of Business Administration from the Gothenburg School of Economics

Other assignments: CMO at Mentimeter AB

Previous positions: CMO at Quinyx AB 2014 - 2023, Board member of Lingio AB and Marknadsföreningen Stockholm

Shareholding in the company: 460 shares

Independence: Independent in relation to the company, company management and largest owner

Lars Stugemo

Board member since 2021

Born: 1961

Education: Master of Science (MSc) from the Royal Institute of Technology, Computer Engineering

Other assignments: Board member of Camfil AB, Creades AB, Try A/S, Trifork As and Lumera AB. Chairman of the Board of Nordsnipes AB. Member of the Royal Swedish Academy of Engineering Sciences (IVA), Division VI

Previous positions: Chairman of the Board of Kambi Sports Ltd. board member of AI Sweden and Swedish Automotive Association, CEO, Managing Director, co-founder & Board member of HiQ

Shareholding in the company: 1,600 shares

Independence: Independent in relation to the company, company management and largest owner

AUDITOR

Vicky Johansson

Authorized Public Accountant, PwC (Öhrlings PricewaterhouseCoopers AB)

Chief Auditor for Lime Technologies since: 2025

Group management & Extended management

Tommas Davoust

CEO & Managing Director since 2026

Born: 1983
Employed: 2017
Education: Master of Science in Industrial Engineering at Lund University of Technology
Other ongoing assignments: Board member Wiraya Solutions AB
Previous assignments in the last five years: Business Unit Director Lime CRM, Head of Expert Services, Lime Technologies
Shareholdings in Lime: 3,124 shares

Anders Hofvander

Chief Financial Officer since 2024

Born: 1981
Employed: 2024
Education: BA in Business Management, Southeastern Louisiana University. CFO Programme, Henley Business School in London
Other ongoing assignments: –
Previous assignments in the past five years: Interim CFO at Kjell & Company, Head of Group Finance & Group Business Control at Kjell & Company **Shareholdings in Lime:** 394 shares

Jennie Everhed

Head of Communication & Investor Relations since 2022

Born: 1987
Employed: 2016
Education: Master of Arts in Rhetoric, University of Copenhagen
Other ongoing assignments: –
Previous assignments in the last five years: Brand & Communications Manager, Lime Technologies
Shareholdings in Lime: 1,619 shares

Lina Andolf-Orup

Chief Marketing Officer since 2022

Born: 1975
Employed: 2022
Education: Master of Science in Economics from Linnaeus University in Kalmar
Other ongoing assignments: –
Previous assignments in the last five years: Head of Marketing & Communications, Fingerprint Cards
Shareholdings in Lime: 385 shares

Filip Arenbo

Chief Product Officer since 2021

Born: 1987
Employed: 2011
Education: Master of Science in Technical Nanoscience at Lund University of Technology
Other ongoing assignments: –
Previous assignments in the past five years: Group Product Manager, Lime Technologies **Shareholdings in Lime:** 24,158 shares

Pernilla Möller

Head of People & Culture since 2022

Born: 1979
Employed: 2022
Education: Human Resources Scientist at the University of Gothenburg
Other ongoing assignments: –
Previous assignments in the last five years: HR Manager Frigoscandia AB, HR specialist/Strategist Diversity Riksbyggen AB, Organisational consultant own business, Area Manager StudentConsulting AB
Shareholdings in Lime: 1 572 shares

Johan Andersson

Interim Business Unit Director Lime Connect since 2026

Born: 1981
Employed: 2022
Education: Master of Science in Industrial Engineering at Lund University of Technology
Other ongoing assignments: –
Previous assignments in the last five years: Head of Mergers & Acquisitions and Strategy Lime Technologies, Client Director, Centigo; CEO, Centigo India; Board member of Culturerings Private Limited
Shareholdings in Lime: 1,819 shares

Hanna Lerenius

Business Unit Director Lime Sportadmin since 2026

Born: 1988
Employed: 2026
Education: Master of Science in Industrial Engineering at Lund University of Technology
Other ongoing assignments: –
Previous assignments in the past five years: VP Strategy & Transformation, Telavox; Deputy COO, Interim COO, LeoVegas Group **Shareholdings in Lime:** 180 shares

Lukas Morinder

Business Unit Director Lime Go since 2026

Born: 1991
Employed: 2016
Education: Bachelor (B.Sc.) in Business Administration and Economics & Master of Science (M.Sc.) in International Marketing and Brand Management, Lund University School of Economics and Management
Other ongoing assignments: –
Previous assignments in the last five years: Local Sales Manager Lime CRM, Lime Technologies Stockholm
Shareholdings in Lime: -

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Directors' report

The Board of Directors and the CEO of Lime Technologies AB (publ), Stockholm hereby presents its Directors' report for the financial year 2025.

GROUP STRUCTURE

Lime Technologies AB (publ) is the parent company of the Lime Group. For a full list of all subsidiaries, see note 16.1.

Lime Technologies AB (publ) is listed on Nasdaq Stockholm, Mid Cap list.

BUSINESS MODEL

Comprehensive European SaaS provider for customer care solutions
Lime offers end-to-end platforms for companies that want to optimise their customer journeys and build long-term, strong customer relationships. We develop and deliver software, services, industry insights and support – all with high quality and commitment. Lime stands out among its competitors through a clear and distinct strategy of working locally via a direct channel and makes hundreds of implementations every year.

The business model is based on offering subscription agreements for software services (Software as a Service or "SaaS"). For the main product Lime CRM, we also offer consulting services (Expert Services) to implement and continuously adapt the products based on customer-specific needs and wishes.

Since our start in Lund in 1990, we have grown to over 500 employees with twelve offices spread across Europe. Today, more than 7,500 companies use our solutions to attract new customers and maximise the value of existing customer relationships.

Revenue streams
A growing majority of Lime's revenue comes from the sale of so-called SaaS services, recognised as subscription revenue, where the customer pays a periodic fee that covers both the licence right and the maintenance agreement.

Lime categorizes revenue into four classes: subscription revenue, licence revenue, support and maintenance revenue and Expert Services (consulting services). Subscriptions are mainly paid annually or quarterly in advance and entitle the customer to ongoing upgrades, support and consulting services during the contract period. Licences are paid for when the contract is signed and the maintenance contract is paid annually in advance. Both licence and maintenance agreements entitle the customer to upgrades and support during the project. Consulting revenues are reported on an ongoing basis during the course of the project.

PRODUCT PORTFOLIO & EXPERTISE

Lime CRM
An industry-tailored CRM with support for the entire customer journey. For companies that want a cohesive platform where multiple departments can collaborate around their customers. Fully customisable to fit industry-specific workflows. Lime CRM is sold in all markets and is the engine of the Lime Group.

Lime Connect
An AI-powered tool for live chat and customer communication, created for companies that want to attract more leads, get more satisfied customers and provide effective service via multiple channels. Lime Connect is primarily sold standalone in Germany and as an integrated solution to Lime CRM in all markets.

Lime Sportadmin
All-in-one solution for administration, membership management, communication, and payments for sports clubs, teams, and members. Sold primarily on the Swedish market and, since the end of 2024, also established in the Netherlands.

Lime Go
A streamlined CRM for growing B2B companies and their sales teams. It helps companies manage the entire sales process more efficiently, improve collaboration with a common platform, and make data-driven decisions. The tool provides good control over upcoming deals and is pre-loaded with company information and contact details. Lime Go is sold in our Nordic markets.

FINANCIAL YEAR 2025

In the 2025 financial year, revenue growth amounted to 8% compared to the previous year. This increase was primarily due to the sales of subscriptions and higher consulting revenues, which contributed to the improved results. Recurring SaaS revenue thus continues to develop favourably in

line with our strategy, albeit at a slightly slower pace than last year. The EBITA margin was 25%, in line with our financial target.

The development of all our platforms is continuing with increased intensity. For the main product Lime CRM, several new additional services for both existing and new customers have been launched. We can highlight, among other things, the AI Agents that streamline and lift both customer service, sales operations and marketing for our customers.

The main focus for Lime CRM is the continued development of our four focus verticals: Utility, Real Estate, Wholesale and Membership. These four verticals are over-represented in our customer base (approx. 70%) and the ambition is that the proportion of customers in these areas will become even greater over time. Through pre-packaged industry solutions based on our collective knowledge, we want to strengthen the attractiveness of companies within the target group, not least through relevant references and efficiently delivered solutions. This is especially relevant in markets outside Sweden, where Lime's lesser-known brand requires offerings that stand out from the competition. Lime's breakthrough in the German utility market in 2025 is an example of this. Lime's focus verticals also form the basis for the development and future of the products, without sacrificing the flexibility that is the strength of Lime's products.

In Lime Connect, our new AI offering, which gives users faster responses, smarter assistance and a more intuitive experience, has been very positively received during the autumn - an important milestone in strengthening competitiveness towards both new and existing customers. With this launch, Lime Connect is a pure AI product.

In Lime Go, we are pursuing strategic initiatives to win more and more business with larger customers, who get more business-critical value and thus become long-term.

In Lime Sportadmin, work has been ongoing to develop new functions, such as the leisure activity card and improved plan and match booking, which further strengthens our offering for both grassroots and elite clubs. For Lime Sportadmin, the year is also characterised by the cyberattack that hit the company at the beginning of 2025. The team does a fantastic job of supporting our customers - efforts that temporarily take the focus away from new sales but are invaluable for customer loyalty. We are now ready for the next phase of growth with a new business unit director and a clear focus on growth, not least in the Netherlands.

Recruitment of competent staff remains a very important process for Lime and in 2025, 121 successful recruitments were made. As a result of efficiency improvements in the Lime CRM platform, the need for technical consultation with our customers is gradually decreasing, and therefore the emphasis in recruitment during the year has primarily been on the sales departments.

The focus in 2026 is on continued internationalisation, deeper verticalisation and further product innovation with an emphasis on AI.

SWEDEN

69% (70) of the Group's revenue comes from the Swedish operations, which thus largely reflects the Group's operations.

REST OF EUROPE

Operations in the Rest of Europe continue to grow - fully in line with our ambitions to build a more international company. The Group's net sales in Rest of Europe grew by 12% in 2025 compared to 2024 and amounted MSEK 230.8 in 2025.

THE MARKET

The Lime Group addresses the markets in Sweden and the Rest of Europe with a focus on business to business within the previously described industry verticals.

Growth is largely driven by increased digitalisation, as well as the extensive need for organisations and companies to streamline their sales organisation and ensure that prospecting for new customers is done systematically and efficiently. In 2026, we are entering with a clear focus: AI will become a source of revenue, not just a feature, but a product that customers pay for and use every day.

SUSTAINABILITY

In accordance with Chapter 6, Section 11 of the Annual Accounts Act, Lime has chosen to prepare the sustainability report as a report separate from the annual report. The sustainability report is available at www.investors.lime-technologies.com.

SHARE SAVINGS PROGRAMMES

The Annual General Meetings on April 26, 2022, and April 26, 2023, respectively, resolved to introduce two share savings programmes, LTIP 2022 and LTIP 2023, respectively. All Lime employees as of 1 May 2022, and as of 1 May 2023 were invited to participate. The programmes requires participants to purchase shares in the Company at market price on Nasdaq Stockholm during the period from June 1, 2022 to May 31, 2023, and June 1, 2023 to May 31, 2024, respectively.

Provided that the participants retained the shares for three years, a period ending on 31 May 2025 for LTIP 2022 and 2 June 2026 for LTIP 2023, that the participant was employed during the entire period and that Lime met the performance criterion, each share entitles the participant to two or three shares, depending on the role. The performance criterion is determined by the board and is in line with Lime's financial targets.

The fair value of the incentive shares is determined as the value at the time of subscription. Since this is an equity-settled share-based compensation, no revaluation of the fair value of the incentive shares is made.

Lime makes an estimate of how many of the employees participating in the programme that has not yet expired (LTIP 2023), will remain in employment throughout the 3-year period, until 2 June 2026.

Outcomes for the LTIP 2022 share savings programme
The outcome of Lime's share saving programme for LTIP 2022 has been determined, and means that 41,279 shares were delivered to participants in the programme. The shares were registered during the third quarter of 2025, through the exercise of 41,279 warrants.

SHARE WARRANTS

The Annual General Meetings on 26 April 2022 and 26 April 2023 respectively resolved to issue 68,160 warrants each free of charge to the wholly owned subsidiary Hysminai AB. These stock options are intended to secure Lime's commitments related to the share savings programmes, LTIP 2022 and LTIP 2023, respectively. With the conclusion of LTIP 2022, 41,279 warrants have been exercised for subscription of shares.

EVENTS DURING THE REPORTING PERIOD

Announced change of CEO
In November 2025, the Board of Directors announced that Tommas Davoust, then Business Unit Director of Lime CRM, had been appointed new President and CEO of Lime Technologies AB (publ.), effective 1 January 2026. He succeeded Nils Olsson, who chose to leave his position after twenty years with the company.

Dividend
The approved dividend was paid on two occasions, in May and November 2025, totalling SEK 4.00 per share, corresponding to SEK 53,216,482.

Cyberattack against Sportadmin
On 16 January 2025, Sportadmin was subject to a cyberattack by a criminal network. We proactively shut down all services and immediately initiated investigations in collaboration with the police, other authorities and external expertise. Thanks to intensive work, functioning backup routines, and security verifications, we were able to restore a majority of our services in a new production environment after just over two days. We have continuously supported our affected customers with practical measures and frequent, transparent communication.

The cyberattack was isolated to Sportadmin and no other parts of Lime were affected. Sportadmin accounts for approx. 8-10% of the Lime Group's total turnover.

EVENTS AFTER THE END OF THE REPORTING PERIOD

Acquisitions
On 7 January, a small strategic acquisition of a portal solution from German E.ON One was completed. The acquisition gives Lime an established customer base among German utility companies and a solution that simplifies the complex process of connecting to the grid - a key part of the digitalisation of utility companies. The deal was financed with own cash and will not have a significant impact on Lime's growth and profitability in the coming quarters.

Authority review prompted by cyberattack against Sportadmin
In January, the Swedish Authority for Privacy Protection (IMY) announced its decision following the review of Sportadmin, prompted by the cyberattack in January 2025. IMY decided on penalties of MSEK 6. Lime does not share IMY's conclusions.

Extraordinary General Meeting - authorisation to resolve on acquisitions of own shares

On 16 February 2026, the Board of Directors convened an Extraordinary General Meeting to propose an authorisation to resolve on acquisitions up to 10% of the shares of the Company. The proposal was motivated by the strong movements in the stock market and aimed to provide the Board with flexibility for active capital allocation. The EGM was held on 12 March 2026 in Stockholm.

MULTI-YEAR OVERVIEW OF THE GROUP (MSEK)

	2025	2024	2023	2022	2021
Net sales	739.8	685.7	577.1	490.4	403.8
Recurring revenue	501.0	445.0	346.6	299.4	246.0
Adjusted EBITA	184.9	172.0	148.2	125.1	108.6
Total assets	899.2	920.7	696.9	663.9	665.1
Average number of employees	490	462	397	352	297

COMMENTS ON THE INCOME STATEMENT

Revenue
Net sales for the period amounted to MSEK 739.8 (685.7), corresponding to an increase of 8 (19) percent.

Organic net sales growth in 2025 was 7 (10) percent.

Subscription revenue increased by 15 (33) percent compared to the previous year and amounted to MSEK 486.1 (421.9).

Expert Service revenue decreased by 2 (5 increase) percent compared to the previous year and amounted to MSEK 227.7 (233.0). A major part of Expert Service revenue comes from existing customers.

Total recurring revenue for the period increased by 13 (28) percent from the previous year and amounted to MSEK 501.0 (445.0), corresponding to 68 (65) percent of net sales.

Other income In 2025, items of MSEK 6.6 (0) for the revaluation of the additional purchase price for Sportadmin i Skandinavien AB were considered to affect comparability.

Annual Recurring Revenue
The trailing twelve-month value of Annual Recurring Revenue amounted to MSEK 519.1 (483.1) at the end of 2025. The Annual Recurring Revenue increased by 7 (30) percent compared to the previous year.

EXPENSES

Operating expenses for the year increased by 9 (19) percent from the previous year and amounted to MSEK 601.4 (552.7). The increase in expenses during 2025 is primarily related to the increase in the number of employees.

In 2025, items of MSEK 0.1 (0.6) for acquisition-related costs and MSEK 8.7 (0.0) for costs linked to the cyberattack on Sportadmin were considered to affect comparability.

The largest part of the Group's operating expenses is linked to personnel and personnel costs for the year amounted to MSEK 431.1 (395.7), which is an increase of 9 (21) percent. The number of employees at the end of the year was 511 (497) and the average number of employees during the year was 490 (462). Staff distribution and salaries and compensations are shown in note 8.

Other expenses amounted MSEK 141.8 (120.9).

Capitalised development work for own account during the year amounted to MSEK 52.9 (40.8).

Depreciation and amortisation amounted to MSEK 81.5 (76.9) during the year. Depreciation and amortisation increased compared to 2024 due to increased investments in own development.

Net financial items amounted MSEK 10.9 (-19.3) and consist mainly of interest expenses and currency costs.

Tax expense for the year amounted MSEK 23.4 (25.6).

INCOME

Operating profit before depreciation and amortisation and items affecting comparability (Adjusted EBITDA) for the year amounted to MSEK 229.7 (211.9), with an EBITDA margin of 31 (31) percent. See note 32 for definitions of performance measures.

Operating profit before amortisation of acquired intangible assets and items affecting comparability (Adjusted EBITA) for the year amounted to MSEK 184.9 (172.0), corresponding to an Adjusted EBITA margin of 25 (25) percent. See note 32 for key figure definitions.

Operating profit, EBIT, for the year amounted to MSEK 146.0 (134.3), corresponding to an operating margin of 20 (20) percent.

Profit before tax amounted to MSEK 135.1 (115.0), corresponding to a margin of 18 (17) percent.

Profit for the year amounted to MSEK 111.7 (89.4), corresponding to a profit margin of 15 (15) percent and is distributed per share as shown in the table below.

