

N.B. The English text is an in-house translation.

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Protokoll fört vid årsstämma i **Oncopeptides AB (publ)**, torsdagen den 25 maj 2023 kl. 15:00 på Tändstickspalatset, Västra Trädgårdsgatan 15, Stockholm.

*Minutes kept at the Annual General Meeting in **Oncopeptides AB (publ)**, held on Thursday 25 May 2023, at 3 p.m at Tändstickspalatset, Västra Trädgårdsgatan 15, Stockholm, Sweden.*

1 § Stämmans öppnande / Opening of the Annual General Meeting

Stämman öppnades och aktieägarna hälsades välkomna av Johan Winnerblad, advokat och partner vid Advokatfirman Vinge.

The meeting was declared open and the shareholders were greeted by Johan Winnerblad, member of the Swedish Bar Association and partner at Advokatfirman Vinge.

2 § Val av ordförande vid årsstämman / Election of chairman of the Annual General Meeting

Johan Winnerblad, advokat vid Advokatfirman Vinge, valdes i enlighet med valberedningens förslag till ordförande vid stämman. Det noterades att Joel Magnusson, advokat vid Advokatfirman Vinge, fått i uppdrag att föra protokollet. *Johan Winnerblad, member of the Swedish Bar Association and lawyer at Advokatfirman Vinge, was appointed chairman of the meeting, in accordance with the Nomination Committee's proposal. It was noted that Joel Magnusson, member of the Swedish Bar Association and lawyer at Advokatfirman Vinge, had been instructed to keep the minutes.*

Noterades att årsstämman genomfördes med fysisk närvaro av aktieägare och med möjlighet för aktieägare att utöva sin rösträtt genom förhandsröstning (poströstning) i enlighet med bolagsordningen.

It was noted that the Annual General Meeting was held with physical presence of shareholders and with the option for shareholders to exercise their voting rights by advance voting (postal voting) pursuant to the articles of association.

Beslutades att godkänna att de utomstående personer som var närvarande skulle vara åhörare vid stämman.

It was resolved to approve that the external individuals present were to participate at the meeting as audience.

3 § Upprättande och godkännande av röstlängd / Preparation and approval of voting list

Bifogad förteckning, Bilaga 1, över deltagande aktieägare godkändes att gälla som röstlängd vid stämman.

The attached list of shareholders participating, Appendix 1, was approved to serve as voting list for the meeting.

4 § Godkännande av dagordning / Approval of the agenda

Det förslag till dagordning som intagits i kallelsen godkändes att gälla som dagordning för stämman.

The agenda presented in the notice convening the meeting was approved to serve as agenda for the meeting.

- 5 § Val av en justeringsperson / Election of one person to approve the minutes**
Alfred Askeljung, representerande vissa institutionella aktieägare, utsågs att jämte ordföranden justera dagens protokoll.
Alfred Askeljung, representing certain institutional shareholders, was appointed to approve the minutes jointly with the chairman.
- 6 § Prövning av om årsstämman blivit behörigen sammankallad / Determination as to whether the Annual General Meeting has been duly convened**
Antecknades att kallelse till årsstämman varit publicerad på bolagets webbplats den 21 april 2023 och införd i Post- och Inrikes Tidningar den 27 april 2023 samt att information om att kallelse skett annonserats i Dagens industri den 27 april 2023, varefter det konstaterades att stämman var i behörig ordning sammankallad.
It was noted that the notice convening the Annual General Meeting was published on the company's website on 21 April 2023 and in the Swedish Official Gazette (Sw. Post- och Inrikes Tidningar) on 27 April 2023 and that information regarding such notice was published in Dagens industri on 27 April 2023 and, thus, that the Meeting had been duly convened.
- 7 § Anförande av verkställande direktören / Presentation by the CEO**
Bolagets verkställande direktör, Monica Shaw, redogjorde för händelser i verksamheten under det gångna året. Aktieägarna bereddes därefter möjlighet att ställa frågor, vilka besvarades av den verkställande direktören.
The company's CEO, Monica Shaw, presented events in the company's operations during the past year. The shareholders were thereafter given the opportunity to ask questions, which were answered by the CEO.
- 8 § Framläggande av årsredovisningen och revisionsberättelsen samt av koncernredovisningen och koncernrevisionsberättelsen / Presentation of the annual report and auditors' report and of the group annual report and the group auditor's report**
Framlades årsredovisningen, revisionsberättelsen, koncernredovisningen och koncernrevisionsberättelsen för räkenskapsåret 2022, samt revisorsyttrandet enligt 8 kap. 54 § aktiebolagslagen. Bolagets huvudansvarige revisor, Anna Svanberg från Ernst & Young AB, föredrog revisionsberättelsen och redogjorde för det utförda revisionsarbetet under det gångna räkenskapsåret. Aktieägarna bereddes därefter möjlighet att ställa frågor, vilka besvarades av revisorn.
The annual report, the auditor's report, the consolidated financial statements and the consolidated auditor's report for the financial year 2022, and the auditor's report pursuant to Chapter 8, section 54 of the Swedish Companies Act were presented. The company's auditor in charge, Anna Svanberg from Ernst & Young AB, presented the audit report and reported on the auditing work performed during the past financial year. The shareholders were thereafter given the opportunity to ask questions, which were answered by the auditor.
- 9 a § Beslut i fråga om fastställelse av resultaträkningen och balansräkningen samt av koncernresultaträkningen och koncernbalansräkningen / Resolution in respect of adoption of the profit and loss statement and balance sheet and the group profit and loss statement and group balance sheet**
Fastställdes – vilket tillstyrktes av revisorn – den i årsredovisningen intagna resultaträkningen och koncernresultaträkningen för 2022 respektive balansräkningen och koncernbalansräkningen per 31 december 2022.

