

Proposed guidelines for remuneration and other terms of employment for senior executives

The Board proposes that the same principles that were adopted at the 2018 Annual General Meeting are also applied in 2019. The guidelines entail that a fixed salary is paid for satisfactory work. In addition, there is the opportunity for variable compensation linked to the Company's earnings and capital tied up. The variable compensation can amount to a maximum of 30-50 per cent of the annual salary depending on the individual's position of employment with the Company.

The CEO's pension plan is a defined contribution plan with an annual premium equivalent to 35 per cent of the annual basic salary. For other senior executives, pension payments are in accordance with the contractual collective ITP plan, except for two executives for whom pension contributions are made at 8 x the base amount per year and a maximum of 30% of basic salary respectively.

If the CEO tenders his resignation, a 6-month period of notice will apply. If the company terminate the CEO's employment, the CEO will be entitled to a sum equivalent to 18-24 monthly salaries (the last six months with reservation for new employment). For other senior executives, a maximum period of notice of twelve months applies for termination by the Company and six months for resignation by executives. No agreements exist between Board members or senior executives and Nederman or any of its subsidiaries in regard to benefits after the end of their terms or positions of employment. Nederman's corporate management currently consists of ten persons (including the CEO).

The guidelines do not cover remuneration under such incentive programs as from time to time may be specifically determined by the General Meeting of Shareholders.

Helsingborg in March 2019
Nederman Holding AB (publ)
The Board of Directors