EARNINGS PER SHARE

Before dilution (SEK thousand)	2025-01-01- 2025-12-31	2024-01-01- 2024-12-31
The Group's earnings attributable to parent company shareholders	111,687	89,392
Weighted average number of ordinary shares outstanding (thousands)	13,302	13,283
Earnings per share (SEK)	**8.40**	**6.73**

Diluted (SEK thousand)	2025-01-01- 2025-12-31	2024-01-01- 2024-12-31
The Group's earnings attributable to parent company shareholders	111,687	89,392
Weighted average number of ordinary shares outstanding (thousands) after dilution	13,370	13,420
Earnings per share, diluted (SEK)	**8.35**	**6.66**

THE PARENT

The parent company's result after financial items amounted MSEK -11.2 (-20.2). The parent company has received group contributions, which are recognised as appropriations, from subsidiaries of MSEK 120 (128).

COMMENTS ON THE BALANCE SHEET

Investments in connection with acquisitions
Total investments for the period January - December amounted to TSEK 0 (87), including intangible fixed assets but excluding changes in rights of use and leased vehicles.

Furthermore, cash flow from investments in subsidiaries amounted MSEK 0 (153.3).

Intangible assets
The Lime Group continuously invests resources in the development of new and existing applications and platforms. During the year, a total of MSEK 53.4 (40.8) was invested in intangible assets.

Tangible assets
Investments in tangible assets amounted MSEK 0.2 (0.4).

FINANCIAL POSITION AND LIQUIDITY

Cash and cash equivalents
Cash and cash equivalents at the end of the period amounted MSEK 49.2 (49.0). At the end of the year, the Lime Group had interest-bearing liabilities totalling MSEK 211.3 (286.9), whereupon the Group's net debt amounted to MSEK 159.9 (236.6), including leasing debt. Of the interest-bearing liabilities, MSEK 29.1 (45.9) is lease liabilities.

To minimise liquidity risk, Lime has an overdraft facility of MSEK 52, which was extended during the year. As of 31 December 2025, the overdraft facility was utilised by MSEK 6.4.

Deferred tax asset
At the end of the period, the Group had accumulated loss carryforwards of MSEK 6.8 (7.7) that had not been capitalised.

Equity
Equity at the end of the year amounted MSEK 359.3 (311.5), corresponding to SEK 27.0 (23.4) per outstanding share.

Interest-bearing liabilities
In April 2021, Lime Technologies AB entered into an interest-bearing loan agreement of MSEK 250 with a tenor of 5 years. In January 2024, Lime Technologies Sweden AB entered into an interest-bearing loan agreement of MSEK 150 with a tenor of 3 years, with an extension option of 1 year. At the end of the year, interest-bearing liabilities in the Group amounted MSEK 211.3 (286.9), including lease liabilities.

Comments on the consolidated cash flow analysis
Cash flow from operating activities amounted MSEK 187.0 (196.5).

Cash flow from investing activities for the year amounted MSEK -54.2 (-193.9), of which investments in intangible assets amounted to MSEK -53.4 (-40.8) and investments in tangible assets amounted to MSEK -0.2 (-0.4).

In addition, acquisitions of subsidiaries amounted MSEK 0 (-153.3). Cash flow from financing activities for the year amounted to MSEK -129.5 (15.7) and consisted of amortisation of interest-bearing debt of MSEK -81.3 (-76.7), dividends of MSEK -53.2 (-46.5) and loans raised of MSEK 0 (150), including use of the overdraft facility.

The Group's total cash flow during the year amounted to MSEK 3.3 (18.2).

SIGNIFICANT RISKS AND UNCERTAINTIES

The Lime Group's most significant risks are that sales will decrease or that the desired growth will not be achieved and that the Group will not be able to retain and attract competent personnel.

The Group's net sales of MSEK 739.8 (685.7) consisted to 68 (65) percent of recurring revenues, support and maintenance revenues and subscription revenues.

Recurring revenue has increased over time and forms a stable foundation for the Group's earnings in the short and medium term. Other revenue comes from new sales of licenses and consulting services and is subject to greater uncertainty as it is more directly affected by possible changes in demand. The sensitivity of sales of consulting services is somewhat reduced by the fact that these services relate to consultation related to the company's own products and, to a large extent, to existing customers.

The group is well established in the Swedish market, where the company has been operating since its founding. In the rest of Europe, the group has increased its sales and presence over time, but is not as well established as in the Swedish market. This means that more new sales activities are required and the sensitivity to declining sales is greater as these operations are smaller. Lime continues to invest in sales and marketing activities in Norway, Denmark, Finland, the Netherlands and Germany. The company's strategy is to invest gradually when establishing a new business as sales take off. This strategy means that the risk of new establishments is limited.

Human capital is vital to the Lime Group and access to competent personnel is a critical success factor. The Group is managing this by offering employees marketable and compatible employment terms. The Group is running annual trainee programs to under-pin an increasing inflow of competent resources. However, over time, the availability of personnel with the right skills varies, which can lead to cost increases for the Group and reduced quality in operational and strategic execution.

The sensitivity analysis below describes the effect on the Lime Group's profit before tax for 2025, which amounted to MSEK 135.1, if a number of factors change:

Sensitivity analysis	Change	Impact on income before tax, MSEK
Demand for licenses / subscriptions	+/– 5 %	+/- 24,3 (21,1)
Demand Expert Services	+/– 5 %	+/- 11,4(11,7)
Personnel expenses	+/– 5 %	-/+ 21,5 (19,8)
STIBOR	+/– 30 bps	-/+ 0,7 (0,7)
EUR/SEK	+/– 10%	+/- 0,2 (2,2)

* The change in the reference interest rate for the loans (STIBOR) is calculated as the full-year effect based on average interest-bearing liabilities during the year. Comparative figures in brackets.

Further disclosure of the risks and uncertainties to which the Company is exposed can be found in Notes 3 and 4.

RESEARCH AND DEVELOPMENT

The Lime Group develops software that manages sales and customers. This work involves surveying, program development and testing. During the year, a total of MSEK 53.4 (40.8) was invested in capitalised development costs. The capitalisation policy is described in note 2.5 to the accounts.

The Lime Group bases its development on existing research and develops and applies this in new applications.

THE BOARD'S PROPOSAL FOR THE REMUNERATION TO SENIOR EXECUTIVES

The Board of Directors proposes unchanged guidelines for the remuneration of senior executives. Full guidelines can be found on p.36.

FORWARD-LOOKING STATEMENT

The uncertain geopolitical and global economic situation makes economic development difficult to assess. Lime has taken a number of steps to mitigate the risks associated with economic volatility. The company also has a growing share of recurring revenue from an increasingly large customer base spread across a large number of industries. Lime expects limited direct effects, but the indirect effects, such as longer sales processes and customers in financial difficulties, will most likely continue to have some impact.

The Lime Group will continue to build a business for profitable growth in 2026. Some of the projects that will be implemented are;

- Investments in ongoing launches of AI solutions
- Increased internal efficiencies through AI initiatives
- Continued focus on our verticals and selected customer segments
- Internationalisation of Lime Sportadmin
- Continued focus on the acquisition strategy for Lime CRM and Lime Sportadmin
- Continued decentralisation with clearer mandates and performance responsibility for all business units
- Recruit new employees, primarily to the sales department

FINANCIAL TARGETS

Lime's financial targets until March 2026

Lime had a medium-term target of achieving annual net sales growth exceeding 18 percent and an annual EBITA margin exceeding 25 percent.

The capital structure target was that the ratio of net debt, excluding lease debt, to EBITDA should be less than 2.5.

Lime intended to distribute available cash flow, taking into account the company's indebtedness and future growth opportunities, including acquisitions. Dividends were expected to be at least 50 percent of net profit.

Updated financial targets from March 2026

On 4 March 2026, the Board updated the financial targets to better reflect the company's transformation towards a business model with a higher share of recurring software revenue.

Lime has a medium-term target of achieving ARR growth (Annual Recurring Revenue) exceeding 18 percent and an annual EBITA margin exceeding 27 percent.

The capital structure and dividend policy targets remain unchanged.

Lime's financial targets constitute forward-looking information. The financial targets are based on a number of assumptions regarding, among other things, the development of Lime's industry, business, operating results and financial position. This, as well as the macroeconomic environment in which Lime operates, may differ significantly from and be worse than what Lime assumed when the financial targets were set. As a result, Lime's ability to achieve its financial targets is subject to uncertainties and contingencies, some of which are beyond the Company's control, and there is no guarantee thathere is no assurance that Lime will be able to achieve its financial targets or that Lime's financial condition or results of operations will not differ materially from its financial targets.

SHARE STRUCTURE

Lime Technologies AB (publ)'s share capital at the end of 2025 amounted to SEK 532,990.40 divided into 13,324,760 shares.

Lime Technologies AB did not own any of its own shares at the end of 2025.

There are no material agreements to which the company is a party that would take effect, change or terminate if control of the company were tocontrol of the company changes as a result of a public takeover bid or any agreement that is of such a nature that disclosure could seriously damage the company.

CORPORATE GOVERNANCE REPORT

The Board of Directors presents the Corporate Governance Report on pages 31-40 of this Annual Report.

PROPOSED DISPOSITION OF EARNINGS

The following retained earnings are at the disposal of the annual general meeting:

Share premium reserve	5 065 287
Retained earnings	177 422 735
Net profit for the year	86 327 442
Total	**268 815 464**

The Board of Directors proposes to:

dividend to be paid	59 961 420
to be retained	208 854 044
Total	**268 815 464**

The Board of Directors proposes that a dividend of SEK 59,961,420, corresponding to SEK 4.50 per share, be paid and that SEK 208,854,044 be carried forward. The board of directors proposes to the general meeting that the dividend be paid on two different occasions in two equal parts during the year – in May and in November.

The Group's equity at the end of the period amounted MSEK 359.3 (311.5) and net debt MSEK 159.9 (236.6).

THE STATEMENT OF THE BOARD IN ACCORDANCE WITH CHAPTER 18, SECTION 4 OF THE SWEDISH COMPANIES ACT

The company's and the group's financial position is presented in the annual report. As of 31 December 2025, the parent company's restricted equity amounted to SEK 532,990 and unrestricted equity amounted to SEK 268,815,464. The Group's total equity on the same date amounted to SEK 359,326,529. The proposed dividend reduces the Group's equity ratio from 40 percent to 36 percent.

The nature and scope of the Group's operations are described in the Articles of Association and in the Annual Report. The activities conducted in the Group do not entail any risks beyond what occurs or can be assumed to occur in the industry or the risks generally associated with conducting business activities. The board has taken into account the company's and the group's consolidation needs by making a general assessment of the company's and the group's financial position and opportunities to fulfill its commitments in the long term.

It is the Board's assessment that the proposed dividend neither affects the company's and the Group's ability to meet existing and unforeseen payment obligations nor jeopardizes investments that may be deemed necessary or investments in the Group's continued development. The Group's financial position does not give rise to any assessment other than that the Group can continue its operations and that the company can be expected to fulfill its obligations in the short and long term.

With reference to the above and what has otherwise come to the attention of the Board, the Board's assessment is that the proposed dividend is justifiable, taking into account the requirements that the nature, scope and risks of the business place on the size of the company's and the group's equity, as well as the company's and the group's consolidation needs, liquidity and position in general.

Consolidated income statement

TSEK	Note	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Net sales	6	739,796	685,745
Other income	11	7,611	1,298
Total operating income		**747,407**	**687,044**
Operating expenses			
Compensation to employees	8	-431,050	-395,739
Capitalised development work done by own employees	14	52,944	40,776
Depreciation and amortisation		-81,473	-76,905
Other expenses	7, 11	-141,830	-120,862
Total operating expenses		**-601,409**	**-552,730**
Operating income	6	**145,998**	**134,314**
Financial income	9	2,016	940
Financial costs	9	-12,942	-20,270
Result after financial items		**135,073**	**114,984**
Income tax	10	-23,386	-25,592
Net profit for the year		**111,687**	**89,392**
Income attributable to:			
Shareholders of the Parent Company		111,687	89,392
		111,687	**89,392**
Earnings per share, based on income attributed to shareholders of the Parent during the year (SEK / share)	12		
Earnings per share			
- before dilution		8.40	6.73
- diluted		8.35	6.66
Average number of shares before dilution		13,301,901	13,283,481
Average number of shares diluted*		13,370,061	13,419,801

* Based on the maximum number of shares that can be obtained for share savings programs, as decided by the annual general meetings.

Consolidated statement of other comprehensive income

TSEK	Note	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Net profit for the year		**111,687**	**89,392**
Other comprehensive income			
Items that may be reversed to the income statement:			
Translation adjustments		-12,494	-4,795
Other comprehensive income for the year, net of tax		-12,494	-4,795
Total comprehensive income for the year		**99,193**	**84,597**
Total comprehensive income for the year, attributable to:			
the shareholders of the Parent		99,193	84,597
		99,193	**84,597**

The following notes form an integral part of these consolidated financial statements.

Consolidated balance sheet

TSEK	Note	2025-12-31	2024-12-31
ASSETS			
Non-current assets			
Intangible assets	14	686,485	698,696
Tangible fixed assets	15	6,003	8,577
Right-of-use assets	15	23,327	38,508
Other financial fixed assets	16	2,165	1,294
Deferred tax asset	22	4,156	5,167
Total non-current assets		**722,136**	**752,242**
Current assets			
Accounts receivable	17	105,819	100,329
Other current receivables		3,119	522
Prepaid expenses and accrued income	18	18,872	18,547
Total current receivables		**127,810**	**119,397**
Cash and cash equivalents	19	49,238	49,047
Total current assets		**177,048**	**168,444**
Total assets		**899,184**	**920,686**

Consolidated balance sheet

TSEK	Note	2025-12-31	2024-12-31
EQUITY AND LIABILITIES			
Equity attributable to the parent company's shareholders			
Share capital	20	533	531
Other contributed capital		58,100	58,100
Reserves		9,687	22,180
Retained earnings including profit for the year		291,007	230,643
Total equity		**359,327**	**311,454**
Liabilities			
Non-current liabilities			
Interest-bearing non-current liabilities	21	85,000	145,000
Non-current leasing liabilities	21	14,684	27,787
Deferred tax liabilities	22	76,768	79,330
Other non-current liabilities	21	30,830	34,635
Total non-current liabilities		**207,282**	**286,752**
Current liabilities			
Interest-bearing current liabilities	21	60,000	60,000
Current leasing liabilities	21	14,390	18,154
Overdraft facility	21	6,396	1,367
Trade payables		12,806	14,100
Current tax liabilities		5,579	9,212
Other current liabilities	23	37,748	38,039
Accrued expenses and prepaid income	24	195,656	181,606
Total current liabilities		**332,575**	**322,479**
Total liabilities		**539,857**	**609,231**
Total equity and liabilities		**899,184**	**920,686**

The following notes form an integral part of these consolidated financial statements.

Consolidated statement of changes in equity

TSEK	Share capital	Other contri-buted capital	Reserves	Retained earnings including profit for the year	Total equity
Opening balances as of January 1, 2024	**531**	**58,100**	**26,975**	**179,073**	**264,680**
Net profit for the year				89,392	89,392
Other comprehensive income for the year			-4,795		-4,795
Total other comprehensive income	**0**	**0**	**-4,795**	**89,392**	**84,597**
Transactions with owners					
Share Saving Programme				8,670	8,670
Dividend				-46,492	-46,492
Total transactions with owners	**0**	**0**	**0**	**-37,822**	**-37,822**
Closing balance as of December 31, 2024	**531**	**58,100**	**22,180**	**230,643**	**311,454**
Opening balances at 1 January 2025	**531**	**58,100**	**22,180**	**230,643**	**311,454**
Net profit for the year				111,687	111,687
Other comprehensive income for the year			-12,494		-12,494
Total other comprehensive income	**0**	**0**	**-12,494**	**111,687**	**99,193**
Transactions with owners					
New share issue following the allocation of LTIP 2022	2				2
Share Saving Programme				1,894	1,894
Dividend				-53,216	-53,216
Total transactions with owners	**2**	**0**	**0**	**-51,322**	**-51,320**
Closing balance at 31 December 2025	**533**	**58,100**	**9,687**	**291,007**	**359,327**

The following notes form an integral part of these consolidated financial statements.

Consolidated cash flow analysis

TSEK	Note	2025-01-01- 2025-12-31	2024-01-01- 2024-12-31
Cash flow from operating activities			
Operating income		145,998	134,314
Adjustments for items not included in cash flow	29	79,521	86,261
Cash flow from operating activities before changes in net working capital		**225,520**	**220,575**
Changes in net working capital		1,474	10,061
Cash flow from operating activities after changes in net working capital		**226,994**	**230,636**
Interest paid		-7,689	-11,845
Taxes paid		-32,269	-22,316
Cash flow from operating activities		**187,036**	**196,475**
Cash flow from investing activities			
Investment in intangible fixed assets	14	-53,375	-40,829
Investment in tangible fixed assets	15	-215	-449
Acquisition of subsidiaries		0	-153,251
Changes in financial assets	16	-1,030	-351
Interest received		403	940
Cash flow from investing activities		**-54,216**	**-193,939**
Cash flow from financing activities	30		
New share issue		2	0
Dividend		-53,216	-46,492
Loans taken		0	150,000
Change in overdraft facility		5,029	-11,134
Amortisation of loans		-60,000	-57,500
Amortisation of leasing liabilities		-21,323	-19,222
Cash flow from financing activities		**-129,509**	**15,652**
Net cash flow		**3,309**	**18,187**
Net change in cash and cash equivalent			
Cash and cash equivalent, beginning of the year	19	49,047	30,020
Exchange rate changes in cash		-3,118	840
Cash and cash equivalent, end of year	19	**49,238**	**49,047**

The following notes form an integral part of these consolidated financial statements.

Parent Company income statement in summary

TSEK	Note	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Net sales		7,931	9,740
Other income		13	0
Total operating income		**7,944**	**9,740**
Operating expenses			
Compensation to employees		-9,487	-10,764
Other expenses		-3,802	-4,924
Total operating expenses		**-13,289**	**-15,688**
Operating loss		**-5,345**	**-5,948**
Financial income	9	3,062	116
Financial costs	9	-8,916	-14,343
Result after financial items		**-11,198**	**-20,175**
Appropriations		120,000	128,000
Income tax	10	-22,475	-22,138
Net profit for the year		**86,327**	**85,687**

Parent's statement of comprehensive income

	Note	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Other comprehensive income			
Items that may be reversed to the income statement:			
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		**86,327**	**85,687**

The following notes form an integral part of these consolidated financial statements.

