

Annual General Meeting Probi AB (publ) 27 April 2016

Follow-up and evaluation by the Board of Directors of Probi AB (publ) of remuneration of senior executives

Probi AB (publ) ("Probi") has not formed a Remuneration Committee, since the Board has found it more appropriate for the entire Board to fulfil the duties of the Remuneration Committee.

In accordance with Swedish Code of Corporate Governance, the Board is therefore required to monitor and evaluate programmes of variable remuneration for executive management that are either ongoing or that were completed during the year, and to evaluate the application of the variable guidelines for remuneration of executive management about which the Annual General Meeting (AGM) is required to pass resolutions according to law, as well as applicable remuneration structures and remuneration levels in the company.

During 2015, Probi paid variable remuneration to senior executives within the framework of the guidelines for remuneration of senior executives resolved by the AGM.

Probi has no share or share-price-based incentive plans.

When conducting its work, the Board has considered the fact that Probi is required to have the remuneration levels and employment conditions necessary for the recruitment and retention of executives with the competency and capacity needed to achieve established targets, as well as the over-riding principle requiring market alignment of salary and other remuneration of senior executives in Probi.

In its evaluation, the Board has found that the remuneration structures and remuneration levels in Probi are appropriate and market aligned. This also applies to the other terms and conditions of employment for senior executives. The Board has also concluded that the remuneration paid to the senior executives has been in accordance with the guidelines adopted by the AGM. The application of the guidelines for remuneration of senior executives has thus been correct.

Lund, 17 March 2016

Board of Directors of Probi AB (publ)

(This is a translation of the Swedish version. When in doubt, the Swedish wording prevails.)