The income statement and the consolidated income statement for 2022 and the balance sheet and consolidated balance sheet as per 31 December 2022, all included in the annual report, were – as supported by the auditor – approved.

9 b § **Beslut i fråga om dispositioner beträffande bolagets resultat enligt den fastställda balansräkningen / Resolution in respect of allocation of the company's profit or loss in accordance with the adopted balance sheet**

Beslutades i enlighet med styrelsens förslag att årets förlust, som framgår av årsredovisningen för 2022, ska balanseras i ny räkning.

It was resolved, in accordance with the Board of Directors' proposal, that the loss for the year, as presented in the annual report for 2022, shall be carried forward.

9 c § **Beslut i fråga om ansvarsfrihet åt styrelseledamöterna och verkställande direktören / Resolutions in respect of the discharge from liability for the members of the Board of Directors and the CEO**

Beviljades styrelsens ledamöter och den tidigare verkställande direktören Jakob Lindberg, ansvarsfrihet för deras förvaltning av bolagets angelägenheter under räkenskapsåret 2022.

The members of the Board of Directors and the former CEO Jakob Lindberg were discharged from liability in respect of their management of the company's business during the financial year 2022.

Noterades att berörda personer, i den mån de var upptagna i röstlängden, inte deltog i beslutet såvitt avsåg dem själva.

It was noted that each person concerned, if registered in the voting list, did not participate in the resolution regarding themselves.

10 § **Fastställande av antalet styrelseledamöter och revisorer som ska utses av årsstämman / Determination of the number of members of the Board of Directors and the number of auditors to be elected at the Annual General Meeting**

Beslutades, i enlighet med valberedningens förslag, att antalet av bolagsstämman utsedda styrelseledamöter, för tiden intill slutet av nästa årsstämma, ska vara sex (6) ordinarie ledamöter.

It was resolved, in accordance with the Nomination Committee's proposal, that the number of members of the Board of Directors appointed by the Meeting, for the time until the end of the next Annual General Meeting, shall be six (6) ordinary directors.

Beslutades, i enlighet med valberedningens förslag, att antalet revisorer ska vara ett (1) registrerat revisionsbolag.

It was resolved, in accordance with the Nomination Committee's proposal, that the number of auditors shall be one (1) authorised accounting firm.

11 § **Fastställande av arvoden åt styrelsens ledamöter och revisorerna / Determination of directors' and auditors' fees**

Beslutades, i enlighet med valberedningens förslag, att arvode till styrelsen ska utgå med tre komponenter där grundarvudet motsvarar ett värde om 2 250 000 kronor, arbete i utskott samt reseersättning motsvarar ett värde om 607 500 kronor och aktierätter ett värde om 1 950 000 kronor. Total ersättning motsvarar ett värde om 4 807 500 kronor för tiden intill slutet av årsstämman 2024. Arvudet för ordinarie styrelsearbete (exklusive arbete inom utskott och reseersättning) för tiden intill slutet av årsstämman 2024 motsvarar ett värde om totalt 4 200 000 kronor.