Parent Company balance sheet

TSEK	Note	2025-12-31	2024-12-31
ASSETS			
Financial fixed assets			
Shares in subsidiaries	16	392,352	390,490
Total financial fixed assets		**392,352**	**390,490**
Current assets			
Other current assets		1,693	1
Current receivables group companies		7,922	7,609
Prepaid expenses and accrued income	18	208	643
Total current receivables		**9,823**	**8,253**
Cash and cash equivalent	19	52	48
Total current assets		**9,874**	**8,301**
Total assets		**402,227**	**398,791**
EQUITY AND LIABILITIES			
Restricted equity			
Share capital	20	533	531
Free equity			
Share premium reserve		5,065	5,065
Retained earnings		177,423	143,059
Net profit for the year		86,327	85,687
Total equity		**269,348**	**234,342**
Liabilities			
Non-current liabilities			
Interest-bearing non-current liabilities	21	0	12,500
Total non-current liabilities		**0**	**12,500**
Current liabilities			
Current Interest-bearing liabilities	21	12,500	50,000
Overdraft facility		6,396	1,367
Accounts payable		142	555
Current tax liabilities		2,586	7,452
Current liabilities group companies		108,471	89,237
Other current liabilities		1,540	1,615
Accrued expenses and prepaid income	24	1,243	1,723
Total current liabilities		**132,878**	**151,949**
Total liabilities		**132,878**	**164,449**
Total equity and liabilities		**402,227**	**398,791**

Parent Company statement of changes in equity

TSEK	Share capital	Share premium reserve	Retained earnings	Results for the year	Total equity
Opening balances as of January 1, 2024	**531**	**5,065**	**94,948**	**85,930**	**186,474**
Profit/loss carried forward			85,930	-85,930	0
Net profit for the year				85,687	85,687
Total comprehensive income	**0**	**0**	**0**	**85,687**	**85,687**
Transactions with owners					
Share Saving Programme			8,671		8,671
Dividend			-46,491		-46,491
Total transactions with owners	**0**	**0**	**-37,821**	**0**	**-37,821**
Closing balance as of December 31, 2024	**531**	**5,065**	**143,058**	**85,687**	**234,342**
Opening balances at 1 January 2025	**531**	**5,065**	**143,058**	**85,567**	**234,342**
Profit/loss carried forward			85,930	-85,930	0
Net profit for the year				86,327	86,327
Total comprehensive income	**0**	**0**	**0**	**86,327**	**86,327**
Transactions with owners					
New share issue following the allocation of LTIP 2022	2				2
Share savings program			1,894		1,894
Dividend			-53,216		-53,216
Total transactions with owners	**0**	**0**	**-51,322**	**0**	**-51,320**
Closing balance at 31 December 2025	**533**	**5,065**	**177,423**	**86,327**	**269,348**

For more information, see note 31.

Parent Company statement of cash flows

TSEK	Note	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Cash flow from operating activities			
Operating income		-5,345	-5,948
Adjustments for items not included in cash flow	29	266	1,882
Cash flow from operating activities before changes in net working capital working capital		**-5,079**	**-4,066**
Change in working capital		16,716	16,007
Cash flow from operating activities after changes in working capital working capital		**16,716**	**11,941**
Interest paid		-8,790	-13,474
Taxes paid		-27,341	-18,072
Cash flow from operating activities		**-24,494**	**-19,605**
Cash flow from investing activities			
Acquisition of subsidiaries		-253	0
Dividend received / group contribution		120,000	128,000
Interest received		3,062	116
Cash flow from investing activities		**122,809**	**128,116**
Cash flow from financing activities	30		
Dividend		-53,216	-46,492
Change overdraft facility		5,029	-11,134
Amortisation of loans		-50,000	-50,000
Other financial items		-125	-870
Cash flow from financing activities		**-98,312**	**-108,496**
Total cash flow		**3**	**15**
Net change in cash and cash equivalent			
Cash and cash equivalents at the beginning of the year	19	48	32
Exchange rate changes in cash		1	1
Cash and cash equivalent, end of year	19	**52**	**48**

Notes

1. GENERAL INFORMATION

Lime Technologies AB (publ), the Parent Company, and its subsidiaries (jointly the Group) develop, distribute and sell software, so-called CRM systems and other customer management platforms, as well as provide consulting services. The group has sales offices in Sweden, Denmark, Finland, Norway, the Netherlands and Germany.

The parent company is a public limited company incorporated in Sweden with its registered office in Stockholm. However, the address of the head office is S:t Lars väg 46, 222 70 Lund.

The Board of Directors approved these consolidated financial statements for publication on 18 March 2026.

2. SUMMARY OF SIGNIFICANT ACCOUNTING PRINCIPLES

The most important accounting principles applied when preparing these consolidated and parent company financial statements are set out below. These principles have been applied consistently for all years presented, unless otherwise stated.

2.1 Basis for preparation of the statements

THE GROUP

The consolidated financial statements for the Lime Technologies AB (publ) Group have been prepared in accordance with the Annual Accounts Act, RFR 1 Supplementary Accounting Rules for Groups, and IFRS Accounting Standards and interpretations from the IFRS Interpretations Committee (IFRS IC) as adopted by the EU. It has been prepared according to the cost method.

Preparing reports in accordance with IFRS requires the use of some significant estimates for accounting purposes. Furthermore, management is required to make certain judgments when applying the Group's accounting principles. The areas that involve a high degree of judgment, are complex or areas where assumptions and estimates are of significant importance to the consolidated financial statements are stated in Note 5.

THE PARENT

The parent company applies the Annual Accounts Act and the recommendation RFR 2 Accounting for Legal Entities. The recommendation means that the parent company applies the same accounting principles as the group, except in cases where the Annual Accounts Act or applicable tax regulations limit the possibilities of applying IFRS. Differences between the parent company's and the group's accounting principles are explained below. The parent company does not lease any assets.

HOLDINGS IN SUBSIDIARIES

Holdings in subsidiaries are reported at acquisition cost after any impairment losses. The cost of shares in subsidiaries includes transaction costs and contingent consideration.

FINANCIAL INSTRUMENTS

IFRS 9 is not applied in the parent company. In the parent company, financial fixed assets are valued at cost less any impairment losses and financial current assets at the lower of cost and fair value less selling costs.

GROUP CONTRIBUTIONS

The parent company applies the alternative rule in RFR 2 IAS 27 regarding group contributions, which means that group contributions received from subsidiaries are recognised as appropriations.

NEW STANDARDS AND INTERPRETATIONS

No IFRS standards or IFRIC interpretations that came into force from 1 January 2025 had any material impact on the Group.

NEW STANDARDS AND INTERPRETATIONS THAT HAVE NOT YET BEEN APPLIED BY THE GROUP

From 2027, a new accounting standard IFRS 18 will replace IAS 1. The changes mainly include the structure of the income statement, the introduction of disclosure requirements for management-defined performance measures (MPMs) and increased disaggregation of items and encouragement of clearer titles of items. Lime is currently assessing the precise implications of applying the new standard. The standard means that the Group's first financial report under IFRS 18 will be the interim report for the first quarter of 2027. The comparative year 2026 will then be restated according to IFRS 18.

2.2 Consolidated financial statements

(A) SUBSIDIARIES

Subsidiaries are all companies over which the Group has controlling influence. The Group controls a company when it is exposed to or has rights to variable returns from its holding in the company and has the ability to affect those returns through its influence in the company. Subsidiaries are included in the consolidated financial statements from the date on which controlling influence is transferred to the Group. They are excluded from the consolidated financial statements from the date on which controlling influence ceases.

The acquisition method is used to account for the Group's business combinations. The purchase price for the acquisi-

tion of a subsidiary consists of the fair value of transferred assets, liabilities that the Group incurs to previous owners of the acquired company and the shares issued by the Group. The purchase price also includes the fair value of any assets or liabilities that result from an agreement on a contingent purchase price. Identifiable assets acquired and liabilities assumed in a business combination are initially measured at fair value on the acquisition date. For each acquisition, i.e. acquisition by acquisition, the Group determines whether non-controlling interests in the acquired company are recognized at fair value or at the holding's proportionate share of the carrying amount of the acquired company's identifiable net assets.

Acquisition-related costs are expensed as incurred.

Intra-group transactions, balance sheet items and unrealized gains and losses on transactions between group companies are eliminated. The accounting principles for subsidiaries have been changed where applicable to ensure consistent application of the Group's principles.

2.3 Segment reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker is the function responsible for allocating resources and assessing the performance of operating segments. In the Group, this function has been identified as the CEO. See also note 6.

2.4 Translation of foreign currency

(A) FUNCTIONAL CURRENCY AND REPORTING CURRENCY

Items included in the financial statements for the various entities in the Group are valued in the currency used in the economic environment in which the respective company primarily operates (functional currency). The consolidated financial statements use Swedish kronor (SEK), which is the Group's reporting currency. This means that the financial statements will be presented in Swedish kronor. All amounts are, unless otherwise stated, rounded to the nearest thousand.

(B) TRANSACTIONS AND BALANCE SHEET ITEMS

Transactions in foreign currencies are translated into the functional currency at the exchange rates prevailing on the transaction date or the date on which the items are revalued. Exchange rate gains and losses arising from the settlement of such transactions and from the translation of monetary assets and liabilities in foreign currency at the closing rate are reported in the income statement.

Exchange rate gains and losses relating to loans and cash and cash equivalents are recognised in the income statement as financial income or expenses. All other exchange rate gains and losses are reported in the income statement under other income or other expenses.

(C) GROUP COMPANIES

The results and financial position of all Group companies (none of which have a hyperinflationary currency as their functional currency) that have a functional currency other than the reporting currency are translated into the Group's reporting currency as follows:

(i) assets and liabilities for each of the balance sheets are translated at the closing rate;

(ii) income and expenses for each of the income statements are translated at an average exchange rate (unless that average rate is a reasonable approximation of the cumulative effect of the rates prevailing at the transaction date, otherwise income and expenses are translated at the rate at the transaction date), and

(iii) all exchange rate differences that arise are recognized in other comprehensive income.

Goodwill and fair value adjustments arising from the acquisition of a foreign operation are treated as assets and liabilities of this operation and translated at the closing rate. Exchange differences are recognised in other comprehensive income.

2.5 Intangible assets

(A) GOODWILL

Goodwill arises upon acquisition of subsidiaries and refers to the amount by which the purchase price, any non-controlling interest in the acquired company and the fair value at the acquisition date of the previous equity interest in the acquired company, exceed the fair value of identifiable acquired net assets. If the amount is less than the fair value of the acquired subsidiary's net assets, in the event of a bargain purchase, the difference is recognized directly in the income statement. Goodwill that has been recognized by the acquired company is eliminated in the acquisition analysis.

For the purpose of impairment testing, goodwill acquired in a business combination is allocated to cash-generating units or groups of cash-generating units that are expected to benefit from synergies from the acquisition. Each unit or group of units to which goodwill has been allocated corresponds to the lowest level in the Group at which the goodwill in question is monitored in internal governance. Goodwill is monitored at the cash-generating unit level.

Goodwill is tested for impairment annually or more frequently if events or changes in circumstances indicate a possible decrease in value. The carrying amount of the cash-generating unit to which the goodwill is allocated is compared with the recoverable amount, which is the higher of the value in use and the fair value less costs to sell. Any impairment is immediately recognized as an expense and is not reversed.

(B) TRADEMARKS

Brands acquired through a business combination are reported at fair value on the acquisition date. Trademarks are considered to have an indefinite useful life as they relate to well-known brands in the market that the Group intends to retain and further develop and can therefore be expected to generate cash flows for an indefinite period of time. The useful life of the trademark in PlanPlan is 3 years.

Brands are tested for impairment annually or more frequently if events or changes in circumstances indicate a possible decrease in value. The carrying amount of the cash-generating unit to which the brand is assigned is compared with the recoverable amount, which is the higher of the value in use and the fair value less costs to sell. Any impairment is immediately recognized as an expense and is not reversed.

(C) SOFTWARE
Software acquired through a business combination is reported at fair value on the acquisition date. Software that is reported as an asset is depreciated over its estimated useful life, 5 - 10 years.

(D) CUSTOMER RELATIONS
Customer relationships acquired through a business combination are reported at fair value on the acquisition date. Customer relationships that are reported as assets are amortized over their estimated useful life, 5-15 years.

(E) CAPITALIZED DEVELOPMENT COSTS
Software maintenance costs are expensed as incurred. Development costs that are directly attributable to the development and testing of identifiable and unique software products controlled by the Group are recognized as intangible assets when the following criteria are met:

- it is technically possible to complete the software so that it can be used,
- the company's intention is to complete the software and to use or sell it,
- there are conditions to use or sell the software,
- it can be shown how the software generates probable future economic benefits,
- adequate technical, financial and other resources to complete the development and to use or sell the software are available, and
- the expenses attributable to the software during its development can be measured reliably.

Directly attributable expenses, which are capitalized as part of the software, include expenses for employees and other direct costs.

Other development costs that do not meet these criteria are expensed as incurred. Development costs that were previously expensed are not recognized as assets in a subsequent period.

Capitalized work for own account is reported as a cost reduction in the consolidated income statement.

Development costs for software that are recognized as assets are amortized over their estimated useful life, 5 - 7 years.

2.6 Impairment of non-financial assets
Intangible assets that have an indefinite useful life or intangible assets that are not ready for use are not amortized but are tested annually for any impairment. Assets that are depreciated are assessed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is made by the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of the asset's fair value less costs to sell and its value in use. When assessing impairment, assets are grouped at the lowest levels where there are essentially independent cash flows (cash-generating units). For assets (other than goodwill) that have previously been written down, a review is made at each balance sheet date to determine whether a reversal should be made.

2.7 Property, plant and equipment
Property, plant and equipment are stated at cost less depreciation. The acquisition value includes expenses that can be directly attributed to the acquisition of the asset. Subsequent expenditure is added to the carrying amount of the asset or recognised as a separate asset, as appropriate, only when it isIt is probable that the future economic benefits associated with the asset will flow to the Group and the cost of the asset can be measured reliably. The carrying amount of the replaced portion is removed from the balance sheet. All other forms of repairs and maintenance are recognized as expenses in the income statement in the period in which they occur.

Depreciation of tangible fixed assets, to allocate their acquisition cost or revalued amount down to the estimated residual value over the estimated useful life, is made on a straight-line basis as follows:

Vehicle	5 years
Equipment	3-8 years

The residual values and useful lives of the assets are tested at the end of each reporting period and adjusted if necessary.

An asset's carrying amount is immediately written down to its recoverable amount if the asset's carrying amount exceeds its estimated recoverable amount (note 2.6).

Gains and losses on disposal are determined by comparing the sales proceeds with the carrying amount and are recognized in other income or other expenses in the income statement.

2.8 Financial instruments
The Group applies IFRS 9. IFRS 9 regulates the classification, measurement and recognition of financial assets and liabilities and contains new rules for hedge accounting.

2.8.1 CLASSIFICATION
The Group classifies its financial assets into the following categories: financial assets measured at fair value through profit or loss, loan receivables and accounts receivable. The classification depends on the purpose for which the financial asset was acquired. Management determines the classification of financial assets upon initial recognition.

LOAN RECEIVABLES AND ACCOUNTS RECEIVABLE
Loan receivables and accounts receivable are financial assets that are not derivatives, that have fixed or determinable payments and that are not listed in an active market. They are included in current assets with the exception of items with a maturity date more than 12 months after the end of the reporting period, which are classified as non-current assets.

2.8.2 ACCOUNTING AND VALUATION
Loan receivables and accounts receivable are reported after the acquisition date at amortized cost using the effective interest method.

The debt-recorded exercise price, upon acquisition, for outstanding options is based on an assessment of future income. These are included in non-current interest-bearing liabilities, except for items falling due within 12 months of the end of the reporting period, in which case they are classified as current interest-bearing warrant liabilities.

2.9 Impairment of financial assets

ASSETS CARRIED AT AMORTISED COST

The Group assesses at the end of each reporting period whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or group of financial assets is impaired and is written down only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset(a 'loss event') and that event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated.

Objective evidence of impairment includes, among other things, indications that a debtor or group of debtors is experiencing significant financial difficulties, that payments of interest or principal have been missed or are delayed, that it is probable that the debtor or group of debtors will enter bankruptcy or other financial restructuring, or that there is observable information indicating that there is a measurable decrease in estimated future cash flows such as changes in past due debts or other economic conditions that correlate with credit losses.

For the category of loans and receivables, the impairment is calculated as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not occurred), discounted at the financial asset's original effective interest rate. The asset's carrying amount is written down and the impairment amount is recognized in the consolidated income statement.

If the impairment requirement decreases in a subsequent period and the decrease can be objectively attributed to an event that occurred after the impairment was recognized (such as an improvement in the debtor's creditworthiness), the reversal of the previously recognized impairment is recognized in the consolidated income statement.

2.10 Derivative instruments and hedging measures

The Group has no derivative instruments as of the balance sheet date and has not utilized any during the period.

2.11 Accounts receivable

Accounts receivable are amounts to be paid by customers for goods sold or services performed in the ordinary course of business. If payment is expected within one year or less (or within the normal operating cycle if this is longer), they are classified as current assets. If not, they are recorded as fixed assets.

Accounts receivable are initially recognized at fair value and subsequently at amortized cost using the effective interest method, less any provision for impairment.

2.12 Cash and cash equivalents

Cash and cash equivalents, in both the balance sheet and the statement of cash flows, include cash, bank balances and other short-term investments with a maturity date within three months of the acquisition date.

2.13 Share capital

Common stock is classified as equity.

2.14 Liabilities recognised at amortised cost

(A) TRADE PAYABLES

Accounts payable are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if they are due within one year or less (or during the normal operating cycle if this is longer). If not, they are recorded as long-term liabilities.

