

April 21, 2021

## Questions to the AGM and Nederman's answers

1. A significant increase in the fee for the Chair of the board is proposed. Could you please provide a rationale for the proposed increase?

The members of the nomination committee consider the proposed board fees to be appropriate and representative of the current market rates for such positions in Sweden. Board remuneration in line with market rates is one tool in ensuring that Nederman has a board with the relevant knowledge, experience, skills and diversity. It should also be pointed out that Nederman did not increase remuneration in 2020.

2. We generally consider that long-term plans should have a performance period of no less than three years. Could you please provide some detail on the decision for adopting a two year performance period for the plan?

The duration of the scheme was one of the considerations when structuring the long-term plan. In the end it was decided that the new scheme should be for two years, in line with the schemes that have been run previously. Executive retention, one of the main aims of a long-term plan, is considered to have been good during the most recent long-term plan and no change was this time considered necessary. The scheme duration will continue to be a key consideration in the structuring of any future long-term incentive scheme.