

Annual General Meeting Probi AB (publ) 23 April 2015

Item 16

The Board of Directors' motion concerning a resolution regarding guidelines for remuneration and other employment conditions for executive management for the 2015 financial year

The Board of Directors proposes that the Meeting resolve in accordance with the motion below concerning guidelines for remuneration and other employment conditions for executive management.

Probi is to offer market-aligned total remuneration that enables senior executives to be recruited and retained. Remuneration of executive management is to comprise a fixed salary, variable salary, pension and other remuneration. Combined, these comprise components of the employee's total remuneration.

The fixed salary is to take into account the employee's areas of responsibility and experience. The variable salary is to depend on the employee's fulfilment of quantitative and qualitative goals and is not to exceed 50% of the fixed annual salary. Other remuneration and benefits are to be market aligned and contribute to facilitating the senior executive's ability to complete his/her duties.

Executive management's employment agreements include stipulations concerning periods of notice. Under these agreements, termination initiated by the employee entails a notice period of three to six months and termination initiated by the Company a period of six to 12 months. Unchanged salary is paid during the notice period.

The Remuneration Committee is entitled to deviate from the aforementioned guidelines if the Board finds specific reasons to motivate this in isolated cases.

Lund, March 2015

Probi AB (publ)
Board of Directors

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