Accounts payable are initially recognized at fair value and subsequently at amortized cost using the effective interest method.

(B) BORROWINGS

Borrowings are initially recognized at fair value, net of transaction costs. Borrowings are subsequently carried at amortised cost and any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the income statement over the period of the borrowings using the effective interest method.

2.15 Financial liabilities at fair value through profit or loss

The Group has financial liabilities at fair value through profit or loss. The liabilities consist of the liability for the additional purchase price for the remaining 15% of Sportadmin i Skandinavien AB, see note 16.2 & 21.

2.16 Current and deferred income tax

The tax expense for the period comprises current and deferred tax. Tax is recognized in the income statement, except when the tax relates to items recognized in other comprehensive income or directly in equity. In such cases, the tax is also reported in other comprehensive income and equity.

The current tax expense is calculated on the basis of the tax rules that have been decided or have been decided in practice on the balance sheet date in the countries where the parent company and its subsidiaries operate and generate taxable income. Management regularly evaluates the claims made in tax returns regarding situations where applicable tax rules are subject to interpretation. It makes, when deemed appropriate, provisions for amounts that are likely to be paid to the tax authorities.

Deferred tax is recognized on all temporary differences that arise between the tax value of assets and liabilities and their carrying values in the consolidated financial statements. However, deferred tax liability is not recognized if it arises as a result of the initial recognition of goodwill.

Deferred income tax is calculated using tax rates (and laws) that have been enacted or substantively enacted by the balance sheet date and that are expected to apply when the relevant deferred tax asset is realized or the deferred tax liability is settled.

Deferred tax assets are recognized to the extent that it is probable that future taxable profits will be available against which the temporary differences can be utilized.

Deferred tax liabilities are calculated on taxable temporary differences arising on interests in subsidiaries, except for deferred tax liabilities where the timing of the reversal of the temporary difference can be controlled by the Group and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets relating to deductible temporary differences relating to holdings in subsidiaries are only recognised to the extent that it is probable that the temporary difference will reverse in the future and there will be taxable surpluses against which the deduction can be utilised.

Deferred tax assets and liabilities are offset when there is a legal right to set off current tax assets and liabilities and when the deferred tax assets and liabilities relate to taxes charged by the same tax authority and relate to either the same tax entity or different tax entities, where there is an intention to settle the balances through net payments.

2.17 Employee benefits
Liabilities for salaries and benefits, including paid absences, that are expected to be settled within 12 months after the end of the financial year are reported as current liabilities at the undiscounted amount expected to be paid when the liabilities are settled. The cost is recognized as the services are performed by the employees. The liability is reported as an obligation for employee benefits in the balance sheet.

The Group companies have various post-employment benefit plans, including defined benefit and defined contribution pension plans and post-employment healthcare benefits. See note 31 for share savings programmes.

(A) PENSION OBLIGATIONS
The Group has defined contribution pension plans. A defined contribution pension plan is a pension plan under which the Group pays fixed contributions to a separate legal entity. The Group does not have any legal or constructive obligations to pay additional contributions if this legal entity does not have sufficient assets to pay all employee benefits relating to the employees' service in the current or prior periods.

For defined contribution pension plans, the Group pays contributions to publicly or privately administered pension insurance plans on a mandatory, contractual or voluntary basis. The Group has no further payment obligations once the fees have been paid. The fees are recognized as personnel costs when they become due for payment. Prepaid fees are recognized as an asset to the extent that cash repayment or reduction of future payments may benefit the Group.

(B) COMPENSATION UPON TERMINATION
Termination benefits are paid when an employee's employment is terminated by the Group before the normal retirement date or when an employee accepts voluntary resignation in exchange for such benefits. The Group recognises termination benefits at the earliest of the following dates: (a) when the Group is no longer able to withdraw the offer of termination benefits; and (b) when the entity recognises expenditure on a restructuring that is within the scope of IAS 37 and involves the payment of termination benefits. In the event that the company has made an offer to encourage voluntary redundancy, termination benefits are calculated based on the number of employees expected to accept the offer. Benefits that fall due more than 12 months after the end of the reporting period are discounted to present value.

(C) BONUS PLANS
The Group recognizes a liability and an expense for bonuses. The Group recognises a provision when there is a legal or constructive obligation as a result of past practice.

(D) SHARE-BASED PAYMENTS Long-term share-based incentive plans have been accounted for in accordance with 'IFRS 2 - Share-based Payment'. A personnel expense is recognised together with a corresponding increase in equity over the vesting period, which is the date on which the employees concerned become fully entitled to the benefits. Social security costs relating to share-based payments are expensed in the periods in which the programmes are provided. The liability for social security contributions is estimated at each reporting date based on a new estimate of the contributions expected to be paid when the programmes are exercised. This means that a new market valuation of the share-based incentive programmes is made at each reporting date and this forms the basis for the calculation of the social security liability. For more information on share saving schemes see note 31.

2.18 Revenue recognition
The group develops and sells software. The majority of the Group's revenue consists of sales of subscription revenue, license revenue (upfront), support agreements and Expert Services (consulting revenue).

Revenue is recognized when the customer obtains control of the sold good or service, a principle that replaces the previous principle that revenue is recognized when risks and rewards have been transferred to the buyer. The basic principle in IFRS 15 is that the Group recognizes revenue in the manner that best reflects the transfer of control of the promised good or service to the customer. This accounting within the Group is done using a five-step model that is applied to all customer contracts;

- Identify the contract with the customer
- Identify the different performance obligations in the contract
- Determining the transaction price
- Allocate the transaction price to performance obligations
- Recognize revenue when a performance obligation is satisfied

Using the above five-step model, the Group's contracts with customers may include various performance obligations identified as Licence revenue, Subscription revenue (Software as a Service), Support contracts and Service revenue. Revenue can only be recognized when control over the service or product sold can be considered to have been transferred to the customer for each type of revenue type/performance obligation.

Revenue includes the fair value of what has been received or will be received for goods and services sold in the Group's ongoing operations. Revenue is reported excluding value added tax, returns and discounts and after elimination of intra-Group sales.

The accounting principles that the Group applies for these performance obligations are set out below.

SUBSCRIPTION REVENUE (SOFTWARE AS A SERVICE)
The Group sells software as a service by giving customers the right to access it. This service, which includes licensing, support & maintenance and in some cases operation, is received by the customer on an ongoing basis during the contract period and is recognized as revenue on a straight-line basis over the contract period as control is transferred to the customer on an ongoing basis during the contract period.

LICENSE REVENUE (UPFRONT)
The group develops and sells software. Sales of license rights, rights to use, are recognized as revenue upon completion of delivery according to agreement and when the customer has obtained control over the purchased licenses and no significant obligations remain after the delivery date.

SUPPORT AGREEMENT
Revenue from support agreements when selling licenses (upfront). Revenue from Support Agreements is invoiced in advance and recognized as revenue on a straight-line basis over the contract period as control is transferred to the customer on an ongoing basis during the contract period.

EXPERT SERVICES (CONSULTING REVENUE)
The Group sells consulting and training services, which are provided, predominantly, on a recurring basis but also as fixed-price agreements. Revenue from contracts on a recurring basis is recognized at agreed prices as hours worked are delivered.

Sales revenue from fixed-price agreements for consulting services is recognized over time, in line with time spent, according to the same principles described above. Sales revenue from fixed-price contracts for consulting services is usually recognized in the period in which the services are delivered.

If any circumstances arise that may change the original estimate of revenue, costs or stage of completion, the estimates are reassessed. These reassessments may result in increases or decreases in estimated revenues or expenses and affect revenue in the period in which the circumstances that gave rise to the change came to the attention of management.

2.19 Leasing
The Group leases various office premises, vehicles and equipment. Lease agreements are normally signed for fixed periods between 6 months and 5 years, but there may be opportunities for extension, this is described below.

Agreements may contain both leasing and non-leasing components. The Group allocates the consideration in the agreement to lease and non-lease components based on their relative stand-alone prices. However, for leasing fees for office premises for which the Group is the tenant, it has chosen not to separate leasing and non-leasing components and instead reports these as a single leasing component.

The terms are negotiated separately for each agreement and contain a large number of different contractual terms. The lease agreements do not contain any special conditions or restrictions other than the lessor retaining the rights to pledged leased assets. The leased assets may not be used as collateral for loans.

Leases are recognised as right-of-use assets or lease liabilities from the date that the leased asset is available for use by the Group.

Assets and liabilities arising from leasing agreements are initially recognized at present value. The lease liabilities include the present value of the following lease payments:

- fixed payments (including substantially fixed payments), after deduction of any benefits in connection with the signing of the lease agreement to be received variable lease payments that depend on an index or price, initially valued using the index or price at the commencement date
- Amounts expected to be paid by the lessee under residual value guarantees
- the exercise price of an option to call if the Group is reasonably certain to exercise such an opportunity
- penalties payable on termination of the lease, if the lease term reflects that the Group will exercise an option to terminate the lease.

Lease payments that will be made for reasonably certain extension options are also included in the measurement of the liability.

The lease payments are discounted at the lease agreement's implicit interest rate. If this interest rate cannot be readily determined, which is normally the case for the Group's leases, the lessee's incremental borrowing rate shall be used, which is the interest rate that the individual lessee would have to pay to borrow the necessary funds to purchase an asset of similar value to the right-of-use asset in a similar economic environment with similar terms and collateral.

The Group is exposed to possible future increases in variable lease payments based on an index or interest rate, which are not included in the lease liability until they become effective. When adjustments to lease payments based on an index or interest rate come into effect, the lease liability is revalued and adjusted against the right-of-use asset.

Lease payments are divided between amortization of the debt and interest. The interest is recognized in the income statement over the lease period in a manner that results in a fixed interest rate for the lease liability recognized during each period.

Right-of-use assets are valued at cost and include the following:

- the amount at which the lease liability was originally valued
- lease payments paid on or before the commencement date, after deduction of any benefits received in connection with the signing of the lease agreement
- initial direct expenses
- expenses to restore the asset to the condition prescribed in the terms of the lease agreement.

Depreciation of right-of-use assets and leased vehicles, to allocate their cost or revalued amount down to the estimated residual value over the estimated useful life, is made on a straight-line basis as follows:

Vehicle	5 years
Office premises	1-60 months

Payments for short-term contracts for equipment and vehicles and all leases of smaller value are expensed on a straight-line basis in the income statement. Short contracts are agreements with a lease term of 12 months or less. Smaller value contracts include IT equipment and smaller office furniture.

Options to extend and terminate agreements are included in a number of the Group's leasing agreements for offi-

ce premises and vehicles. The terms are used to maximize flexibility in the management of the assets used in the Group's operations. The majority of the options that provide the opportunity to extend and terminate agreements can only be exercised by the Group and not by the lessors.

The parent company does not lease any assets.

OTHER

Other income mainly consists of re-invoicing of travel and services performed by sub-consultants, as well as revaluation of additional purchase price.

2.20 Interest income
Interest income is recognized as income, distributed over the term, using the effective interest method.

2.21 Dividends
Dividends to the Parent Company's shareholders are reported as a liability in the Group's financial statements in the period in which the dividend is approved by the Parent Company's shareholders.

2.22 Consolidated statement of cash flows
The statement of cash flows for the Group is prepared in accordance with IAS 7, Statement of Cash Flows, using the indirect method. The year's change in cash balance is divided into operating activities, investing activities and financing activities. The starting point for the indirect method is operating profit adjusted for transactions that have not resulted in receipts or payments. Liquid assets refer to cash and bank balances as well as short-term investments with maturity within 3 months from the date of acquisition. All items included in liquid assets can be converted to cash relatively immediately.

3. FINANCIAL RISK MANAGEMENT

3.1 Financial risk factors
The Group is exposed to various financial risks through its operations: market risk (including currency risk, fair value interest rate risk and cash flow interest rate risk), credit risk and liquidity risk. The Group's overall risk management policy focuses on the unpredictability of the financial markets and seeks to minimize potential adverse effects on the Group's financial performance.

Risk management is handled by a finance department according to policies established by the board. Group Finance identifies, evaluates and hedges financial risks in close collaboration with the Group's operational units. The board establishes, when necessary, written policies for both overall risk management and specific areas.

(A) MARKET RISK
(i) Currency risk
The Group operates internationally and is exposed to currency risks arising from various currency exposures, primarily regarding Norwegian kroner (NOK), Danish kroner (DKK) and euro (EUR) as the Group has subsidiaries that have a functional currency that deviates from the Group's reporting currency. Currency risk arises through future business transactions, reported assets and liabilities, and net investments in foreign operations.

The Group's risk exposure in foreign currency is essentially limited to translation effects of intra-Group receivables and liabilities, where the effect on the income statement upon revaluation according to IAS 21 is not completely eliminated. As the Group's Swedish operations have a significant proportion of their currency flow in Swedish kronor, there is no need for currency hedging. The other European operations in 2025 and 2024 were of such a size that currency hedging was not deemed necessary. See also Note 11 for the accumulated exchange rate gains and losses that have been reported in the income statement.

If the Swedish krona had weakened/strengthened by 10% in relation to the euro, with all other variables constant, the recalculated profit after tax as at 31 December 2025 would have been MSEK 0.2 lower/higher. The equity effect is affected by MSEK 2.6 lower/higher as at 31 December 2025 if the Swedish krona had weakened/strengthened against the euro.

If the Swedish krona had weakened/strengthened by 10% against the NOK, with all other variables held constant, equity as at 31 December 2025 would be affected by MSEK 1.6 lower/higher. The impact on earnings is not significant. Translation of DKK does not constitute a significant amount for either equity or earnings.

(ii) Interest rate risk regarding cash flows and fair values
The Group's interest rate risk arises through long-term borrowing. Borrowings made at variable interest rates expose the Group to interest rate risk regarding cash flow, which is partially neutralized by cash funds at variable interest rates. In 2025, the Group's borrowing at variable interest rates consisted of Swedish kronor. Information regarding Lime bank borrowings is provided in note 21.

At the end of the period, interest-bearing bank borrowings amounted MSEK 145.0 (205.0), i.e. excluding lease liabilities, with a variable interest rate linked to STIBOR. A change of 30 bps in the underlying reference rate would affect profit for the year and equity by MSEK 0.7.

(B) CREDIT RISK
Credit risk is managed at the Group level. Each group company is responsible for following up and analyzing the credit risk of each new customer before standard terms for payment and delivery are offered. Credit risk arises from cash and cash equivalents held with banks and financial institutions, as well as credit exposures to customers, including outstanding receivables and contracted transactions. If customers are credit rated by independent appraisers, these ratings are used. In cases where no independent credit assessment is available, a risk assessment of the customer's creditworthiness is made, taking into account their financial position, as well as previous experience and other factors. Credit exposure to customers is limited through low customer concentration.

(C) LIQUIDITY RISK
Liquidity risk is managed by the Group holding sufficient liquid funds. Cash flow forecasts are prepared at the group level. Management closely monitors rolling forecasts for the Group's liquidity reserve to ensure that the Group has sufficient cash to meet the needs of its operating activities.

The table on the next page analyzes the Group's financial liabilities, divided by the time remaining until the contractual maturity date on the balance sheet date. The amounts stated in the table are the contractual, undiscounted cash flows.

Lime's financial policy states that Lime shall not use any excess liquidity for trading in financial assets and that cash and cash equivalents including overdraft facilities over time shall amount to at least 8% of annual sales.

Liquidity risk - Group

As of 31 December 2025	Less than 3 months	Between 3 months and 1 year	Between 1 and 2 years	Between 2 and 5 years
Borrowing (incl. overdraft)	15,000	51,396	60,000	25,000
Liabilities related to leasing	5,112	11,298	8,000	4,664
Acquisition-related liabilities	-	-	-	35,275
Accounts payable	12,806	-	-	-
Amount	**32,918**	**62,694**	**68,000**	**64,939**

As of December 31, 2024	Less,than,3,months	Between,3,months, and,1,year	Between,1,and,2,years	Between,2,and,5,years
Borrowings (excl. liabilities related to leasing)	15,000	46,367	60,000	85,000
Liabilities related to leasing	5,372	14,094	13,250	13,205
Acquisition-related liabilities	-	-	-	42,799
Accounts payable	14,100	-	-	-
Amount	**34,472**	**60,461**	**73,250**	**141,004**

3.2 Capital risk

Capital is defined as total equity. The Group's objectives regarding capital structure are to secure the Group's ability to continue as a going concern, so that it can continue to generate returns for shareholders and benefits for other stakeholders, and to maintain an optimal capital structure to keep the cost of capital low.

To maintain or adjust the capital structure, the Group may change the dividend paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

Since the Group's strategy is partly based on evaluating acquisition opportunities, debt may fluctuate significantly from year to year.

The Board and management continuously evaluate future payment commitments and decide, based on an overall assessment, how the Group's funds should be managed.

The goal regarding the capital structure is that net debt, excluding lease liabilities, in relation to EBITDA should be less than 2.5. According to the loan agreement with the bank, the net debt to EBITDA ratio should be less than 2.5.

The Group	2025	2024
Interest-bearing non-current liabilities	-85,000	-145,000
Non-current leasing liabilities	-14,684	-27,787
Interest-bearing current liabilities	-66,396	-61,367
Other non-current liabilities	-30,830	-34,635
Current leasing liabilities	-14,390	-18,154
Financial assets	51,403	50,341
Net debt	**-159,897**	**-236,602**
EBITDA	227,472	211,219
Net debt / EBITDA	**0,7**	**1,1**

3.3 Refinancing risk

The outstanding loan amount as at 31 December 2025 amounts to MSEK 145 (205). Refinancing risk is the risk that additional financing or financing is not available or can only be obtained at a higher cost if such a need arises.

In addition, Lime has an overdraft facility that has been increased to MSEK 52 and had been utilised by MSEK 6.4 as of 31 December 2025.

4. OPERATIONAL RISKS

The Group is exposed to various risks through its operations. The Group's overall risk management policy seeks to minimize potential adverse effects on the Group's financial performance. Should any of the risks described below occur, the business's results and financial position could be negatively affected. The risks below are not the only risks to which the Group may be subject.

