



*Please note that the English text is a translation of the Swedish version. If there are any discrepancies, the Swedish version shall take precedence.*

## **THE BOARD OF DIRECTORS' OF NCAB GROUP AB (PUBL) PROPOSAL FOR GUIDELINES REGARDING REMUNERATION TO EXECUTIVE MANAGEMENT**

The group applies market standard salaries and remuneration based on a fixed part and a variable part. The total remuneration shall reflect market practice and be competitive, but not necessarily market-leading, and reflect the individual's performance and responsibilities. Remuneration to the Chief Executive Officer (CEO) and other senior executives consists of a basic salary, variable salary and pension. Executive management refers to those persons who together with the CEO constitute the group management.

### **Fixed and variable remuneration**

The allocation between basic salary and variable remuneration shall be proportionate to the executive's responsibilities and authorities. The yearly remuneration shall be based on financial goals linked to NCAB's development. The yearly variable salary to the CEO shall not exceed 100 percent of the fixed yearly salary. Other senior executives may receive yearly variable salary in an amount not exceeding the equivalent of 40-100 percent of the yearly fixed salary. Senior executives may in addition receive benefits customary for their respective countries, such as a company car, occupational health care etc.

At maximum expense, approximately SEK 7,300,000 (excluding social security contributions) may be paid as variable salary.

### **Pension obligations**

Senior executives shall be entitled to pension benefits according to a defined contribution plan with premiums of up to 20 percent of the executive's salary or according to applicable occupational pension scheme.

### **Period of notice and severance pay**

The CEO shall have a notice period of no more than 12 months if termination is made by the company and 6 months if termination is made by the CEO. No severance pay shall be made. Other senior executives shall have a notice period of no more than 9 months if termination is made by the company and 6 months if the termination is made by the senior executive. No severance pay shall be made.

The board shall have the right to deviate from the guidelines adopted by the annual general meeting, if there are special reasons for this in an individual case.

The board of directors shall to the proposal of remuneration policy to the general meeting submit information about previously decided remuneration that has not expired. There is no decided remuneration that has not yet expired.