Annual General Meeting Probi AB (publ) 27 April 2016

Item 16

The Board of Directors of Probi AB (publ)'s motion concerning guidelines for remuneration of senior executives

The board proposes that the annual general meeting resolves to adopt the following guidelines for remuneration to senior executives in Probi.

Probi shall offer a market-based total remuneration package that facilitates the recruitment and retention of senior executives. The remuneration paid to company management shall comprise a fixed salary, variable salary, the possibility to participate in long-term share or share-price related incentive plans, pension and other remuneration. Collectively, these components make up the individual's total remuneration package.

The fixed salary shall take into account the individual's areas of responsibility and experience. The variable salary portion shall be based on the individual's fulfilment of quantitative and qualitative goals and shall amount to a maximum of 50% of fixed salary. Share or share-price related incentive plans shall be linked to pre-determined share-price related performance criteria and shall ensure a long-term commitment to the development of the company. Other remuneration and benefits shall be market-based and shall help promote the executive's ability to carry out his or her duties.

Company management's contracts of employment include termination provisions. These contracts state that employment may usually be terminated at the employee's request with a three- to six-month notice period and, at the company's request, with a six- to twelve-month notice period. The individual's salary shall remain unchanged during the notice period.

The Remuneration Committee shall be entitled to waive the abovementioned guidelines if, in the opinion of the board, and on a case-by-case basis, special grounds exist to justify such a departure.

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Lund, March 2016

Probi AB (publ)
Board of Directors

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