4.1 Competitive market
Lime is continuously working to ensure that the company has an attractive offering for customers. Lime's revenue model is based on a large proportion of subscription revenue, which means that the proportion of recurring revenue is high, which increases predictability. However, Lime operates in a highly competitive market with both global and local competitors. Some of Lime's competitors are large and efficient companies with significant financial, technical and marketing resources. Furthermore, competition may increase if new CRM suppliers enter the market. The actions and possible success of competitors may therefore affect Lime's financial position and results.

4.2 Retaining and recruiting key people
There is fierce competition for highly qualified personnel for many of Lime's staff categories, including software developers. The Group's operations and future success are largely dependent on retaining and recruiting key personnel. If the company were to have difficulty recruiting competent personnel or if the cost of employing competent personnel were to increase, it could have a negative impact on Lime's operations, financial position and results.

4.3 Technical development
Lime is continuously working to further develop and update its products to meet customer needs. However, the software industry is characterized by rapid development of both new products, services and technology as well as customer demands for products, services and technology. In the event that developments occur in a direction that Lime did not expect or cannot adapt to, this could have a negative impact on Lime's operations, financial position and results.

4.4 Information security
The Group's ability to provide software to customers is dependent on the security, integrity, reliability and operational performance of the systems, products and services offered. Disruptions in Limes' or any of Limes' suppliers' IT environment could have a negative impact on Limes' operations, financial position and results.

Lime's management system for information security has been certified according to ISO 27001 since 2023. In 2025, the scope of the certification was expanded to more parts of the organisation, and work on continued expansion is ongoing.

In addition to flexible data storage and effective solutions for, for example, encryption, secure communication, backup and incident management, Lime works proactively with incidents. This is done partly through a security-focused development process where vulnerabilities can be discovered at an early stage and partly through tailored training for all personnel. The training is an important part of the introduction for all new employees but is also mandatory for other employees to repeat every year and the implementation is reported and followed up.

4.5 Compliance with legislation
Lime's operations are dependent on a large number of regulations and government requirements. These laws and regulations are complicated and vary between different jurisdictions. In the event of any geographic expansion or if Lime's regulatory compliance is not considered satisfactory, it could have a negative impact on Lime's operations, financial position and results.

5. CRITICAL ESTIMATES AND JUDGMENTS FOR ACCOUNTING PURPOSES

Estimates, assumptions and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

5.1 Significant estimates, assumptions and judgements for accounting purposes
The Group makes estimates and assumptions about the future and judgements in applying the Group's accounting policies. The estimates for accounting purposes that result from these will, by definition, rarely correspond to the actual result. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are summarised below.

(A) IMPAIRMENT TESTING OF GOODWILL AND BRAND
The Group examines each year whether there is any need for impairment of goodwill and brand, in accordance with the accounting principle described in Note 2.6. Recoverable values for cash-generating units have been determined by calculating value in use. For these calculations, certain estimates must be made, for further information see Note 14.

(B) SOFTWARE
The Group has made judgements about the useful lives of software identified in acquisition analyses, which affect the depreciation expense recognised in the income statement and the measurement of assets in the balance sheet.

(C) CUSTOMER RELATIONSHIPS The Group has made judgements about the useful lives of customer relationships identified in acquisition analyses, which affect the depreciation expense recognised in the income statement and the measurement of assets in the balance sheet.

(D) CAPITALISED EXPENDITURE
Development expenses are capitalized based on what is described in the section “Intangible assets” under Note 2. The Group has made assessments about useful lives, which affect the reported depreciation costs in the income statement and the valuation of assets in the balance sheet.

(E) BUSINESS COMBINATIONS
In connection with business acquisitions, a number of estimates and assumptions are made to prepare the acquisition analysis. Lime uses established models when preparing the acquisition analysis.

(F) CONTINGENT CONSIDERATION When a purchase consideration is divided into an initial payment and future instalments based on the performance of the acquired company, the Group's forecasts are directly relevant to the valuation. An important estimate in determining the carrying amount of the items is therefore the group's assessment of the future performance of the acquired company.

Estimates other than those made by management could result in a different outcome. Changes in the value of contingent consideration are recognised in the income statement.

(G) IFRS 16
When determining the lease term, management considers all available information that provides an economic incentive to exercise an extension option, or not to exercise an option to terminate an agreement. Options to extend a contract are only included in the lease term if it is reasonably certain that the contract will be extended (or not terminated).

The majority of extension options relating to leases of office premises and vehicles have not been included in the lease liability as the Group can replace the assets without significant costs or interruption of operations.

The lease term is reassessed if an option is exercised (or not exercised) or if the Group is required to exercise the option (or not exercise it). The assessment of whether it is reasonably certain is only reviewed if a significant event or change in circumstances occurs that affects this assessment and the change is within the lessee's control. In the current financial year, this reassessment of lease terms resulted in an increase in lease liabilities and right-of-use assets of MSEK 1.4 (5.3).

6. SEGMENT INFORMATION

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker is the function responsible for allocating resources and assessing the operating segment's performance. In the Group, this function has been identified as the Group CEO.

The chief executive officer assesses the business from a geographical perspective, Sweden and Rest of Europe. The segments have the same operations and business model, i.e. selling and implementing software, CRM systems. Development and administration are handled by the Swedish segment.

The operating segments are assessed based on net sales and earnings based on a measure called EBITDA. This measure is defined as operating profit before depreciation, amortization, acquisition-related costs and other non-recurring items affecting comparability. EBITDA is the lowest level of results that is followed up on, considering that the Group's assets in the Group, except for right-of-use assets and vehicles/inventory, are managed at a central Group level.

No significant changes in the segments' assets have occurred during the period.

No single customer accounts for more than 10% of the Group's turnover.

Revenue, by segment
Sales between segments take place on market terms. The revenues from external parties that are reported to the chief operating decision maker are valued in the same way as in the income statement.

	2025			2024		
Revenue per revenue stream, SEK thousand	**Sweden**	**Rest of Europe**	**Total**	**Sweden**	**Rest of Europe**	**Total**
Subscription revenue (Software as a Service)	328,987	157,097	486,084	280,600	140,863	421,463
Licence revenue (upfront)	3	-	3	-59	-	-59
Support agreement	14,071	856	14,927	21,585	1,748	23,333
Expert Services (consulting revenue)	161,478	66,249	227,727	169,930	63,109	233,039
Other	4,498	6,556	11,054	7,116	851	7,967
Net sales	**509,038**	**230,758**	**739,796**	**479,173**	**206,572**	**685,745**

Results, by segment

2025-01-01- 2025-12-31	Sweden	Rest of Europe	Eliminations	The Group
Operating income, external	521,046	226,362		747,407
Operating income, internal	15,569	1,845	-17,414	-
Total sales	**536,615**	**228,207**	**-17,414**	**747,407**
Operating costs, external	-379,063	-140,909		-519,973
Operating costs, internal	-8,562	-8,852	17,414	-
Total costs	**-387,626**	**-149,761**	**17,414**	**-519,973**
EBITDA	**148,990**	**78,446**	**-**	**227,472**
Results from participations in associated companies				-
Amortisation				-81,473
EBIT				**145,998**
Net financial income				-10,926
Tax				-23,386
Net profit for the year				**111,687**

2024-01-01- 2024-12-31	Sweden	Rest of Europe	Eliminations	The Group
Operating income, external	480,159	206,884		687,043
Operating income, internal	3,076	2,451	-5,527	-
Total sales	**483,235**	**209,335**	**-5,527**	**687,043**
Operating costs, external	-349,053	-126,771		-475,824
Operating costs, internal	-1,318	-4,209	5,527	-
Total costs	**-350,371**	**-130,980**	**5,527**	**-475,824**
EBITDA	**132,864**	**78,355**	**-**	**211,219**
Results from participations in associated companies				-
Amortisation				-76,905
EBIT				**134,314**
Net financial income				-19,330
Tax				-25,593
Net profit for the year				**89,392**

Assets and liabilities

The operating segments are not assessed based on the management of assets and liabilities, but these are managed centrally by the finance department.

Fixed assets and deferred tax assets are distributed as follows:

	2025-12-31	2024-12-31
Sweden		
Capitalized development expenses	116,145	92,014
Software	33,083	41,465
Trademark	55,233	55,233
Customer relations	33,388	37,568
Goodwill	178,240	178,240
Vehicle	4,359	6,173
Equipment	1,162	1,664
Right-to-use assets	15,786	25,204
Financial fixed assets	38	38
Deferred tax asset	3,685	4,502
Rest of Europe		
Capitalized development expenses	25,326	20,746
Software	41,592	51,610
Trademark	21,363	22,967
Customer relations	9,982	14,416
Goodwill	172,133	184,438
Equipment	482	740
Right-to-use assets	7,541	13,304
Financial fixed assets	2,127	1,256
Deferred tax asset	471	665
Total fixed assets	**722,136**	**752,242**

Group-wide information

Revenue from external customers by segment, based on where the customers are located:

	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Sweden	509,038	479,173
Rest of Europe	230,758	206,572
Total	**739,796**	**685,745**

7. REMUNERATION TO AUDITORS

	The Group		The Parent	
Remuneration to auditors	**2025-01-01-2025-12-31**	**2024-01-01-2024-12-31**	**2025-01-01-2025-12-31**	**2024-01-01-2024-12-31**
PwC				
– Audit engagements*	1,679	1,630	1,237	880
- Audit-related services	-	-	-	-
– Tax consulting	287	384	208	340
– Other services	-	234	-	205
Total	**1,966**	**2,249**	**1,445**	**1,424**
Other audit firms				
- Audit engagements*)	287	93	-	-
Amount	**287**	**93**	**-**	**-**

*The audit assignment refers to the fee for the statutory audit, i.e. such work as was necessary to issue the audit report, as well as so-called audit advice provided in connection with the audit assignment.

PwC Sweden: Audit assignment 1 589 TSEK (TSEK 1,430), Audit activities in addition to the audit assignment 0 TSEK (0), Tax advice 287(TSEK 340) and Other services 0 TSEK (TSEK 205).

8. EMPLOYEE BENEFITS, ETC.

Salaries and other remuneration for all employees

	The Group		The Parent	
	2025-01-01-2025-12-31	**2024-01-01-2024-12-31**	**2025-01-01-2025-12-31**	**2024-01-01-2024-12-31**
Salaries and other remuneration	326,105	288,444	6,513	7,028
Social security contributions	81,154	84,490	1,990	2,622
Pension expenses – defined contribution plans	23,791	22,805	984	1,114
Total compensation to employees	**431,050**	**395,739**	**9,487**	**10,764**

Report of senior executive benefits

2025-01-01- 2025-12-31	Basic salary/fee	Variable salary	Pension expenses	Share-based remuneration	Other compensation	Total
Board of Directors						
Eric Syrén, Chairman of the Board	450	-	-	-	-	450
Anna Jennehov, Board member	310	-	-	-	-	310
Emil Hjalmarsson, styrelseledarmot	280	-	-	-	-	280
Johanna Fagerstedt, Member of the Board	250	-	-	-	-	250
Lars Stugemo, Member of the Board	250	-	-	-	-	250
CEO						
Nils Olsson	2,082	-	503	69	385	3,040
Other senior executives (10 persons)	10,992	-	2,056	401	2,353	15,802
Group total	**14,614**	**-**	**2,559**	**471**	**2,737**	**20,381**

2024-01-01- 2024-12-31	Basic salary/fee	Variable salary	Pension expenses	Share-based remuneration	Other compensation	Total
Board of Directors						
Eric Syrén, Chairman of the Board	375	-	-	-	-	375
Marlene Forsell, Member of the Board	270	-	-	-	-	270
Lars Stugemo, Member of the Board	240	-	-	-	-	240
Johanna Fagerstedt, Member of the Board	210	-	-	-	-	210
Emil Hjalmarsson, Member of the Board	210	-	-	-	-	210
CEO						
Nils Olsson	1,965	330	673	150	85	3,203
Other senior executives (11 persons)	12,009	1,290	2,297	1,002	699	17,297
Group total	**15,278**	**1,620**	**2,970**	**1,152**	**785**	**21,805**

Variable salary for 2024 has been paid in 2025.

Share Savings Programme

	The Group			The Parent		
Number of saving shares	**Share saving LTIP 2022**	**Share saving LTIP 2023**	**Totalt**	**Share saving LTIP 2022**	**Share saving LTIP 2023**	**Totalt**
Opening balance as of 1 jan 2024	**25,526**	**22,430**	**47,956**	**400**	**722**	**1,172**
Saving shares acquired	-	-	-	-	-	-
Divested	-1,276	-1,346	-2,622	-	-	-
Alloted	-	-	-	-	-	-
Of which						
CEO*	400	386		400	386	
Other senior executives	2,800	26,06		-	386	
Closing balance as of 31 dec 2024	**24,250**	**21,084**	**45,334**	**400**	**772**	**1,172**
Saving shares acquired	-	-	-	-	-	-
Divested	-832	-1,108	-1,940	-	-	-
Alloted	-23,418	-	-23,418	-400	-	-400
Of which						
CEO*	-400	386		-400	386	
Other senior executives	-2,800	2,181		-	-	
Closing balance as of 31 dec 2025	**-**	**19,976**	**19,976**	**-**	**772**	**772**

*) The CEO resigned from his position on 31 December 2025 but retains the right to participate in the share saving programme LTIP 2023 during the remaining term of the programme.

The cost of the total share saving programmes in 2025 amounts to MSEK 2.8, of which MSEK 0.9 relates to social security contributions.

Average number of employees

	The Group		The Parent	
	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Average number of employees	490	462	2	2
Of which men	318	234	2	2
Breakdown by country				
Sweden	364	347	2	2
Norway	22	23	-	-
Finland	21	21	-	-
Denmark	11	13	-	-
Germany	48	43	-	-
Netherlands	13	6	-	-
Poland	11	10	-	-
Total	**490**	**462**	**2**	**2**

Gender balance in the group (including subsidiaries) for board members

	The Group		The Parent	
Board members	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Women	2	2	2	2
Men	3	3	3	3

Boards of directors in subsidiaries	**Men 2025**	**Men 2024**	**Women 2025**	**Kvinnor 2024**
Lime Technologies Sweden AB	1	1	-	-
Lime Technologies Norway AS	2	2	-	-
Lime Technologies Finland OY	2	2	-	-
Lime Technologies Denmark A/S	3	3	-	-
Hysminai AB	1	1	-	-
Lime Intenz AB	1	1	-	-
Lime Technologies Gävle AB	1	1	-	-
Lime Technologies Netherlands BV	2	2	-	-
Lime Technologies Germany GmbH	2	1	-	-
Userlike UG	2	2	-	-
Sports admin in Scandinavia AB	5	5	-	-
Lime Sportadmin Netherlands B.V.	2	2	-	-

	The Group		The Parent	
Senior executives including CEO	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Women	3	3	0	0
Men	8	9	2	2

Guidelines for remuneration of senior executives
The Annual General Meeting approves the Board's fees and adopts guidelines for remuneration to senior executives. The Annual General Meeting's decision is consistent with previously applied principles for remuneration.

The General Meeting of Shareholders on 24 April 2025 adopted guidelines for the remuneration of senior executives. The Board approves remuneration for the Group's CEO and principles for remuneration for other senior executives. The Board of Directors, as a whole, constitutes the Remuneration Committee until the AGM of 21 April 2026 and has dealt with matters relating to remuneration and other terms of employment.

SENIOR EXECUTIVES
Within the framework of these guidelines, senior executives refer to the Company's CEO and managers reporting to him and who are part of the Group Management.

GENERAL REMUNERATION PRINCIPLES ETC.
In short, the company's business strategy, is to be a comprehensive CRM expert that offers a powerful and scalable SaaS platform, leading to a loyal customer base with a profitable business model, strong cash flow and long-term profitable growth.

Further information can be found, among other things, in the Company's annual reports and on the Company's website, https://www.lime-technologies.se/.

A prerequisite for implementing the Company's business strategy, safeguarding its long-term interests, including sustainability, is that the Company can recruit and retain qualified employees. The Company shall therefore offer employment terms, including remuneration, that enable access to senior executives with the expertise that the Company needs. Marketability and competitiveness shall be the overarching principles for remuneration to the Company's senior executives.

When preparing the Board's proposal for the guidelines, the salary and employment conditions of the Company's employees have been taken into account by providing information on the employees' total remuneration, the components of the remuneration, and the increase and rate of increase in the remuneration over time as part of the Remuneration Committee's and the Board's decision-making basis when evaluating the reasonableness of the guidelines and the limitations that follow from them.

PRINCIPLES FOR FIXED AND VARIABLE REMUNERATION
The remuneration to senior executives may consist of a fixed basic salary, variable cash remuneration, pension and other benefits. In addition, the general meeting may decide, for example, on share-based incentive programs.

PRINCIPLES FOR FIXED BASIC SALARY
Each senior executive shall receive a fixed base salary that shall be based on the senior executive's competence, responsibility and performance and shall be market-based and competitive.

PRINCIPLES FOR VARIABLE REMUNERATION
Variable cash compensation to management is based on how well the Company meets its financial targets regarding net sales growth, EBITA and ARR, thereby linking the criteria for variable compensation to how well the Company meets its business strategy and long-term interests, including sustainability. An evaluation of the extent to which the criteria for variable cash remuneration have been met shall be made after the end of the qualification period. The evaluation shall be conducted and documented on an annual basis.

For each senior executive (except for senior executives whose main task is their own sales), variable cash remuneration may constitute a maximum of 35 percent of the total remuneration if full variable remuneration, pension benefits and other benefits are paid. For senior executives whose main task is their own sales, the total remuneration may amount to a maximum of 80 percent of the total remuneration, if full variable remuneration, pension benefits and other benefits are paid.

The Company has the right to reclaim variable remuneration if it turns out that the Company's accounting contains material errors.

PENSION
Senior executives shall be offered market-based pension terms and levels. Pension benefits shall be defined contribution. Variable remuneration shall only form the basis for pension benefits if it follows from the applicable collective agreement provisions. For each senior executive, pensions may constitute a maximum of 30 percent of the fixed basic salary to the extent that a higher provision does not follow from the applicable collectively agreed pension plan and, if full variable remuneration, pension benefits and other benefits are paid, a maximum of 20 percent of the total remuneration to the extent that a higher provision does not follow from the applicable collectively agreed pension plan.

