

Instructions for the Remuneration Committee of Inission AB

Adopted at a board meeting on 24 May 2024

1. Purpose

These instructions, together with the Board of Directors' adopted rules of procedure, the Swedish Companies Act, the Swedish Code of Corporate Governance (the "Code"), the Articles of Association, directives issued by the Annual General Meeting and other regulations binding on the company, regulate the work of the Remuneration Committee.

2. Composition etc.

Matters concerning remuneration and other terms of employment for the CEO and other members of the executive management are prepared by a Remuneration Committee consisting of the Chairman of the Board and one to two additional specially appointed members of the Board. The other members of the Remuneration Committee shall be independent in relation to the company and its management.

The committee shall record the minutes of its meetings and the minutes shall be shared with the board.

3. Tasks

The main tasks of the Remuneration Committee shall be to:

- prepare the Board's decisions on matters relating to remuneration principles, remuneration and other terms of employment for the executive management,
- monitor and evaluate ongoing and completed programmes for variable remuneration for senior executives,
- monitor and evaluate the application of the guidelines for remuneration and other terms of employment for senior executives that the Annual General Meeting is required by law to decide on, as well as applicable remuneration structures and remuneration levels in the company, and
- for approval by the Board of Directors and the Annual General Meeting, prepare a special remuneration report on remuneration to senior executives in accordance with what is regulated in the Swedish Companies Act, Chapter 8, Section 53a.

The Remuneration Committee shall, annually, for the approval of the Board of Directors and the Annual General Meeting, prepare proposals for guidelines for remuneration and other terms of employment for the entire company management, including the CEO.

The principles shall include:

- Fixed remuneration in relation to competitors,
- main terms and conditions for non-monetary benefits, pension, termination and severance pay, and
- which circle of executives is covered.

Furthermore, the Committee shall prepare and present proposals to the Board of Directors regarding the CEO's remuneration and other terms of employment. It is also the responsibility of the Committee to examine and give the CEO overall directives regarding changes in remuneration and other terms of employment for the rest of the company's management.

4. Meetings and reporting

The committee must normally hold at least four meetings per calendar year. The chairman of the committee is responsible for convening and setting the agenda for the committee's meetings. Minutes shall be kept at each meeting and shall also be communicated to the other members of the Board. The committee has the right to access all internal information it needs to carry out its tasks.

The committee shall submit reports to the Board on an ongoing basis by the Chairman of the Committee reporting orally at the next Board meetings or ensuring that a written report is submitted to all Board members. These reports should include the committee's observations, recommendations and proposals for measures and decisions.