

## **Auditors' report in accordance with Chapter 8, Section 54 of the Swedish Companies Act (2005:551), regarding compliance with the guidelines for remuneration to senior executives approved by the Annual General Meeting**

*To the Annual General Meeting of Telefonaktiebolaget LM Ericsson (publ), Corporate Identity Number 556016-0680*

We have audited whether the Board of Directors and the managing director of Telefonaktiebolaget LM Ericsson (publ) have complied with the guidelines for remuneration to the Executive Team of Telefonaktiebolaget LM Ericsson AB (group management) during the financial year 2023 which were approved by the Annual General Meeting of Shareholders on March 31, 2020 and the Annual General Meeting of Shareholders on March 29, 2023.

### *Responsibilities of the Board of Directors and the managing director*

The Board of Directors and the managing director are responsible for compliance with these guidelines and for such internal control as the Board of Directors and the managing director determine is necessary to enable compliance with these guidelines.

### *The auditor's responsibility*

Our responsibility is to express an opinion, based on our audit, to the Annual General Meeting as to whether the guidelines have been complied with. We conducted our audit in accordance with FAR's standard RevR 8 *Audit of Remuneration to Senior Executives in Listed Companies*. This standard requires that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the guidelines have, in all material aspects, been complied with. The firm applies International Standards 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.

We are independent of Telefonaktiebolaget LM Ericsson (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements

Our audit has included a review of the organization for and the documentation supporting the remuneration to group management as well as new decisions related to compliance with the guidelines. Our procedures have also included testing a sample of payments during the year to group management. The procedures selected depend on the auditor's judgment, including the assessment of the risks of whether the guidelines have not, in all material aspects, been complied with. In making those risk assessments, the auditor considers internal control relevant to the compliance of the guidelines in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

We believe that our audit procedures provide a reasonable basis for our opinion, as set out below.

### *Opinion*

In our opinion, the Board of Directors and the managing director of Telefonaktiebolaget LM Ericsson (publ) have, during the financial year 2023, complied with the guidelines for remuneration to group management which were approved by the Annual General Meeting of Shareholders on March 31, 2020 and the Annual General Meeting of Shareholders on March 29, 2023. As described in the remuneration report the board has used the possibility to deviate from the guidelines which were approved by the Annual General meeting on March 31, 2020 for the period January 1, 2023 to March 28, 2023. The deviation relates to the weighing of performance measures for variable compensation for one executive team member and is described in the remuneration report.

Stockholm March 5, 2024

Deloitte AB

Thomas Strömberg  
Authorized Public Accountant