OTHER BENEFITS
Senior executives may be offered other benefits such as a company car and medical insurance. The benefits shall be market-based and the costs of such benefits may for each senior executive constitute a maximum of 8 percent of the fixed basic salary and, if full variable remuneration, pension benefits and other benefits are paid, a maximum of 5 percent of the total remuneration.

NOTICE PERIOD AND SEVERANCE PAY
Employment contracts entered into between the Company and senior executives shall, as a general rule, be valid until further notice. If the Company terminates the employment of a senior executive, the notice period may not exceed twelve (12) months. Severance pay shall only be paid upon termination by the Company and shall not exceed an amount corresponding to the agreed fixed basic salary during the notice period. The notice period may not exceed six (6) months and severance pay shall not be paid upon the senior executive's own termination.

DECISION PROCESS
The company's board of directors has appointed a remuneration committee to prepare the board's proposed guidelines. Based on the recommendation of the Remuneration Committee, the Board shall, when the need arises for significant changes to the guidelines, but at least every four years, prepare proposals for guidelines for resolution by the Annual General Meeting. The guidelines shall be applied to any commitment regarding remuneration to senior executives, and any change to such a commitment, that is decided after the annual general meeting at which the guidelines were adopted. The guidelines therefore have no impact on previously binding contractual commitments.

Adopted guidelines may be changed by resolution of a general meeting other than the annual general meeting.

The Remuneration Committee shall also monitor and evaluate the application of these guidelines, ongoing and programs concluded during the year for variable remuneration to senior executives, and the Company's current remuneration structures and remuneration levels.

Within the framework of the guidelines and based on them, the board of directors shall, based on the preparation and recommendations of the remuneration committee, decide each year on specific changed remuneration conditions for each individual senior executive, and make other decisions regarding remuneration to senior executives that may be required. When the Board of Directors considers and makes decisions on remuneration-related issues, the CEO or other members of Group Management shall not be present, to the extent that they are affected by the issues.

DEVIATION FROM THE GUIDELINES

The Board shall have the right to temporarily depart from these guidelines in whole or in part, if in an individual case there are special reasons for doing so and a departure is necessary to meet the Company's long-term interests, including sustainability, or to ensure the Company's financial viability. As stated above, the remuneration committee's duties include preparing the board's decisions on remuneration issues, which includes decisions on deviations from the guidelines. Deviations must be reported and justified annually in the remuneration report.

9. FINANCIAL INCOME & EXPENSES

	The Group		The Parent	
	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Financial income:				
- Interest income	403	940	598	116
- Other financial items	-	-	-	-
- Exchange rate differences	1,613	-	2,465	-
Financial income	**2,016**	**940**	**3,062**	**116**

	The Group		The Parent	
	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Financial expenses:				
- Interest expense, credit institutions	7,691	13,200	2,253	5,697
- Interest expenses, group	-	-	6,537	7,777
- Interest expense. leased assets	2,019	2,187	-	-
- Other interest expenses	2,823	2,409	-	-
- Other financial expenses	-	824	-	175
- Exchange rate differences	409	1,650	125	695
Total financial expenses	**12,942**	**20,270**	**8,916**	**14,343**
Financial items - net	**-10,926**	**-19,330**	**-5,853**	**-14,227**

10. INCOME TAX

	The Group		The Parent	
	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Current tax:				
Current tax on the year's profit	-29,251	-31,066	-22,475	-22,138
Total current tax	**-29,251**	**-31,066**	**-22,475**	**-22,138**
Deferred tax (note 22)	5,865	5,473	-	-
Total deferred tax	**5,865**	**5,473**	**-**	**-**
Income tax	**-23,386**	**-25,593**	**-22,475**	**-22,138**

The income tax on the Group's profit before tax differs from the theoretical amount that would have arisen when using the weighted average tax rate for the results of the consolidated companies as follows:

	The Group		The Parent	
	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Profit before tax	135,073	114,984	108,802	107,825
Income tax calculated according to Swedish tax rate 20.6%	-27,825	-23,687	-22,413	-22,212
Tax effects of:				
- Effect of other tax rates for foreign subsidiaries	1,033	946	-	-
- Non-deductible expenses	-1,774	-1,129	-59	-14
- Correction of previous year's tax assessment	1,797	-856	-4	-17
- Non-taxable income	1,825	59	-1	105
- Reversal of previous tax losses	1,006	81	-	-
- IFRS 16 temporary differences	554	-953	-	-
- Tax losses for which no deferred tax asset has been recognized	-2	-54	-	-
Tax expense	**-23,386**	**-25,593**	**-22,475**	**-22,138**

Weighted average tax rate was 17% (2024: 22%).

11. EXCHANGE RATE DIFFERENCES

The accumulated exchange rate gains and losses recognized in the income statement were:

	The Group		The Parent	
	2025-01-01-2025-12-31	2024-01-01-2024-12-31	2025-01-01-2025-12-31	2024-01-01-2024-12-31
Other income/expenses – net	-143	-93	8	-
Financial items - net (note 9)	1,205	-1,650	2,340	-695
Total	**1,061**	**-1,743**	**2,348**	**-695**

12. EARNINGS PER SHARE

Before dilution
Earnings per share before dilution are calculated by dividing the profit attributable to the parent company's shareholders by a weighted average number of outstanding common shares.

Before dilution	2025-01-01–2025-12-31	2024-01-01–2024-12-31
The Group's earnings attributable to parent company shareholders	111,687	89,392
Weighted average number of ordinary shares outstanding (thousands)	13,302	13,283
Earnings per share	**8.40**	**6.73**

After dilution
To calculate diluted earnings per share, the weighted average number of ordinary shares outstanding is adjusted for the dilution effect of all potential ordinary shares. The dilutive effect has arisen as a result of warrants.

After dilution	2025-01-01–2025-12-31	2024-01-01–2024-12-31
The Group's earnings attributable to parent company shareholders	111,687	89,392
Weighted average number of ordinary shares outstanding (thousands) after dilution	13,370	13,420
Earnings per share after dilution	**8.35**	**6.66**

13. DIVIDEND PER SHARE

At the Annual General Meeting on 21 April 2026, a dividend of SEK 59,961,420 will be proposed, corresponding to SEK 4.50 per share.
The remaining funds will be carried forward.

14. INTANGIBLE ASSETS

The Group	Goodwill	Trademark	Software	Customer relations	Balanced expenses	Total
Fiscal year 2024						
Opening accumulated amount	242,391	55,960	91,781	12,734	92,545	495,411
Acquired	118,297	21,987	39,669	51,404	51	231,408
Investments	-	-	-	-	-	-
Capitalised work	-	-	-	-	40,776	40,776
Amortisation	-	-6	-26,941	-10,061	-20,614	-57,623
Exchange rate differences	1,991	259	-11,434	-2,093	2	-11,276
Closing accumulated amount	**362,678**	**78,200**	**93,075**	**51,984**	**112,760**	**698,697**
As of December 31, 2024						
Acquisition value	362,678	78,206	241,331	108,209	208,144	998,568
Accumulated depreciation	-	-6	-148,256	-56,226	-95,384	-299,872
Carrying amount	**362,678**	**78,200**	**93,075**	**51,984**	**112,760**	**698,697**

The Group	Goodwill	Trademark	Software	Customer relations	Balanced expenses	Total
Fiscal year 2025						
Opening accumulated amount	362,678	78,200	93,075	51,984	112,760	698,697
Acquired	-	-	-	-	-	-
Investments	-	-	-	-	-	-
Capitalised work	-	-	-	-	53,375	53,375
Amortisation	-	-74	-26,770	-9,819	-24,702	-61,365
Exchange rate differences	-12,305	-1,530	8,370	1,205	39	-4,222
Closing accumulated amount	**350,373**	**76,596**	**74,675**	**43,370**	**141,471**	**686,485**
As at 31 December 2025						
Acquisition value	350,373	76,676	249,701	109,414	261,557	1,047,721
Accumulated depreciation	-	-80	-175,026	-66,045	-120,086	-361,237
Carrying amount	**350,373**	**76,596**	**74,675**	**43,370**	**141,471**	**686,485**

The parent company has no intangible assets.

Capitalized expenses refer to internally generated assets, while other intangible assets are acquired. The expenditure not deemed to be capitalised amounts to MSEK 28.4 for 2025 (20.6) and has been recognised as an expense in the income statement.

Impairment testing of goodwill, trademarks and Group's intangible assets
The Group's goodwill at the end of the year amounted MSEK 350.4 (362.7) and trademarks at the end of the year amounted MSEK 76.6 (78.2). For the cash-generating unit Sweden, goodwill amounted MSEK 178.2 (178.2) and trademarks amounted MSEK 55.2 (55.2), and for Europe goodwill amounted MSEK 172.1 (184.4) and trademarks amounted MSEK 21.4 (23.0). Goodwill and trademarks are not amortized according to plan but are tested for impairment annually. Goodwill and brand are monitored by the finance department. For the impairment assessment, the assets have been allocated according to cash-generating unit.

Impairment testing for goodwill and customer relationships is based on calculating the value in use. The value in use is based on future cash flow forecasts, the DCF method, where the first 5 years are based on the business plan established by the board.

Critical variables, as well as the method for estimating these values, for the five-year forecast period are described below. All significant assumptions are based on management's historical experience.

Forecast period and long-term growth
The forecast period is five years. Cash flows beyond that period have been assigned an annual growth rate in net sales of 2 (2) percent, which is slightly higher than the expected general GDP growth and is motivated by the fact

that Lime operates in a growth industry with continued good prospects for high growth beyond the growth period.

Growth and margin
The growth rate in net sales and cost development during the first five years is based on management's experience and assessment of the Group's position in the market.

Discount factor
The discount factor is calculated as the Group's weighted average cost of capital including risk premium. The forecast cash flows have been discounted using a discount rate of 11.0 (11.5) percent before tax.

Sensitivity analysis
For the cash-generating unit, the recoverable amount exceeds the carrying amount. Management believes that a reasonable and possible change in the critical variables above would not have such a large effect that they would individually reduce the recoverable amount to a value lower than the carrying amount. Management has tested a change in discount factor of 1 percentage point, a change in net sales growth rate of 2 percentage points and a change in perpetual annual growth rate in net sales of 1 percentage point without the recoverable amount falling below the carrying amount.

15. TANGIBLE FIXED ASSETS

The Group	Vehicle	Equipment	Right-of-use assets	Total
Fiscal year 2024				
Opening accumulated amount	5,522	2,405	37,954	45,881
Exchange rate differences	-	8	-	8
Investments	2,527	87	12,048	14,662
Acquired	603	981	4,231	5,815
Divestments and disposals	-	-	-	-
Amortisation	-2,480	-1,076	-15,725	-19,281
Closing accumulated amount	**6,173**	**2,404**	**38,508**	**47,085**
As of December 31, 2024				
Acquisition value	10,534	6,957	110,253	127,744
Accumulated depreciation	-4,361	-4,553	-71,745	-80,659
Carrying amount	**6,173**	**2,404**	**38,508**	**47,085**

The Group	Vehicle	Equipment	Right-of-use assets	Total
Fiscal year 2025				
Opening accumulated amount	6,173	2,404	38,508	47,085
Exchange rate differences	-	-87	-	-87
Investments	853	215	5,015	6,082
Acquired	-	-	-	-
Divestments and disposals	-	-12	-3,631	-3,642
Amortisation	-2,667	-876	-16,565	-20,108
Closing accumulated amount	**4,359**	**1,644**	**23,327**	**29,330**
As at 31 December 2025				
Acquisition value	11,387	7,074	111,637	130,098
Accumulated depreciation	-7,028	-5,429	-88,310	-100,767
Carrying amount	**4,359**	**1,644**	**23,327**	**29,330**

15.1 Lease agreement

(A) AMOUNTS REPORTED IN THE BALANCE SHEET

The following amounts related to leasing agreements are reported in the balance sheet:

Right-of-use assets	2025-12-31	2024-12-31
Office	23,327	38,508
Vehicle	4,359	6,173
Carrying amount	**27,686**	**44,680**

Lease liabilities	2025-12-31	2024-12-31
Short-term	14,390	18,154
Long-term	14,684	27,787
Carrying amount	**29,074**	**45,941**

The total cash flow related to leases in 2025 was MSEK 23.1 (-21.9).

Additional office space in 2025 amounted to MSEK 5.0 (16.3) and additional vehicles amounted MSEK 1.3 (3.1).

Deferred tax for leasing agreements amounts to a net/(liability) of TSEK 285 (270), for further information see note 22.

(B) AMOUNTS RECOGNISED IN THE INCOME STATEMENT

The following amounts related to leasing agreements are reported in the income statement:

Depreciation on rights-of-use assets	2025-12-31	2024-12-31
Office	-16,565	-15,725
Vehicle	-2,667	-2,480
Total depreciation	**-19,232**	**-18,205**
Interest expenses (included in financial expenses)	-2,019	-2,187
Expenses attributable to leases for which the underlying asset is of low value (included in Other expenses)	-3,290	-3,355

16. FINANCIAL FIXED ASSETS

	The Parent	
Shares in subsidiares	**2025**	**2024**
Opening acquisition value	390,490	381,949
Effect of share Savings Programme	1,609	8,541
Increase of share capital in Lime Connect (Userlike GmbH)	253	-
Carrying amount	**392,352**	**390,490**

	The Group		The Parent	
Other financial assets	**2025**	**2024**	**2025**	**2024**
Depositions	2,165	1,294	-	-
Carrying amount	**2,165**	**1,294**	**-**	**-**

16.1 Subsidiaries

Name and corporate registration number	Country of registration and operation	Operation	Percentage of common shares directly owned by the parent company (%)	Percentage of common shares owned by the Group (%)	Equity (SEK million)	Profit for the year (MSEK)	Book value (MSEK)
Lime Connect (Userlike) GmbH HRB 73211*	Germany	Development /Sales	100%		32,9	8,3	244,1
Lime Technologies Sweden AB 556397-0465	Sweden	Head office	100%		40,2	10,8	133,4
- Lime Technologies Norway AS 989711393	Norway	Sales	-	100%	15,8	2,5	
- Lime Technologies Finland OY 2320811-1	Finland	Sales	-	100%	13,4	1,0	
- Lime Technologies Denmark A/S 36 05 32 91	Denmark	Sales	-	100%	-1,6	-0,1	
- Hysminai AB 556948-5831	Sweden	-	-	100%	0,1	0,0	
- Lime Intenz AB 556661-4714	Sweden	Consultation	-	100%	16,9	0,8	
- Lime Technologies Gävle AB 559022-0298	Sweden	Engineering	-	100%	4,1	0,0	
- Lime Technologies Netherlands BV 56656203	Netherlands	Sales	-	100%	-2,3	0,0	
- Lime Technologies Germany GmbH HRB 105940	Germany	Sales	-	100%	0,3	0,1	
- Sports admin in Scandinavia AB 556773-0832	Sweden	Sales	-	85%	1,3	-0,4	
- Lime Sportadmin Netherlands BV 04070020*	Netherlands	Sales	-	100%	3,1	1,0	

*During the year, Userlike UG and Plan Plan Internet B.V. changed their names to Lime Connect (Userlike) GmbH and Lime Sportadmin Netherlands BV respectively.

All subsidiaries are consolidated in the Group. The voting rights in the subsidiaries owned directly by the parent company do not differ from the proportion of common shares owned. For more information, see note 27.

16.2 Financial instruments by category

The creditworthiness in the loan and accounts receivable category cannot be assessed based on external credit ratings. Losses on accounts receivable have historically been very low. Liquid assets consist entirely of cash.

Classification of financial instruments

The Group recognises the contingent consideration at fair value through profit or loss. The valuation of contingent consideration belongs to level 3 of the valuation hierarchy.

The Group	Valued at amortized cost	Measured at fair value through profit or loss	Total
31 December 2025			
Assets in the balance sheet			
Accounts receivable and other receivables excluding interim receivables	108,938	-	108,938
Other financial fixed assets	2,165	-	2,165
Cash and cash equivalents	49,238	-	49,238
Total	**160,341**	**-**	**160,341**
Liabilities in the balance sheet			
Borrowing	180,470	-	180,470
Other long-term liabilities	-	30,830	30,830
Trade and other payables excluding non-financial liabilities	50,555	-	50,55
Total	**231,025**	**30,830**	**211,300**

The Group	Valued at amortized cost	Measured at fair value through profit or loss	Total
December 31, 2024			
Assets in the balance sheet			
Accounts receivable and other receivables excluding interim receivables	100,851	-	100,851
Other financial fixed assets	1,294	-	1,294
Cash and cash equivalents	49,047	-	49,047
Total	**151,192**	**-**	**151,192**
Liabilities in the balance sheet			
Borrowing	252,308	-	252,308
Other long-term liabilities	-	34,635	34,635
Leverantörsskulder och andra skulder exklusive icke finansiella	52,139	-	52,139
Total	**304,447**	**34,635**	**339,082**

17. ACCOUNTS RECEIVABLE

The Group has no long-term accounts receivable. The fair value of current accounts receivable corresponds to the carrying amount.

	The Group	
	2025	**2024**
Accounts receivable	106,997	103,446
Provision for bad debts	-1,178	-3,116
Total	**105,819**	**100,329**

	The Group	
Past due accounts receivable as of the balance sheet date	**2025**	**2024**
Not overdue	102,243	95,235
More than 30 days	2,301	2,911
More than 60 days	931	769
More than 90 days	1,522	4,531
Total	**106,997**	**103,446**

	The Group	
Change in loss reserve	**2025**	**2024**
As of January 1	-3,116	-790
Increase in loss reserve, change reported in income statement	-4,177	-2,971
Acquired	-	-11
Accounts receivable written off during the year	3,822	771
Reversed provisions	2,179	-
Correction IB	-	-117
Translation difference	114	1
As of Dec 31	**-1,178**	**-3,116**

18. PREPAID EXPENSES AND ACCRUED INCOME

	The Group		The Parent	
	2025	**2024**	**2025**	**2024**
Prepaid rent	3,164	5,258	-	445
Accrued income	5,240	5,629	-	-
Other prepaid expenses	10,467	7,659	208	198
Total	**18,872**	**18,547**	**208**	**643**

19. CASH AND CASH EQUIVALENTS

	The Group		The Parent	
	2025	**2024**	**2025**	**2024**
Cash and bank	49,238	49,047	52	48
Total	**49,238**	**49,047**	**52**	**48**

The Group's liquid funds are invested with Skandinaviska Enskilda Banken AB (publ). The bank has a credit rating from Standard & Poor's, A+.