It was resolved, in accordance with the Nomination Committee's proposal, that fees for the Board of Directors shall be paid with three components where the basic remuneration corresponds to a value of SEK 2,250,000, work in committees and travel allowance corresponds to SEK 607,500 and share awards a value of SEK

1,950,000. Total remuneration corresponds to a value of SEK 4,807,500 until the end of the Annual General Meeting 2024. The remuneration for ordinary work of the Board of Directors (excluding work in committees and travel allowance) for the period until the end of the Annual General Meeting 2024 corresponds to a total value of SEK 4,200,000.

Beslutades vidare, i enlighet med valberedningens förslag, att av det ordinarie fasta arvudet utgörs 50 procent (exklusive arvode för kommittéarbete eller resetillägg) av aktierätter i aktieägarprogrammet Board SHP 2023 i enlighet med punkt 15 i kallelsen. Arvode för ordinarie styrelsearbete ska fördelas enligt följande; styrelsens ordförande ska erhålla 1 500 000 kronor (varav 50 procent kontant och 50 procent i aktierätter) och var och en av övriga ledamöter ska erhålla 600 000 kronor (varav 50 procent kontant och 50 procent i aktierätter) dock att Per Samuelsson har avböjt att erhålla aktierätter och kommer därför endast erhålla 50 procent kontant.

It was further resolved, in accordance with the Nomination Committee's proposal, that 50 per cent (excluding remuneration for committee work or travel allowances) of the ordinary fixed remuneration consist of share awards in the shareholder program Board SHP 2023 in accordance with item 15 in the notice. Remuneration for ordinary work of the of Board of Directors shall be allocated in accordance with the following; SEK 1,500,000 to the Chairman of the Board of Directors (of which 50 per cent in cash and 50 per cent in share awards) and SEK 600,000 to each of the other Board members (of which 50 per cent in cash and 50 per cent in share awards) however, that Per Samuelsson has declined to receive share awards and will therefore only receive 50 per cent in cash.

Beslutades vidare, i enlighet med valberedningens förslag, att utöver det ovan angivna arvudet för ordinarie styrelsearbete ska varje styrelseledamot bosatt i USA erhålla ett extra arvode om 100 000 kronor och att varje styrelseledamot bosatt i Europa, men utanför Norden, ska erhålla ett extra arvode om 50 000 kronor.

It was further resolved, in accordance with the Nomination Committee's proposal, that in addition to the above-mentioned remuneration for ordinary board work, each of the Board members residing in the United States shall receive an additional amount of SEK 100,000 and each of the Board members residing in Europe, but outside the Nordics, shall receive an additional amount of SEK 50,000.

Beslutades vidare, i enlighet med valberedningens förslag, att ersättning för utskottsarbete, för tiden intill slutet av nästa årsstämma, ska utgå med 82 500 kronor till ordförande i revisionsutskottet och 27 500 kronor till var och en av övriga ledamöter i revisionsutskottet, med 55 000 till ordförande i ersättningsutskottet och 27 500 kronor till var och en av övriga ledamöter i ersättningsutskottet samt 55 000 kronor till ordföranden i det vetenskapliga utskottet och 27 500 kronor till var och en av övriga ledamöter i det vetenskapliga utskottet.

It was further resolved, in accordance with the Nomination Committee's proposal, that fees for committee work, for the time period until the end of the next annual general meeting, shall amount to SEK 82,500 for the chairman of the audit committee and SEK 27,500 for each other member of the audit committee, SEK 55,000 for the chairman of the remuneration committee and SEK 27,500 for each other member of the remuneration committee, as well as SEK 55,000 for the chairman of the scientific committee and SEK 27,500 for each other member of the scientific committee.

Beslutades, i enlighet med valberedningens förslag, att arvode till revisorn, för tiden intill slutet av nästa årsstämma, ska utgå enligt godkänd räkning.

