

## Proposed resolutions

### Item 1: Election of AGM chairman

The Nomination Committee proposes that Board Chairman Carl Borrebaeck be elected AGM chairman.

### Item 8.b Resolution to appropriate the Company's profit or loss as per the adopted balance sheet

The board proposes that all earnings at the disposal of the AGM be carried forward.

### Items 9–11: Setting of the number of directors and auditors; setting of directors' fees and auditor's fees; election of directors and auditors

The Nomination Committee's proposals are as follows:

Item 9                    The board shall consist of six directors and no alternates. The number of auditors and the number of deputy auditors shall each be one.

Item 10                 Directors' fees shall be SEK 200,000 (SEK 200,000) for each director elected by the AGM who is not employed by the Company and SEK 400,000 (SEK 400,000) for the board chairman, for a total amount of SEK 1,400,000 (SEK 1,600,000). The amounts in parentheses are the fees for 2021.

Auditor's fees shall be payable on the basis of approved invoices.

Item 11                 Re-election of Carl Borrebaeck, Ian Kimber, Laura Chirica, Ann-Christin Malmborg Hager, Paula Zeilon and Paul Yianni as directors.

Re-election of Carl Borrebaeck as board chairman.

Information about the proposed directors can be found at [www.senzagen.com](http://www.senzagen.com).

Re-election of Authorized Public Accountant Mats-Åke Andersson as the Company's auditor, with Authorized Public Accountant Martin Gustafsson as deputy auditor.

### Item 12: Resolution on remuneration policies for senior executives

The board proposes that the AGM resolve to adopt the following policies for the remuneration of senior executives:

#### 1. Scope

Senior executives are defined as the CEO and Group Management. These policies apply to employment agreements for senior executives entered into after approval of the policies by the AGM and to amendments to existing employment agreements for senior executives made thereafter. The board may deviate from the policies in individual cases in the event of special reasons. A special reason could be that a senior executive residing outside of Sweden must be

offered terms that are competitive in the country in which they reside.

2. Fundamental principle and deliberation process for matters of remuneration

The fundamental principle of the policies is for the Group to offer remuneration on market terms in order to attract and retain proficient executives.

The board as a whole comprises the remuneration committee with the task of deliberating on the remuneration policies for senior executives that will be presented to the AGM for resolution. The board resolves on matters regarding the salary and employment conditions of the CEO.

In coordination with the board, the CEO resolves on the salary and employment conditions of the senior executives who report directly to the CEO.

3. Fixed salary

The fixed salary is adjusted annually and is based on the individual executive's expertise and area of responsibility.

4. Variable remuneration

The variable remuneration includes (i) an individual variable annual fee and may also include (ii) a long-term incentive program as a complement.

(i) The individual variable annual fee can range from 8% to 25% of the fixed remuneration depending on the position. The ultimate amount payable depends on the degree of attainment primarily of set financial goals as well as qualitative goals to a limited extent.

(ii) The long-term incentive program is intended to serve as a complement to the individual variable annual fee.

The board may deliberate on whether to propose share-related or share price-related programs for senior executives to the AGM.

5. Non-monetary remuneration

Subject to agreement with the Company's CEO, senior executives may be entitled to normal types of non-monetary remuneration, such as a company car and occupational health services.

6. Termination and severance pay

In the event of termination of a senior executive on the part of the Company, remuneration during the notice period and severance pay shall be no higher in amount than the equivalent of twelve (12) monthly salaries.

7. Fee for services that do not constitute board work

In individual cases, the Company's directors shall be remunerable for services rendered in their respective area of expertise that do not constitute board work. These services shall be remunerated with a fee on market terms, which is subject to approval by the board and must be disclosed at the AGM.

The total amount of remuneration that has been or will be paid directly or indirectly by the Company to senior executives is disclosed in its entirety in the Company's 2021 annual report, which is available on



the Company's website, [www.senzagen.com](http://www.senzagen.com).

**Item 13: Resolution to authorize the board to issue shares, stock options and/or convertibles**

To enable the board to raise working capital for the Company, and/or bring in new owners of strategic significance to the Company, and/or acquire other companies or businesses, the board proposes that the AGM resolve to authorize the board, for the period until the next AGM, with or without the shareholders' preemptive rights waived, on one or more occasions, to decide to issue new shares, stock options or convertibles. The total number of shares that may be issued or, if convertibles or stock options are issued, added by way of conversion or exercise of rights under the authorization may not exceed 20 percent dilution of the number of outstanding shares in the Company after completed share issues under the authorization, based on the number of shares issued at the time of the AGM. The board shall also be entitled to resolve on whether new shares are payable in the form of cash, non-cash, offsetting, or in another manner consistent with the provisions of Chapter 2 Section 5 Paragraph 2 items 1-3 and 5 of the Swedish Companies Act.

