

*The English text is an unofficial translation. In case of any discrepancies between the Swedish text and the English translation, the Swedish text shall prevail.*

## **Guidelines for remuneration for senior executives in Enzymatica AB (publ)**

### **1. Introduction**

These guidelines for remuneration include salaries and other benefits for the CEO and other senior executives in Enzymatica AB (publ) (“Enzymatica” or the “Company”). Senior executives include the individuals that together with the CEO constitute the Company’s executive management. The purpose of this remuneration policy is to provide guidelines for salary and other benefits for the CEO and other individuals in Enzymatica’s executive management.

### **2. Fundamental principles**

- 2.1 Enzymatica’s principle is that the Company shall offer remuneration levels and employment conditions needed to enable recruitment and retention of senior executives with the required competence and capacity in order to achieve the business objective. The remuneration shall be decided on market-based terms.
- 2.2 The remuneration is not to be discriminating on grounds of gender, ethnic background, national origin, age, disability or other irrelevant factors.

### **3. Fixed salary**

- 3.1 The fixed salary for the senior executives shall be market-based and based on the individual’s work duties, responsibilities, expertise and performance.
- 3.2 Enzymatica offers other customary benefits to senior executives, such as company car, and occupational health services, equivalent to what is considered as reasonable in reference to market practice and the benefit for the Company.
- 3.3 To the extent a member of the board of directors performs work for the Company alongside the work as a member of the board of directors, a market-based consultancy fee should be payable.

### **4. Variable remuneration**

In addition to fixed salary, variable remuneration may be offered for rewarding target-related performance. The variable remuneration shall not exceed 30 per cent of fixed annual salary.

### **5. Pension**

Pension benefits shall be contribution based occupational pension insurances, which shall be marked-based in relation to what generally applies for equivalent senior executives on the market.

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**6. Notice period and severance payment**

Notice period and eventual severance payment shall not exceed salary and other benefits of 18 months.

**7. Deviation from the guidelines**

The board of directors shall be entitled to deviate from these guidelines in individual cases if there are special reasons for doing so, for example additional variable remuneration in case of exceptional performance. If such deviation occurs, the board of directors shall report the reasons for the deviation at the closest following annual general meeting.

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Lund in March 2018

Enzymatica AB (publ)

The board of directors