20. SHARE CAPITAL

	Number of shares
As at 31 December 2025	**13,324,760**
As of December 31, 2024	**13,283,481**

The total number of shares is 13 324 760 with a quota value of SEK 0.04 (0.04) per share. All issued shares are fully paid.

Lime does not own any of its own shares.

21. BANK LOANS, LEASE LIABILITIES AND OTHER LIABILITIES ADDITIONAL PURCHASE PRICE

	The Group		The Parent	
Non-current liability	**2025**	**2024**	**2025**	**2024**
Bank loan	85,000	145,000	-	12,500
Liabilities related to leasing	14,684	27,787	-	-
Other long-term liabilities	30,830	34,635	-	-
Total	**130,514**	**207,422**	**-**	**12,500**

	The Group		The Parent	
Current liability	**2025**	**2024**	**2025**	**2024**
Bank loan	60,000	60,000	12,500	50,000
Utilized overdraft facility	6,396	1,367	6,396	1,367
Liabilities related to leasing	14,390	18,154	-	-
Total	**80,786**	**79,521**	**18,896**	**51,367**

Bank loan
Bank loans have been taken out by the parent company and Lime Technologies Sweden AB and run until 2026 and 2027, respectively, the latter with an extension option of one year. The bank loans have a variable interest rate based on the marginal lending rate and STIBOR.

The loan agreement contains certain financial and other covenants, including a limitation on the maximum authorised ratio of senior net debt to EBITDA at group level of level of 2.5, and a minimum cash flow to interest and amortisation ratio requirement at group level of 1.0 (calculated in accordance with the loan agreement). Furthermore, there are certain restrictions regarding additional borrowing, guarantee commitments, pledges, significant changes in operations, and acquisitions, investments and divestments. All loan conditions are met as of the balance sheet date.

Bank loans raised by the parent company are collateralised by the net assets of the subsidiaries. Security for bank loans taken out by Lime Technologies Sweden AB consists of a guarantee from the parent company.

The fair value of short-term borrowings corresponds to its carrying amount, as the discounting effect is not significant. Fair values are based on discounted cash flows with an interest rate based on the borrowing rate.

Liabilities related to leasing
Lease liabilities are effectively secured, as the rights to the leased asset revert to the lessor in the event of non-payment. For information, see note 15.1.

Other long-term liabilities
Refers to liability for additional purchase price for the remaining 15% of Sportadmin i Skandinavien AB. The purchase price for these is dependent on Sportadmin's growth and profitability during the period 2024-2026. Since Lime will acquire the remaining shares and the company, an estimated additional purchase price has been calculated and recorded as a liability on January 9, 2024. The revaluation effects of this estimated purchase price are remeasured on reassessment and charged to the consolidated income statement.The change in the liability for the year is explained by discounting effects and a revaluation of the additional purchase price of MSEK 6.6, based on an updated assessment of future performance criteria.

22. DEFERRED INCOME TAX

Deferred tax assets and liabilities are offset when there is a legal right to offset current tax assets and tax liabilities and when deferred taxes relate to the same tax authority. The Group does not report any offset tax assets and liabilities.

Deferred tax assets are recognized for tax loss carryforwards to the extent that it is probable that they can be utilized through future taxable profits in the near future. The Group did not recognise deferred tax of MSEK 1.3 (MSEK 1.0), relating to unused tax losses amounting to MSEK 6.8 (MSEK 7.7), which can be utilised against future taxable profits.

The reported deferred tax is attributable to;

	The Group	
Deferred tax asset	**2025**	**2024**
Right-of-use assets	245	-
Vehicle leasings	40	-
Other temporary differences	3,871	5,167
Total	**4,155**	**5,167**

Deferred tax liability	**2025**	**2024**
Right-of-use assets	-	213
Vehicle leasings	-	57
Capitalised development expenses	29,045	23,054
Deferred tax related to customer relations	9,211	13,043
Deferred tax related to software	20,214	24,764
Deferred tax related to trademarks	18,298	18,198
Total	**76,768**	**79,330**

23. OTHER LIABILITIES

	The Group		The Parent	
	2025	**2024**	**2025**	**2024**
VAT	16,295	17,093	-	162
Employee-related liabilities (taxes and fees)	21,413	19,946	1,540	1,453
Other liabilities	40	1,000	-	-
Amount	**37,748**	**38,039**	**1,540**	**1,615**

24. ACCRUED EXPENSES AND PREPAID INCOME

	The Group		The Parent	
	2025	**2024**	**2025**	**2024**
Deferred income (service contracts / subscriptions)	114,044	121,033	-	-
Holiday pay debt	31,337	26,097	603	595
Social security expenses	8,913	13,869	190	187
Other accrued expenses	41,362	20,607	450	941
Total	**195,656**	**181,606**	**1,243**	**1,723**

25. BUSINESS ACQUISITIONS

There were no acquisitions in 2025.

Lime SportAdmin Netherlands B.V. (formerly Plan Plan)
On 2 December 2024, an agreement was signed to acquire 100% of the shares of Lime Sportadmin Netherlands B.V. The acquisition price amounted to MSEK 20.9 and was financed by the company's own cash and cash equivalents. No additional purchase price has been agreed. As of 2 December 2024, Lime has consolidated Lime Sportadmin Netherlands B.V. to 100% in the group. The acquisition of Lime Sportadmin Netherlands B.V. has given rise to a consolidated surplus value of MSEK 18.8 before tax, divided between software, customer relations, trademarks and goodwill. The goodwill is not considered to be tax deductible and is attributable to synergy gains and future earnings growth.

Depreciation on acquired surplus values is estimated to burden the Group's profit by MSEK 1.2 per year. The acquisition analysis is based on the valuation of identifiable intangible assets.

The table below summarises the purchase price and net assets acquired according to the final purchase price allocation. The final acquisition analysis is unchanged from the preliminary acquisition analysis presented in last year's annual report.

Purchase price	**SEK million**
Cash and cash equivalents, acquisitions 100%	20,9
Total purchase price	**20,9**
Assets and liabilities recognized as a result of the acquisition	
Intangible fixed assets	
Goodwill	9,8
Trademark	0,2
Customer relations	9,7
Software	1,6
Deferred tax liabilities	-2,4
Tangible fixed assets	1,1
Accounts receivable and other receivables	0,8
Cash and cash equivalents	1,7
Accounts payable and other liabilities	-1,6
Total identifiable net assets	**20,9**
Acquired net assets	**20,9**

26. PLEDGED ASSETS AND CONTINGENT LIABILITIES

	The Group		**The Parent**	
Pledged collateral	**2025**	**2024**	**2025**	**2024**
Shares in subsidiaries	-	-	133,360	133,360
Net assets in subsidiaries	95,300	68,410	-	-
	95,300	**68,410**	**133,360**	**133,360**

	The Group		**The Parent**	
Contingent liabilities	**2025**	**2024**	**2025**	**2024**
Guarantees for subsidiaries' credits	-	-	132,500	142,500
	-	**-**	**132,500**	**142,500**

27. RELATED PARTIES

Related parties refer to;

- Companies that directly or indirectly through one or more intermediaries exercise a controlling influence over Lime.
- Individuals who directly or indirectly hold a share of the votes in Lime that confers significant influence on the company, as well as close family members of such individuals.

The Limes Group has no related party transactions as defined in IAS 24 Related Party Disclosures (see above) to report other than those disclosed in note 8.

Transactions between companies within the group take place at arm's length.

In 2025, the Parent Company invoiced Group companies MSEK 7.9 (9.7) for services rendered. Interest between group companies is reported in Note 9.

28. EVENTS AFTER THE END OF THE REPORTING PERIOD

Acquisition
On 7 January, Lime completed a small strategic acquisition of a portal solution from German E.ON One. The acquisition gives Lime an established customer base among German utility companies and a solution that simplifies the complex process of connecting to the grid - a key part of the digitalisation of utility companies. The deal was financed with own cash and will not have a significant impact on Lime's growth and profitability in the coming quarters.

Authority review prompted by cyberattack against Sportadmin
In January, the Swedish Authority for Privacy Protection (IMY) announced its decision following the review of Sportadmin, prompted by the cyberattack in January 2025. IMY decided on penalties amounting to MSEK 6. Lime does not share IMY's conclusions.

Extraordinary General Meeting - authorisation to resolve on acquisitions of own shares
On 16 February 2026, the Board of Directors convened an Extraordinary General Meeting to propose an authorisation resolve on acquisitions of up to 10% of the shares in the Company. The proposal was motivated by the strong movements in the stock market and aimed to provide the Board with flexibility for active capital allocation. The Extraordinary General Meeting was held on 12 March 2026 in Stockholm.

29. CASH FLOW FROM OPERATING ACTIVITIES

	The Group		The Parent	
	2025-01-01-2025-12-31	**2024-01-01-2024-12-31**	**2025-01-01-2025-12-31**	**2024-01-01-2024-12-31**
Profit for the period before financial items	145,998	134,314	-5,345	-5,948
Adjusted for:				
- depreciation of tangible fixed assets	44,810	39,896	-	-
- amortization of intangible fixed assets	36,663	37,009	-	-
- Other non-cash items	-1,952	9,356	266	1,882
Change in working capital				
- accounts receivable and other receivables	-13,564	8,694	-1,550	-9,527
- accounts payable and other liabilities	15,038	1,367	18,266	25,534
Cash flow from operating activities after changes in working capital	**226,994**	**230,636**	**11,637**	**11,941**

30. CASH FLOW FROM FINANCING ACTIVITIES

Below is a reconciliation between the opening and closing balances for liabilities whose cash flow is included in financing activities.

The Group

			Not affecting cash flow						
	2025-01-01	Cash flow-affecting	Interest	Currency	Revaluation of liability relating to right-of-use assets	New lease	Acquisitions	Revaluation of other interest-bearing liabilities	2025-12-31
Short-term bank loans	60,000	-	-	-	-	-	-	-	60,000
Long-term bank loans	145,000	-60,000	-	-	-	-	-	-	85,000
Utilized overdraft facility	1,367	5,029	-	-	-	-	-	-	6,396
Leasing-liabilities	45,942	-21,323	2,019		1,386	1,050	-	-	29,074
Other interest-bearing liabilities	34,635	-	2,771	-	-	-	-	-6,576	30,830
Total cash flow statement	**286,944**	**-76,294**	**4,790**	**-**	**1,386**	**1,050**	**-**	**-6,576**	**211,300**
Cash and cash equivalents	49,047	3,311	-	-3,120	-	-	-	-	49,238
Total	**49,047**	**3,311**	**-**	**-3,120**	**-**	**-**	**-**	**-**	**49,238**

			Not affecting cash flow						
	2024-01-01	Cash flow-affecting	Interest	Currency	Revaluation of liability relating to right-of-use assets	New lease	Acquisitions	Revaluation of other interest-bearing liabilities	2024-12-31
Short-term bank loans	50,000	10,000	-	-	-	-	-	-	60,000
Long-term bank loans	62,500	82,500	-	-	-	-	-	-	145,000
Utilized overdraft facility	12,501	-11,134	-	-	-	-	-	-	1,367
Leasing-liabilities	44,189	-19,842	2,187		5,300	9,274	4,834	-	45,942
Other interest-bearing liabilities	-	-	2,358	-	-	-	32,495	-218	34,635
Total cash flow statement	**169,190**	**61,524**	**4,545**	**-**	**5,300**	**9,274**	**37,329**	**-218**	**286,944**
Cash and cash equivalents	30,020	18,186	-	840	-	-	-	-	49,047
Total	**30,020**	**18,186**	**-**	**840**	**-**	**-**	**-**	**-**	**49,047**

The Parent

	2025-01-01	Cash flow items	2025-12-31
Short-term bank loans	50,000	-37,500	12,500
Long-term bank loans	12,500	-12,500	-
Utilized overdraft facility	1,367	5,029	6,396
Total	**63,867**	**-44,971**	**18,896**
Total cash flow statement	**63,867**	**-44,971**	**18,896**
Cash and cash equivalents	48	4	52
Total	**48**	**4**	**52**

	2024-01-01	Cash flow items	2024-12-31
Short-term bank loans	50,000	-	50,000
Long-term bank loans	62,500	-50,000	12,500
Interest-bearing liabilities of group companies	12,501	-11,134	1,367
Total	**125,001**	**-61,134**	**63,867**
Total cash flow statement	**125,001**	**-61,134**	**63,867**
Cash and cash equivalents	33	16	48
Total	**33**	**16**	**48**

31. SHARE SAVINGS PROGRAMME

The Group has a share-based compensation plan where the company receives services from employees as consideration for the Group's equity instruments. The programme is classified as an equity-settled programme. The fair value of the service that entitles employees to the allocation of shares through the program is recognized as a personnel expense with a corresponding increase in equity.

The total amount to be expensed is based on the fair value of the shares awarded:

- including all market-related conditions
- excluding any impact from terms of service and non-market vesting conditions (e.g. profitability, sales growth targets and the employee remaining in the company's service for a specified period of time),
- including the impact of conditions that do not constitute vesting conditions (for example, requirements that employees save or retain the shares for a specified period of time).

The total cost is recognized over the vesting period; the period over which all the specified vesting conditions must be met. At the end of each reporting period, the Group reassesses its assessments of how many shares are expected to vest based on the non-market vesting conditions and service conditions. Any deviation from the original assessments that the reassessment gives rise to is reported in the income statement and corresponding adjustments are made in equity. The social security contributions arising from the allocation of shares are considered an integral part of the allocation, and the cost is treated as a cash-settled share-based payment.

The Annual General Meetings on April 26, 2022, and April 26, 2023, respectively, resolved to introduce two share savings programmes, LTIP 2022 and LTIP 2023, respectively. All Lime employees as of May 1, 2022, and as of May 1, 2023 were offered the opportunity to participate. The program requires participants to purchase shares in the Company at market price on Nasdaq Stockholm during the period from June 1, 2022 to May 31, 2023, and June 1, 2023 to May 31, 2024, respectively.

Provided that the participants retain the shares for three years, a period ending 31 May 2025 for LTIP 2022 and ending 2 June 2026 for LTIP 2023, that the participant isis employed throughout the period and that Lime fulfils the performance criterion, each share will entitle the participant to two or three shares, depending on the role, upon payment of the quota value of the share. The performance criterion is determined by the board and is in line with Lime's financial targets.

The fair value of the incentive shares is determined as the value at the time of subscription. Since this is an equity-settled share-based compensation, no revaluation of the fair value of the incentive shares is made.

Lime makes an estimate of how many of the employees participating in any of the programmes will remain in employment throughout the 3-year period, up to and including 2 June 2026 for LTIP 2023.

The outcome of Lime's share saving programme for LTIP 2022 has been determined, and means that 41,279 shares were delivered to participants in the programme. The shares were registered during the third quarter of 2025, through the exercise of 41,279 warrants.

In the parent company, the cost of earning for participants in the programs operating in the Group's subsidiaries, excluding social security contributions, is reported as an increase in Shares in subsidiaries and an increase in Retained earnings.

Allocation date	Maturity	Average investment price	Share options 31 Dec 2025	Share options 31 Dec 2024
May 1 2022	May 31, 2025	258	-	63,365
May 1 2023	2 June, 2026	316	67,131	67,131
Total			**67,131**	**130,496**
Remaining weighted average contract life of outstanding options at the end of the period			0,42	0,93

The cost of the total share saving programmes in 2025 amounts to MSEK 2.8, of which MSEK 0.9 relates to social security contributions.

32. KEY FIGURE DEFINITIONS

The Group's key figures are presented below. Some of these are defined in accordance with IFRS and in addition to these, the Group has identified some additional key figures that provide supplementary information to the company's investors and the company's management, as it enables evaluation of relevant trends and the company's performance. Because not all companies calculate financial metrics in the same way, these are not always comparable to metrics used by other companies. These financial measures should therefore be seen as a complement to the key figures defined according to IFRS.

Annual recurring revenue
Recurring revenue for the last month of the quarter converted to 12 months. The key figure indicates recurring revenue over the next 12 months based on revenue from existing customers at the end of the period. The key ratio is also essential to facilitate industry comparison.

Number of shares outstanding
Number of registered shares, less repurchased shares, held by the company at the end of the year. The concept is primarily used for calculating key figures, see below. The Group does not hold any shares in its own custody during any of the reported periods. Where applicable, the key figures have been recalculated following the split that took place in October 2018 (1:250).

EBITA
Operating profit excluding amortization of acquired intangible assets. The purpose is to assess the group's operational activities. EBITA is a complement to operating profit as it is an indication of the cash result from the operation.

EBITDA
Operating profit excluding depreciation of tangible and intangible fixed assets. The purpose is to assess the group's operational activities. EBITDA is a complement to operating profit.

Financial assets
Long-term and short-term financial receivables and cash and cash equivalents. The concept of financial assets is used when applying IFRS 9. The key ratio is used to calculate net debt.

Adjusted EBIT
Operating profit according to the income statement excluding items affecting comparability. The measure is a complement to operating profit adjusted for the impact of items affecting comparability. The purpose is to show operating profit excluding items that interfere with comparison with other periods.

Adjusted EBITA
Adjusted EBITA shows EBITA adjusted for the impact of items affecting comparability. The purpose is to show EBITA excluding items that interfere with comparison with other periods.

Adjusted EBITDA
Adjusted EBITDA shows EBITDA adjusted for the impact of items affecting comparability. The purpose is to show EBITDA excluding items that interfere with comparison with other periods.

Items affecting comparability
Refers to items that are reported separately when they are of a material nature, make comparison difficult and are considered unrelated to the ordinary core business. For example, acquisition-related items, costs for stock market listing or restructuring items.