To prevent the Company's current shareholders from being disadvantaged in relation to external investors who could subscribe for shares in the Company, the board plans, by virtue of this authorization, to set the issue price on market terms (meaning that an issue discount on market terms may be provided) for issues with the shareholders' preemptive rights waived. If found appropriate by the board to enable delivery of shares in conjunction with a share issue as set out above, a subscription price equal to the nominal (quotient) value of the shares can be used.

As a result, the maximum number of shares that may be issued is 6,016,229, and the Company's share capital may be increased by a maximum of SEK 300,811.45.

The board, or those designated by the board, are proposed to be granted authorization to make adjustments as may be necessary in conjunction with registering the resolution with the Swedish Companies Registration Office (Bolagsverket).

**Item 14: Resolution on directed share issue of a maximum of 812,500 stock options**

The Company's board proposes that an extraordinary general meeting resolve to issue a maximum of 812,500 stock options, as a result of which the Company's share capital may increase by a maximum of SEK 40,625, with an exception for possible increases caused by recalculation in the event of share issues. The stock options will entitle the holder to subscribe for new shares in the Company.

The following rules shall apply to the directed share issue:

With the shareholders' preemptive rights waived, employees of the Company and the Group shall be entitled to subscribe for the stock options as follows:

- The Group CEO will be offered to subscribe for a maximum of 75,000 options.
- Members of Group Management and key personnel comprising up to eight positions will each be offered to subscribe for a maximum of 50,000 options, altogether comprising a maximum of 400,000 options.
- Consultants within Group Management, comprising two individuals, will each be offered to subscribe for a maximum of 25,000 options, altogether comprising a maximum of 50,000 options.



- Other employees and consultants considered key personnel in the Group, comprising up to twenty-one individuals, will be offered to subscribe for between 12,500 and 25,000 options each, altogether comprising a maximum of 287,500 stock options.

Oversubscription cannot take place.

The stock options must be subscribed for by 27 May 2022 on a separate subscription list. The board shall be entitled to extend the subscription period but no later than until 1 November 2022.

The subscriber is entitled to subscribe for stock options free of charge. The market value of the option shall be calculated using the Black-Scholes pricing model subject to barrier conditions to calculate the Company's social security expenses. The valuation of the options shall be performed by an independent valuation institute or auditing firm. A preliminary calculation (4 March 2022) based on an exercise price and barrier conditions at the time of exercising the stock options of SEK 10.30 per share results in an option value of SEK 1.28.

The stock options allotted will be offered for subscription free of charge. Such an offer to allot stock options must be provided within 10 banking days of the date a resolution to allot options has been passed.

Each stock option entitles the holder to subscribe for one new share in the Company in exchange for cash payment, provided that the barrier conditions have been met, during the period from 1 June 2025 to 30 September 2025 or the earlier date set out in the option rules. However, the stock options shall be exercisable at an earlier point in time in the event of a merger, compulsory redemption, liquidation, or similar circumstances.

Payment for shares subscribed for by exercising stock options shall be made in cash at an exercise price of 100% of the average of the listed volume-weighted price paid for each trading day as per Nasdaq First North Growth Market's official price list for shares in the Company during the period from 21 April 2022 to 4 May 2022. The exercise price established in this manner shall be rounded to the nearest whole tenth in SEK öre, with SEK 5 öre rounded down.

For each individual participant in the stock option plan, 80 percent of all allotted stock options are subject to barrier conditions, and these 80 percent of the stock options can only be exercised to subscribe for shares once the volume-weighted price paid measured per trading day as per the Nasdaq First North Growth Market's official price list for shares is higher than the respective barrier level.

The barrier levels are calculated as a percentage of the average volume-weighted price as per the Nasdaq First North Growth Market's official price list for shares in the Company during the period from 21 April 2022 to 4 May 2022 ("the Barrier Price").

The barrier levels shall consist of two barriers, with the first barrier accounting for 25 percent ("Barrier 1") and the second barrier accounting for 55 percent ("Barrier 2") of all the stock options allotted to participants, in accordance with what is set out below.

