

The proposal of the board of directors of Bravida Holding AB (publ) for resolution on guidelines for remuneration to the management

The board of directors proposes that the annual general meeting resolve to approve the board of directors' proposal concerning guidelines for the remuneration and other terms of employment for the company's management in accordance with what is stated below. The board's proposal principally conforms to guidelines previously applied.

Terms of employment and remuneration for the management and general principles for remuneration

Bravida offers remuneration that is in line with market practice and is based on one fixed and one variable part. Remuneration to the chief executive officer and other members of the management comprises fixed salary, variable remuneration and pension. "Management" refers to the individuals who together with the chief executive officer constitute the group management. The division between fixed salary and variable remuneration is proportionate to the individual's level of responsibility and degree of influence. The variable remuneration is based on a combination of the result of the business and the group's M&A activity.

The chief executive officer's annual variable remuneration based on the results of the business is capped at 10 months' salary, excluding social security contributions, and the chief executive officer's annual variable remuneration based on the group's M&A activity is capped at SEK 2.8 million, including social security contributions. Department managers in the management group may receive an annual variable remuneration based on the results of the business up to a maximum of 9 months' salary, including social security contributions, whereas the chief financial officer and division managers may receive an annual variable remuneration based on the results of the business up to a maximum of 20 months' salary, including social security contributions. In addition hereto, the annual variable remuneration based on the group's M&A activity is capped at SEK 2.3 million, including social security contributions, for each person entitled to compensation.

Provision is made in the accounts for all variable remuneration, including social security contributions.

From time to time, the board of directors proposes share-based long term incentive programs, which are then considered separately by the general meeting.

Members of the management may receive other customary benefits, such as company car, occupational healthcare, etc.

Pension obligations

The members of the management domiciled in Sweden are entitled to pension benefits in the range of 28-35 per cent of the respective salary, or in accordance with the applicable ITP pension plan. For members of the management domiciled outside Sweden, the company shall endeavor to apply equivalent pension benefits, although variations that are justified due to local conditions may apply.

Agreements concerning pensions shall, where possible, be based on fixed premiums and must be in accordance with the levels, practice, individual agreements and collective bargaining agreements applicable to the group.

Severance pay

Members of the management are entitled to a notice period ranging from six to twelve months, if the employment is terminated by the employer, and four to six months, if the employment is terminated by the employee. Upon termination by the employer, members of the management are, in addition to their fixed monthly salary, entitled to severance pay in an amount ranging from six to twelve months' salary during the notice period.

Under special circumstances, the board of directors may deviate from the above guidelines.
