

The Board of Directors' proposal for a motion regarding remuneration guidelines for senior executives

The Board of Directors proposes that the AGM adopts the following guidelines for remuneration to the Chief Executive Officer. 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 CEO will be competitive.

Fixed remuneration policy

The fixed remuneration to the Chief Executive Officer should be competitive and be based on the complexity of the business and the performance of the CEO.

Variable remuneration policy

Incentive-based remuneration 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 6 months for the company and 6 months for the individual. Moreover, 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.

The Company's undertaking in relation to the CEO may amount to a maximum of SEK 3,129,803.

The Board's proposal authorizing the Board of Directors to decide on the issuance of shares.

The Board proposes that the Meeting authorize the Board, on one or more occasions until the next annual meeting, with or without preferential rights for shareholders, to issue new shares, convertible bonds or warrants. New shares may be paid for in cash and/or in kind or set-off or on other terms. This decision would mean that the share capital is increased up to a maximum total of SEK 1,575,000 through the issuance of a maximum total of 6,300,000 shares at full subscription. When deciding on issuances without preferential rights for shareholders, the subscription shall be market-based at the time of the issue resolution.

The reason for the possible deviation from shareholders' preferential rights is to broaden the ownership group, acquire, or facilitate the raising of capital, increase the liquidity of shares, carry out acquisitions, or procure or permit the raising of capital for acquisitions.