- Barrier 1: 25 percent of the stock options are subject to Barrier 1 and the barrier is calculated at 158 percent of the Barrier Price.
- Barrier 2: 55 percent of the stock options are subject to Barrier 2 and the barrier is calculated at 300 percent of the Barrier Price.



Barrier 1 and Barrier 2 established in this manner shall be rounded to the nearest whole tenth in SEK öre, with SEK 5 öre rounded down. The barriers shall be recalculated in the same way as for the redemption price in the option rules.

New shares subscribed for by exercising Stock options entitle the holder to dividends for the first time on the dividend record date most immediately following the date the new share issue was registered with the Swedish Companies Registration Office and Euroclear Sweden AB.

The purpose of the share issue and the reason for waiving shareholders' preemptive rights is to implement an option program suited for allotment to key personnel in the Company so that they can be offered the opportunity to participate in the growth in value of the Company's stock. This is expected to lead to stronger interest in the Company's growth – as well as the Company's share price performance – and stimulate continued company loyalty over the coming years.

In conjunction with the transfer of the stock options to the participants in the program, the Company reserves the right to buy back all stock options if the participant's employment is terminated or if the participant wishes to transfer the stock options to another party during the period until 31 May 2025.

The complete rules for the stock options will be kept available on the Company's premises and on the Company's website no later than two (2) weeks prior to the AGM. These rules include that the exercise price and the number of shares to which a stock options entitles the holder to subscribe for may be recalculated in certain cases.

It is proposed that the board or those designated by the board be authorized to make minor adjustments to this resolution as may be necessary in conjunction with registration with the Swedish Companies Registration Office and, if applicable, with Euroclear Sweden AB.

**Deliberation on the board's proposed 2022/2025 series incentive program, the costs of the program, other outstanding stock-based incentive programs, dilution**

The proposed agenda item 12 has been deliberated on by the board in consultation with external advisers.

**Valuation**

The stock options shall be subscribed free of charge, which means that social security expenses for the Group may be incurred in conjunction with subscriptions for stock options. According to a preliminary valuation based on a market value of the underlying stock of SEK 10.28, the market value of the stock option is SEK 1.28 per option with a redemption price of 10.30 per share in the 2022/2025 series program. The Black-Scholes pricing model has been used for this valuation on the assumption of a risk-free 0.030% interest rate and 41.7% volatility and taking into account that no dividend or other transfers of value to shareholders are expected to occur during the program's term.

**Expenses and impact on financial ratios**

Given that the stock options are issued free of charge, the Company estimates that fringe benefits and social security expenses will be incurred for the participant and the Company as a result of the option program. The total expenses, including other expenses in the form of fees to external advisers and expenses for the administration of the program, are estimated at around SEK 100,000 over the program's term and the cost of social security expenses is estimated at SEK 326,768.



The program is expected to have a marginal impact on the Company's financial ratios.

#### **Dilution**

The total number of registered shares and votes at the time of this proposal is 24,064,916. The maximum dilutive effect of the 2022/2025 series incentive program is estimated to be a maximum of approximately 3.27% of the total number of shares and votes in the Company (calculated based on the number of existing shares in the Company and taking into account other outstanding stock options), provided that all offered stock options are subscribed for and exercised.

There are earlier programs in which share subscription will not take place until November 2022, November 2023, June 2024 and September 2024, totaling a maximum of 614,500 options with an exercise price of SEK 19.84, SEK 39.68 and SEK 14.30, respectively. If all previously issued stock options and stock options issued in the 2022/2025 incentive program are exercised, the dilution may amount to a maximum of approximately 5.60 percent of the total number of shares and votes in the Company (calculated on the basis of the number of existing shares in the Company and taking into account other outstanding stock options).

#### **Other outstanding stock-based incentive programs**

For disclosures on the Company's other stock-based incentive programs, please see the Company's 2021 annual report. Apart from the programs disclosed there, the Company does not have any other stock-based incentive programs.

#### **Majority requirement**

Shareholders representing at least two thirds of both the votes cast and the shares represented at the AGM must vote for the resolution under item 13 for it to be deemed duly passed.

Shareholders representing at least nine tenths of both the votes cast and the shares represented at the AGM must vote for the resolution under item 14 for it to be deemed duly passed.

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Lund, March  
2022, the Board  
of Directors of  
**SenzaGen AB**