FOM TECHNOLOGIES

REMUNERATION REPORT 2024

1. Introduction

This remuneration report ("Remuneration Report") provides an overview of the total remuneration that each member of the Board of Directors ("Board of Directors") and the Executive Board ("Executive Board") of FOM Technologies A/S, CVR no. 34715726, (the "Company") has received during the financial year 2024. As this is the first time the Company is publishing this report there will only be a comparison to the previous financial year (2023) for remuneration of the Board of Directors approved at the AGM in 2023 and 2024. Going forward the Company will extend the comparison year after year in relation to remuneration of the Executive Board to a total of the last five financial years for comparison. The Board of Directors and the Executive Board will include members who were registered with the Danish Business Authority during the relevant year. If an individual has joined or left during the year, the proportional remuneration of the year will be listed.

The remuneration of the Board of Directors and the Executive Board allocated during the financial year 2023 and the financial year 2024 has been in accordance with the Company's remuneration policy, approved at the annual general meeting on 28 February 2020, and is available on the Company's website www.fomtechnologies.com under "Remuneration Policy").

The overall purpose of the remuneration is to attract, motivate and retain qualified members of the Board of Directors and the Executive Board and to align the interests of the Board of Directors and the Executive Board with the interests of the Company and the Company's shareholders. In this regard, the remuneration should contribute to promoting the business strategy, long-term interests, sustainability and value creation of the Company by supporting the Company's long-term and short-term goals.

The information contained in the Remuneration Report is derived from the audited annual reports of the Company for the financial years 2023 and 2024, which are available on the Company's website: www.fomtechnologies.com

All amounts are stated in DKK, gross.

Copenhagen 20 March 2025.

Board of Directors:

_____	_____
Andreas Nielsen Chairman	Karina Rothoff Brix Board member
_____	_____
Birthe Tofting Board member	Birger Sørensen Board member

2. Financial highlights for the year

Due to lower order intake in the photovoltaic (solar cell research) segment and a slower energy storage market (batteries and fuel cells) in 2024, the company experienced a negative growth compared to the growth rates of the financial years (2020–2023). As a result, the company adjusted in August 2024, its initial financial guidance for total income and EBITDA for 2024.

With an unchanged corporate cost base of approximately 30 full-time employees (FTEs), the Company's EBITDA and earnings were negatively affected. Despite lower top-line the company have decided to maintain current cost base in accordance with the long-term strategy lined out after the capital injection in Q4 2023.

For the financial year 2024, the Company publishes the following figures:

Total income: 52 million DKK

EBITDA: -14,6 million DKK

FTEs at year-end: 30

3. Remuneration | Board of Directors

Members of the Board of Directors receive a fixed annual cash remuneration, which is approved by the general meeting. The annual cash remuneration shall be in line with market practice for comparable listed companies, taking into account the required skills, effort and scope of work of the Board of Directors. The Chairman receives an annual cash remuneration of DKK 130.000. Members of the Board of Directors receive a fixed cash remuneration of DKK 65.000. No members of the Board of Directors receive share-based incentive compensation, other variable remuneration or pension contributions.

There is no requirement for the members of the Board of Directors to hold shares in the Company.

The following fees for the financial year 2024 were approved at the annual general meeting on:
2nd of April 2024:

FINANCIAL YEAR 2024						
Board of Directors	**Name**	**Board**	**Audit Committee**	**Nomination Committee**	**Remuneration Committee**	**Total compensation**
Chairman	Andreas Nielsen	DKK 130.000	n/a	n/a	n/a	**DKK 130.000**
Member	Karina Rothoff Brix	DKK 65.000	n/a	n/a	n/a	**DKK 65.000**
Member	Birthe Tofting	DKK 48.750	n/a	n/a	n/a	**DKK 48.750**
Member	Birger Sørensen	DKK 48.750	n/a	n/a	n/a	**DKK 48.750**
Member	Birgitte J. Skade	DKK 16.250	n/a	n/a	n/a	**DKK 16.250**
TOTAL						**DKK 308.750**

In comparison the following fees for the financial year 2023 were approved at the annual general meeting on: 23rd of March 2023:

FINANCIAL YEAR 2023						
Board of Directors	**Name**	**Board**	**Audit Committee**	**Nomination Committee**	**Remuneration Committee**	**Total compensation**
Chairman	Andreas Nielsen	DKK 120.000	n/a	n/a	n/a	**DKK 120.000**
Member	Karina Rothoff Brix	DKK 60.000	n/a	n/a	n/a	**DKK 60.000**
Member	Birgitte J. Skade	DKK 60.000	n/a	n/a	n/a	**DKK 60.000**
TOTAL						**DKK 240.000**

4. Remuneration | Executive Board

Due to the size of the company, no remuneration committee has been established. In accordance with the Remuneration Policy, the remuneration, to the members of the Executive Board, is based on market practice, the scope and background of the work, the required qualifications and the results of each individual member of the Executive Board. Likewise, the Company's interest in attracting, motivating and retaining qualified members of the Executive Board in general must be considered in the determination of the remuneration.

Members of the Executive Board may also be granted certain non-monetary benefits, including a company car and other customary non-monetary employee benefits such as newspapers subscription etc., if approved by the Board of Directors.

The Board of Directors determines the guidelines for pension and severance. The ordinary notice period by the Company may not exceed 6 months. A member of the Executive Board may terminate his or her position with an ordinary notice period of at least 6 months.

