

PROPOSAL FROM SHAREHOLDER ÖRJAN SAELE

Item 21 - Resolution on the shareholder's proposal for the issue of warrants - incentive program for the Board members

Finn Örjan Saele and Saele Invest AS propose that the AGM resolves that the company shall issue 120,000 warrants of series 2022/2027:2 entitling to new subscription of 120,000 Class B shares in the company.

The right to subscribe for warrants shall, by way of deviation from the shareholders' preferential rights, accrue to the following persons:

Subscriber	Number of warrants
Hans Jacobsson, ordförande	40,000
Staffan Hillberg, ledamot	20,000
Pierre Mårtensson, ledamot	20,000
Ingela Nordenhav, ledamot	20,000
Anna Frick, ledamot	20,000

Warrants that are not subscribed for in accordance with the above may not be subscribed for by anyone else.

The reasons for deviating from the shareholders' preferential rights are to create a warrant-based incentive program for the above-mentioned board members. Through such a program, the Board of Directors is offered the opportunity to take part in a value growth in the company's share, which can be expected to lead to an increased interest in the company's and its subsidiaries' operations and earnings development, for the benefit of the company and its shareholders.

The warrants of series 2022/2027:2 shall be issued at a subscription price that corresponds to the market value of the warrants on the day of the resolving general meeting of the company. The market value is calculated by a player independent of the company using the Black & Scholes valuation model.

The warrants must be subscribed for on a special subscription slip. Subscription shall take place no later than 15 July 2022. Payment of the consideration, as described above, per warrant, shall be paid in cash no later than 15 July 2022. However, the Board shall have the right to postpone the last day for subscription or payment.

It is noted that a decision on how to distribute in the event of oversubscription is not required.

The warrants shall be freely transferable, but a condition for granting the warrants is that the board members have entered into a special home delivery agreement with the company at the latest at the time of subscription, according to which each board member shall be obliged to offer the Company or the Company directs to acquire the warrants or a certain share of these if the board -assignment ceases (i) within a certain time, (ii) upon transfer of warrants before 31 May 2027 and (iii) in certain other cases.

Allocation of warrants further presupposes that acquisition of warrants can legally take place.

Each warrant entitles the holder to subscribe for one new share in the company, meaning that the share capital can be increased by SEK 12,000 upon full exercise of the warrants by subscribing for a maximum of 120,000 new shares.

The warrants may be exercised for subscription of shares in the company during the period from and including 1 June 2022 to and including 31 May 2027.

The subscription price per share shall amount to an amount determined on the day of the meeting in accordance with the following principles: the closing price for the company's share on the day of the meeting, multiplied by a multiple of 1.4. The final price shall be determined by the actor independent of the company who has the task of valuing the warrants in accordance with Black & Scholes' valuation model and rounded off so that the price is even 0.05 SEK.

Shares issued after subscription in accordance with these terms and conditions carry the right to a dividend for the first time on the record date for dividends that falls immediately after the shares have been registered with the Swedish Companies Registration Office and entered in the share register kept by Euroclear Sweden AB.

The Board, or the person appointed by the Board, is authorized to make the minor adjustments and clarifications required for registration of the decision with the Swedish Companies Registration Office and Euroclear Sweden AB.

Other terms for the warrants are set out in the complete warrants, which are provided in accordance with what is stated under the heading "Provision of documents" below.

Dilution

In the event of full new subscription with the support of all warrants, 120,000 Series B shares may be issued, which corresponds to a dilution of approximately 0.5 percent of the total number of shares in the company, subject to possible recalculation in accordance with the option terms.

Impact on key figures and costs for the company etc.

The company's earnings per share are not affected by the issue of the warrants as the present value of the exercise price of the warrants will exceed the current market value of the share at the time of the transfer to the Board members.

The subscribers will subscribe for the warrants at market value as stated above. Thus, no such benefit value arises, for the participants who subscribe for options, on which the company is obliged to pay social security contributions. The warrant program thus does not entail any increased tax cost for the company. The warrant program will otherwise entail certain limited costs in the form of external consulting fees and administration regarding the warrant program.

Preparation of the case

The principles for the option program have been developed on behalf of the proposer, who has decided to submit this proposal to the AGM. None of the members who may be covered by the program have participated in the drafting of the terms.

Other share-related incentive programs etc.

The company's other outstanding share-related incentive programs are set out in the summary under item 15 above.

Decisions according to the above require the assistance of shareholders representing at least 9/10 of both the votes cast and the shares represented at the meeting. Furthermore, the decision is conditional on the above subscribers being elected as board members by the meeting.