Net sales growth
The key figure shows the percentage increase in net sales compared to the corresponding period last year. The key ratio is considered significant for a group in a growth industry.

Net debt
Long-term and short-term interest-bearing liabilities reduced by financial assets. The purpose is to show the group's actual debt.

Average number of employees
The average number of employees refers to the number of employees in the last 12 months in relation to normal annual working hours. The key figure is stated to show how well one of the group's key processes, recruiting and developing personnel, is developing over time.

Organic net sales growth
Indicates net sales growth adjusted for acquisitions over the past 12 months. Acquired companies are included in organic growth when they have been part of the Lime Group for four quarters. The key figure is used for analysis of underlying net sales growth.

Recurring revenue
Revenues of an annually recurring nature refer to support and maintenance revenues and subscription revenues.

Earnings per share
Defined in accordance with IFRS.

Earnings per share after dilution
Defined in accordance with IFRS.

Operating margin, EBIT
Operating profit in relation to net sales. The key ratio is reported as it gives readers of the financial reports an opportunity to assess profitability in relation to sales.

Operating profit, EBIT
Operating profit according to the income statement.

BOARD OF DIRECTORS' DECLARATION

Group income statements and balance sheets will be presented to the annual general meeting 2026-04-21 for determination.

The Board of Directors assures that the consolidated financial statements have been prepared in accordance with international accounting standards IFRS as adopted by the EU and give a true and fair view of the Group's position and results. The annual report has been prepared in accordance with generally accepted accounting principles and provides a true and fair view of the parent company's position and results.

The administration report for the Group and the Parent Company provides a fair overview of the development of the Group's and the Parent Company's operations, position and results and describes significant risks and uncertainties that the Parent Company and the companies included in the Group face.

The annual report was approved on 17 March 2026.

Stockholm

Erik Syrén
Chairman of the Board
2026-03-18

Johanna Fagerstedt
Board member
2026-03-17

Emil Hjalmarsson
Board member
2026-03-17

Anna Jennehov
Board member
2026-03-17

Tommas Davoust
Chief Executive Officer
2026-03-17

Lars Stugemo
Board member
2026-03-17

Our audit report has been submitted 2026-03-18
Öhrlings PricewaterhouseCoopers AB

Vicky Johansson
Authorised Public
Accountant

Auditor's report

To the general meeting of the shareholders of
Lime Technologies AB (publ), corporate identity number 556953-2616

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions
We have audited the annual accounts and consolidated accounts of Lime Technologies AB (publ) for the year 2025. The annual accounts and consolidated accounts of the company are included on pages 48-98 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014/EU) Article 11.

Basis for Opinions
We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014/EU) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Audit approach
AUDIT SCOPE
We designed our audit by determining materiality and assessing the risks of material misstatement in the consolidated financial statements. In particular, we considered where the Board of Directors and the Managing Director made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the group, the accounting processes and controls, and the industry in which the group operates.

MATERIALITY
The scope of our audit was influenced by our application of materiality. An audit is designed to obtain reasonable assurance whether the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall group materiality for the consolidated financial statements as a whole. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate on the financial statements as a whole.

Key audit matters
Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

KEY AUDIT MATTER	HOW OUR AUDIT ADRESSED THE KEY AUDIT MATTER
Cut-off revenue Revenue in Lime Technologies AB (publ) mainly comprises sales of licenses, subscription revenue and consultant revenue (expert services). It is of great importance that there are efficient processes and guidelines in place for a correct recognition of revenue in the right period. Revenue recognition includes to a significant extent services for which the delivery and completion of the services are essential for the timing of the revenue recognition. The Groups policy of revenue recognition is described in Note 2.18 and revenue allocation within the various revenue streams is presented in Note 6.	Our audit includes, but is not limited to, the following audit procedures: • audit of the Group's policies for revenue recognition in order to verify compliance with IFRS, • update of our understanding and evaluation of controls for IT systems and processes that support the revenue recognition, • data analytics of the Company's revenue transactions, • analysis of revenue broken down into service and product offerings, geographical markets and accounting periods, • review of revenue being classified in the correct revenue stream, • samples made regarding the correct and timely recognition of revenue, and • evaluation of effects and information submitted regarding IFRS 15.

Other information than the annual accounts and the consolidated accounts
This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-30, 42-47 and 103-110. The other information also consists of the Renumeration Report 2025 which we received before the issuance of this audit opinion. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Directors responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility
Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individual-

ly or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Swedish Inspectorate of Auditors' website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor´s report.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

The auditor's examination of the administration of the company and the proposed appropriations of the company's profit or loss

OPINIONS

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Lime Technologies AB (publ) for the year 2025 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

BASIS FOR OPINIONS

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE MANAGING DIRECTOR

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group' equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company´s organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

AUDITOR'S RESPONSIBILITY

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration is available on Swedish Inspectorate of Auditors' website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

The auditor's examination of the ESEF report

OPINION

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the ESEF report) pursuant to Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528) for Lime Technologies AB (publ) for the year 2025.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the ESEF report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

BASIS FOR OPINION

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the ESEF report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Lime Technologies AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE MANAGING DIRECTOR

The Board of Directors and the Managing Director are responsible for the preparation of the ESEF report in accordance with the Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the ESEF report without material misstatements, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

Our responsibility is to obtain reasonable assurance whether the ESEF report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the ESEF report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the ESEF report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the ESEF report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the ESEF report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the ESEF report has been prepared in a valid XHTML format and a reconciliation of the ESEF report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the ESEF report have been marked with iXBRL in accordance with what follows from the ESEF regulation.

Öhrlings PricewaterhouseCoopers AB, 113 97 Stockholm, was appointed auditor of Lime Technologies AB (publ) by the general meeting of the shareholders on 24 April 2025 and has been the company's auditor since 1 June 2015.

Malmö 18 March 2026

Öhrlings PricewaterhouseCoopers AB

Vicky Johansson

Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

Multi-year overview

	2025	2024	2023	2022	2021
Net sales (SEK million)	739.8	685.7	577.1	490.4	403.8
Net sales growth (%)	8%	19%	18%	21%	19%
Organic net sales growth (%)	7%	10%	18%	18%	11%
Recurring revenue (SEK million)	501.0	445.0	346.6	299.4	246.0
Annual recurring revenue (SEK million)	519.1	483.1	372.2	321.5	278.9
EBITA (SEK million)	182.7	171.3	147.3	125.1	107.5
EBITDA (%)	25%	25%	26%	26%	27%
EBITDA (SEK million)	227.5	211.2	180.7	153.8	132.8
EBITDA (%)	31%	31%	31%	31%	33%
Operating profit, EBIT (SEK million)	146.0	134.3	114.6	91.0	76.0
Operating profit, EBIT (%)	20%	20%	20%	19%	19%
Items affecting comparability (MSEK)	-2.2	-0.6	-0.9	0.0	-1.1
Adjusted EBITA (SEK million)	184.9	172.0	148.2	125.1	108.6
Adjusted EBITA (%)	25%	25%	26%	26%	27%
Adjusted EBITDA (SEK million)	229.7	211.9	181.6	153.8	133.9
Adjusted EBITDA (%)	31%	31%	31%	31%	33%
Adjusted EBIT (SEK million)	148.2	135.0	115.4	91.0	77.1
Adjusted EBIT (%)	20%	20%	20%	19%	19%
Earnings per share before dilution (SEK)	8.40	6.73	6.28	5.11	4.42
Earnings per share diluted (SEK)	8.35	6.66	6.21	5.08	4.42
Net debt (SEK million)	159.9	236.6	138.3	188.0	238.6
Average number of employees	490	462	397	352	297
Turnover per employee (MSEK)	1.5	1.5	1.5	1.4	1.4
Cash flow from operating activities (MSEK)	187.0	196.5	142.5	118.6	124.6

Multi-year overview, key figure definitions

The Group's key figures are presented below. Some of these are defined in accordance with IFRS and in addition to these, the Group has identified some additional key figures that provide supplementary information to the company's investors and the company's management, as it enables evaluation of relevant trends and the company's performance. Because not all companies calculate financial metrics in the same way, these are not always comparable to metrics used by other companies. These financial measures should therefore be seen as a complement to the key figures defined according to IFRS.

ANNUAL RECURRING REVENUE

The recurring revenue, in the last month of the quarter, recalculated to a 12-month period. The measure indicates the value of recurring revenue during the coming 12 months based on revenue from existing customers at the end of the period. The measure is also important for industry comparisons.

TSEK	2025	2024	2023	2022	2021
Recurring revenue	519,052	444,994	346,618	299,399	245,986
ARR	**519,052**	**483,150**	**372,197**	**321,492**	**278,872**

AVERAGE NUMBER OF OUTSTANDING SHARES

Refers to a time-weighted average of the number of shares outstanding for the period, deducting shares bought back by the Group. The measure is mainly used for calculation of key ratios; see below. The Group did not own any of its own shares during any of the reporting periods.

EBITA

Operating income before amortisation of acquired intangible fixed assets. The purpose is to assess the Group's operational activities. EBITA is a supplement to operating income as it is an indication of cash flow from operations.

TSEK	2025	2024	2023	2022	2021
Operating income	145,998	134,314	114,568	91,015	76,031
Amortisation of acquired intangible fixed assets	36,663	37,009	32,753	34,087	31,439
EBITA	**182,660**	**171,323**	**147,321**	**125,102**	**107,470**
Net sales	739,796	685,745	577,116	490,350	403,848
EBITDA (%)	**25%**	**25%**	**26%**	**26%**	**27%**

EBITDA

Operating income before depreciationand amortisation on tangible and intangible fixed assets. The purpose is to assess the Group's operational activities. EBITDA is a supplement to operating income.

TSEK	2025	2024	2023	2022	2021
Operating income	145,998	134,314	114,568	91,015	76,031
Depreciation and amortisation	81,473	76,905	66,160	62,780	56,808
EBITDA	**227,470**	**211,219**	**180,728**	**153,795**	**132,839**
Net sales	739,796	685,745	577,116	490,350	403,848
EBITDA (%)	**31%**	**31%**	**31%**	**31%**	**33%**

FINANCIAL ASSETS

Non-current and current financial assets, and cash and cash equivalent. The financial assets measure is used for the application of IFRS 9. The measure is used to calculate net liabilities.

TSEK	2025-12-31	2024-12-31	2023-12-31	2022-12-31	2021-12-31
Other financial fixed assets	2,165	1,294	831	784	700
Cash and cash equivalents	49,238	49,047	30,020	35,409	55,167
Financial assets	**51,403**	**50,341**	**30,851**	**36,193**	**55,867**

ADJUSTED EBIT

Operating income according to the income statement before one-off items. The measure is a supplement to operating income adjusted for one-off items affecting comparability. The purpose is to show the operating income excluding items that affect comparison with other periods.

TSEK	2025	2024	2023	2022	2021
EBIT	145,998	134,314	114,568	91,015	76,031
One-off items	2,212	644	850	-	1,083
Adjusted EBIT	**148,210**	**134,958**	**115,418**	**91,015**	**77,114**
Net sales	739,796	685,745	577,116	490,350	403,848
Adjusted EBIT (%)	**20%**	**20%**	**20%**	**19%**	**19%**

ADJUSTED EBITA

Adjusted EBITA shows EBITA adjusted for one-off items affecting comparability. The purpose is to show EBITA excluding items that affect comparison with other periods.

TSEK	2025	2024	2023	2022	2021
EBITA	182,660	171,323	147,321	125,102	107,470
One-off items	2,212	644	850	-	1,082
Adjusted EBITA	**184,872**	**171,967**	**148,171**	**125,102**	**108,553**
Net sales	739,796	685,745	577,116	490,350	403,848
Adjusted EBITA (%)	**25%**	**25%**	**26%**	**26%**	**27%**

ADJUSTED EBITDA

Adjusted EBITDA shows EBITDA adjusted for one-off items affecting comparability. The purpose is to show EBITDA excluding items that affect comparison with other periods.

TSEK	2025	2024	2023	2022	2021
EBITDA	227,470	211,219	180,728	153,795	132,839
One-off items	2,212	644	850	-	1,082
Adjusted EBITDA	**229,682**	**211,863**	**181,578**	**153,795**	**133,921**
Net sales	739,796	685,745	577,116	490,350	403,848
Adjusted EBITDA (%)	**31%**	**31%**	**31%**	**31%**	**33%**

ITEMS AFFECTING COMPARABILITY

Refers to items that are reported separately as they are of a significant nature and affect comparison and are considered foreign to the Group's ordinary core operations.

Examples are acquisition-related expenses, expenses relating to public listing of shares, and restructuring costs.

TSEK	2025	2024	2023	2022	2021
Acquisition related expenses	-80	-644	-850	-	-1,110
Writing-down share option liability	-	-	-	-	27
Cyberattack, Sportadmin	-8,708	-	-	-	-
Revalued contingent purchase price, Sportadmin	6,576	-	-	-	-
Items affecting comparability	**-2,212**	**-644**	**-850**	**-**	**-1,082**

CASH FLOW FROM OPERATING ACTIVITIES PER SHARE

Cash flow from operating activities divided by the average number of shares outstanding. Allows readers of financial reports to compare cash flow from operating activities per

share. The number of shares has been restated following the 1:250 share split in October 2018.

TSEK	2025	2024	2023	2022	2021
Cash flow from operating activities	187,036	196,475	142,497	118,632	124,643
Average number of shares (thousands)	13,302	13,283	13,283	13,283	13,283
Cash flow from current operations per average number of share (SEK)	**14,06**	**14,79**	**10,73**	**8,93**	**9,38**

GROWTH IN NET SALES

The measure shows %-growth in net sales compared to the same period during previous year. The measure is a key ratio for a company within a growth industry.

TSEK	2025	2024	2023	2022	2021
Net sales, the period	739,796	685,745	577,116	490,350	403,848
Net sales, same period previous year	685,745	577,116	490,350	403,848	338,689
Growth in net sales	**8%**	**19%**	**18%**	**21%**	**19%**

NET DEBT

Interest-bearing non-current and current liabilities less financial assets. The purpose is to show the real level of debt.

TSEK	2025-12-31	2024-12-31	2023-12-31	2022-12-31
Interest-bearing non-current liabilities	85,000	145,000	62,500	112,500
Non-current leasing liabilities	14,684	27,787	30,107	26,307
Other non-current liabilities	30,830	34,635	-	-
Interest-bearing current liabilities	60,000	60,000	50,000	75,017
Overdraft facility	6,396	1,367	12,501	-
Current leasing liabilities	14,390	18,154	14,081	10,322
Financial assets	-51,403	-50,341	-30,851	-36,193
Net debt	**159,897**	**236,602**	**138,338**	**187,953**

AVERAGE NUMBER OF EMPLOYEES

The average number of employees means the number of employees during the last 12-month period in relation to normal yearly working hours. The measure indicates how well one of the Group's key processes – the recruitment and development of staff – develops over time.

NET SALES PER EMPLOYEE

Shows rolling 12-month net sales in relation to average number of employees during the last 12 months. The measure is a key ratio for industry comparisons.

TSEK	2025	2024	2023	2022	2021
Rolling 12-month net sales	739,796	685,745	577,116	490,350	403,848
Number of employees	490	462	397	352	297
Net sales per employee	**1,509**	**1,484**	**1,452**	**1,394**	**1,360**

ORGANIC GROWTH IN NET SALES

The measure shows growth in net sales adjusted for acquisitions during the last 12 months. Acquired businesses are included in organic growth once they have been part of the Lime Group for four quarters. The measure is used to analyse underlying net sales growth.

TSEK	2025	2024	2023	2022	2021
Net sales, period	739,796	685,745	577,116	490,350	403,848
Acquired net sales, last 12 months	-7,070	-53,440	-	-15,218	-29,221
Organic net sales	**732,726**	**632,305**	**577,116**	**475,132**	**374,626**
Organic net sales, same period last year	632,305	577,116	475,132	374,626	323,369
Adjusted for acquired net sales last 24 months	53,440	-	15,218	29,221	15,320
Comparable organic net sales	**685,745**	**577,116**	**490,350**	**403,848**	**338,689**
Organic net sales growth (%)	**7%**	**10%**	**18%**	**18%**	**11%**

RECURRING REVENUE

Revenue of annual recurring nature is made up of support and maintenance revenues and subscription revenues.

TSEK	2025	2024	2023	2022	2021
Subscription revenue	486,084	421,661	316,313	262,851	206,479
Support agreement	14,927	23,333	30,305	36,547	39,507
Recurring revenue	**501,011**	**444,994**	**346,618**	**299,399**	**245,986**

RATIO OF RECURRING INCOME TO OPERATING EXPENSES

Revenue of an annually recurring nature in relation to operating costs. The key figure is considered essential for industry comparison.

TSEK	2025	2024	2023	2022	2021
Recurring revenue	501,011	444,994	346,618	299,399	245,986
Operating expenses	-601,409	-552,730	-464,973	-400,780	-328,069
Recurring income as a percentage of operating expenses (%)	**83%**	**81%**	**75%**	**75%**	**75%**

EARNINGS PER SHARE

Defined in accordance with IFRS.

EARNINGS PER SHARE, DILUTED

Defined in accordance with IFRS.

OPERATING MARGIN, EBIT

Operating income in relation to net sales. To readers of financial reports, the measure is an indicator of a company's earning ability.

TSEK	2025	2024	2023	2022	2021
Operating income	145,998	134,314	114,568	91,015	76,031
Net sales	739,796	685,745	577,116	490,350	403,848
Operating margin (%)	**20%**	**20%**	**20%**	**19%**	**19%**

OPERATING PROFIT, EBIT

Operating profit according to the income statement.

Financial calendar

All reports, annual reports and presentations are published at investors.lime-technologies.com. There you can also subscribe to financial information mailings.

APRIL 21, 2026
Interim report Q1 2026

APRIL 21, 2026
Annual General Meeting

JULY 14, 2026
Interim report Q2 2026

OCTOBER 20, 2026
Interim report Q3 2026

FEBRUARY 2027
Year-end report 2026

MARCH 2027
Annual Report 2026

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