

The Board of Directors will propose the following remuneration guidelines for senior executives at the AGM April 25, 2013.

These guidelines are valid for employment agreements entered into after the guidelines are approved by the AGM, and for amendments made afterward to existing employment agreements. The basic principle is that remuneration and other terms of employment for the management and CEO will be competitive to ensure that Genovis AB can attract and retain senior executives.

Policy for fixed remuneration

The fixed remuneration to the management and the Chief Executive Officer should be competitive and be based on the individual areas of responsibility and performance.

Policy for variable remuneration

Variable compensation will be limited and linked to predetermined measurable criteria designed to promote long-term value creation for the company. Variable compensation may not exceed a maximum of 25% percent of the fixed salary and will be set per fiscal year.

The Board will consider on a yearly basis whether or not to propose a share-related or market value-related incentive program to the Annual General Meeting. The Annual General Meeting makes the decisions regarding such incentive programs.

Conditions for non-monetary benefits, pensions, termination, and severance pay

Pensions

Management and the CEO are entitled to a defined contribution pension.

Termination and severance pay

For the CEO the notice period is 12 months for the Company and 6 months for the individual and for management personnel the notice period is 6 months for the Company and 6 months for the individual. Moreover, assuming that the Company gave notice of termination, in certain cases the CEO may be offered 12 months of severance pay.

The Board of Directors may depart from these guidelines if there are particular reasons in an individual case.

Commitment to senior executives in 2012

In 2012 the number of directors will be increased from one to two persons in addition to CEO. The Company's obligation to the senior executives and CEO is estimated to cost a total of SEK 3 435 817.