The total value of severance payments (including salary during the notice period) may not exceed an amount equal to one year of remuneration, including all remuneration components, for the member of the Executive Board.

The remuneration of members of the Executive Board is determined annually. The remuneration and remuneration components are approved by the Board of Directors.

Members of the Executive Board are entitled to annual remuneration in accordance with the Remuneration Policy. The total remuneration may consist of the following fixed and variable remuneration components:

a) Fixed base remuneration (basic pay and pension contributions).

b) The possibility of a cash bonus.

c) The possibility of a share-based remuneration in the form of warrants.

d) Termination and severance pay.

The selection of these components contributes to a well-balanced remuneration package that reflects (i) individual performance and responsibility of the members of the Executive Board in relation to established objectives for both short- and long-term periods, and (ii) the Company’s overall performance.

The Executive Board’s short- and long-term incentive programs are directly linked to the financial objectives that support the Company’s strategy. The composition of the remuneration for each executive is set with a view to contributing to the Company's ability to attract and retain competent key employees while ensuring that the Executive Board has an incentive to create additional value for the benefit of the Company's shareholders.

The terms of employment and remuneration of the Executive Board members are agreed individually between an Executive Board member and the Board of Directors.

4.1. Fixed base remuneration

The annual fixed base salary is intended to attract and retain competent executives to support the Company's ability to achieve its short- and long-term objectives.

Members of the Executive Board are entitled to receive a pension contribution of 8 % of the fixed base salary paid by the Company, whereas 4 % of the fixed base salary is paid by own contribution.

4.2. Cash bonus

Members of the Executive Board may receive an annual cash bonus, which is determined at the discretion of the Board of Directors. The purpose of the annual cash bonus is to align the interests of the individual directors with the Company's short-term objectives. Payment of the cash bonus is therefore dependent on the achievement of objectives related to the achievement of the Company's budgeted results, financial key figures and other measurable personal results of a financial or non-financial nature, which together reflect and support the Company's short-term objectives.

The amount of the cash bonus cannot exceed 30 % of the fixed base salary for the relevant member of the Executive Board.

In the financial year 2024, a total cash bonus amount of DKK 150.000 was paid to the Executive Board, corresponding to 23.53 % of the total cash bonus payout of the Company.

4.3. Share-based remuneration

Members of the Executive Board may be offered participation in warrant programs based on a discretionary assessment made by the Board of Directors. Participants are offered the opportunity to acquire shares in the Company at their own expense at a pre-defined price at a given time.

Members of the Executive Board are offered participation in warrant programs as part of the remuneration to ensure the Executive Board's focus on value creation and the achievement of the Company's long-term objectives.

4.4. Termination and severance pay

Employment contracts with members of the Executive Board may be ongoing i.e. without a fixed termination date and are subject to a maximum notice period of 6 months. The total value of severance pay (including salary during the notice period) may not exceed one years' remuneration, including all remuneration components, for the member of the Executive Board concerned.

4.5. Claw-back

The Company may decide to reduce or claw back incentive remuneration in whole or in part in cases where a cash bonus or other incentive remuneration is due or has already been awarded to a member of the Executive Board, if the background data or accounts for the cash bonus or incentive remuneration subsequently prove to be incorrect, or if the Executive Board member is deemed to have caused significant losses to the Company by intentional abuse of his or her position or by gross negligence. In the financial year 2024 no incentive remuneration was clawed back.

5. Executive Board remuneration for the financial year 2024.

Below the total remuneration of the Executive Board is listed:

Executive board remuneration – 2024:						
DKK	**Fixed remuneration:**			**Variable remuneration:**		
Name and position:	Annual salary:	Annual pension:	Other:	Variable cash bonus:	[1]Number of warrants allocated:	Total:
Michael Stadi, Group CEO	1.550.000	124.000	0	75.000	40.000	1.749.000
Martin Kiener, Founder and CEO (FOM Technologies Inc.	1.446.000	115.680	0	75.000	25.000	1.636.680
TOTAL:	**2.996.000**	**239.680**	**0**	**150.000**	**65.000**	**3.385.680**

6. Shareholdings of the Board of Directors and the Executive Board

Market value and number of shares in the Company owned by members of the Board of Directors and Executive Board by 2024 year-end.

Management shareholding during 2024:					Closing price year end: 8,24	
Names:	Holding: 01.01.2024	Bought in 2024:	Exercised warrants:	Sold in 2024:	Holding: 31.12.2024	Market value (DKK)
Executive Board:						
Michael Stadi	1.030.120	0	0	0	1.030.120	8.488.189
Martin Kiener	2.017.858	30,000	30.000	0	2.077.858	17.121.550
Board of Directors:						
Andreas Nielsen	9.525	0	0	0	9.525	78.486
Karina R. Brix	0	0	0	0	0	0
Birthe Tofting	0	0	0	0	0	0
Birger Sørensen	0	0	0	0	0	0
TOTAL:	**3.057.503**	**30.000**	**30.000**	**0**	**3.117.503**	**25.688.225**

7. Compliance with the Remuneration Policy

The remuneration of the Board of Directors and the Executive Board for the financial year 2024 is in accordance with the guidelines in the Remuneration Policy.

[1] Pls. see Corporate Announcement # 63, from 12th of January 2024 for details.