

## Remuneration policy

This remuneration policy comprises salary and other terms for the management group of Catena AB (publ), including salary and other terms for the CEO, (hereafter jointly “Senior executives”).

This remuneration policy shall be applied to all agreements reached, are amendments in existing agreements, with Senior executives after the AGM has approved the policy.

### 1. Basic principle

Salary and other terms of employment shall be such that Catena can attract and retain competent Senior executives.

### 2. Fixed salary

Senior executives shall be offered a fixed salary that is market-based and based on the Senior executive’s expertise, experience, responsibilities and performance. Salary shall be established for each financial year.

### 3. Bonus, etc.

Senior executives may be offered a bonus at any time. Such a bonus may amount to a maximum of 50 percent of fixed annual salary for the CEO and 25 percent for other Senior executives, and shall be determined for the respective financial year. Bonus shall primarily be based on the operating targets set for the respective executive’s area of operations. The Remuneration Committee has proposed that the limits stated here be turned over to the Committee to in more detail set and evaluate bonus targets for the respective senior executive. The company’s commitments to the senior executives that may be covered by bonus targets are estimated to not exceed SEK 3,000,000 for 2018.

The Remuneration Committee has recommended for the 2018 AGM that no share-related incentive programme shall be adopted.

### 4. Non-monetary benefits

Senior executives are entitled to extra health insurance and all other benefits that cover the Group’s other employees.

## 5. Pensions

The pension age for the CEO and other senior executives is 65. For the CEO, pension premiums are paid in a maximum of 35 percent of the pensionable salary. For other senior executives, pension is secured through insurance policies, whereby the pension premium shall amount to 23-35 percent of the pensionable salary. Senior executives are also covered by the ITP agreement.

## 6. Termination and severance pay

For Senior executives, two to six months' notice applies to resignations by Senior executives. The period of notice on the part of the employer amounts to two to 12 months. Severance pay, in addition to salary during the period of notice, is payable in an amount of zero to six monthly salaries, depending on the level of the position. Other main terms for severance pay are presented by the Annual Report, which are proposed to continue to apply in 2018.

## 7. The Board of Directors' preparations and decision-making

The Remuneration Committee makes recommendations to the Board.

The Remuneration Committee proposes and the Board decides on salaries and other terms for the CEO. The Board's Remuneration Committee makes decisions regarding salaries and other terms for other Senior executives.

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Board of Directors, March 2018