It was resolved, in accordance with the Nomination Committee's proposal that the remuneration to the auditor, for the time until the end of the next Annual General Meeting, shall be paid according to approved invoices.

12 § Val av styrelseledamöter och styrelsens ordförande / Election of members of the Board of Directors and Chairman of the Board of Directors

Till ordinarie styrelseledamöter omvaldes i enlighet med valberedningens förslag Per Wold-Olsen, Brian Stuglik, Cecilia Daun Wennborg, Jarl Ulf Jungnelius, Per Samuelsson och Jennifer Jackson för tiden intill slutet av nästa årsstämma. Per Wold-Olsen omvaldes till styrelsens ordförande.

In accordance with the Nomination Committee's proposal, Per Wold-Olsen, Brian Stuglik, Cecilia Daun Wennborg, Jarl Ulf Jungnelius, Per Samuelsson and Jennifer Jackson were re-elected as members of the Board of Directors for the period until the end of the next Annual General Meeting. Per Wold-Olsen was re-elected as the chairman of the Board of Directors.

13 § Val av revisor / Election of auditor

Till bolagets revisor omvaldes, i enlighet med valberedningens förslag, revisionsbolaget Ernst & Young AB, med önskemål om Anna Svanberg som huvudansvarig revisor, för tiden intill slutet av nästa årsstämma.

In accordance with the Nomination Committee's proposal, the audit firm Ernst & Young AB was re-elected auditor of the company, with the request for Anna Svanberg as auditor in charge, for the period until the end of the next Annual General Meeting.

14 § Framläggande av styrelsens ersättningsrapport för godkännande / Presentation of the Board of Directors' remuneration report for approval

Framlades styrelsens förslag till ersättningsrapport. Beslutades att godkänna styrelsens ersättningsrapport, Bilaga 2.

The Board of Directors' remuneration report was presented. It was resolved to approve the Board of Directors' remuneration report, Appendix 2.

15 § Beslut om införande av ett långsiktigt aktieägarprogram för styrelseledamöter / Resolution on the introduction of a long term shareholder program for members of the Board of Directors

Framlades valberedningens förslag att anta aktieägarprogrammet Board SHP 2023, bemyndiga styrelsen att besluta om riktad emission av C-aktier, bemyndiga styrelsen att besluta om återköp av emitterade C-aktier samt överlåtelse av egna stamaktier. Beslutades i enlighet med valberedningens förslag.

The proposal of the Nomination Committee to adopt the shareholder program Board SHP 2023, authorise the Board of Directors to resolve on a directed share issue of class C shares, authorise the Board of Directors to repurchase issued class C shares and transfer of own ordinary shares was presented. It was resolved in accordance with the proposal of the Nomination Committee.

Det noterades att aktieägare som omfattas av besluten under denna punkt, och som är upptagna i röstlängden direkt, genom ombud eller som ombud för annan, inte deltog i besluten under denna punkt.

It was noted that shareholders concerned by the resolution, and who were included in the voting list, directly, by proxy or as representative for someone else, did not participate in the resolution.

Noterades att beslutet biträdades av aktieägare med minst nio tiondelar av såväl de avgivna rösterna som aktier företrädde vid årsstämman.

It was noted that the resolution was supported by shareholders representing at least nine tenths of the votes cast and shares represented at the Annual General Meeting.

16 § Beslut om bemyndigande för styrelsen att fatta beslut om nyemissioner av aktier, teckningsoptioner och/eller konvertibler / Resolution regarding authorisation for the Board of Directors to resolve upon issues of shares, warrants and/or convertibles

Framlades styrelsens förslag till beslut om bemyndigande för styrelsen att besluta om emission av aktier, teckningsoptioner och/eller konvertibler enligt 16 (a) och 16 (b) för det fall att 16 (a) inte antas.

The proposal of the Board of Directors to authorize the Board of Directors to resolve on issues of shares, warrants and/or convertibles in accordance with 16 (a) and 16 (b) should not 16 (a) be adopted was presented.

Beslutades i enlighet med styrelsens förslag om bemyndigande för styrelsen att fram till slutet av nästa årsstämma besluta om emission av aktier, teckningsoptioner och/eller konvertibler enligt punkt 16 (a).

It was resolved in accordance with the Board of Directors' proposal to authorize the Board of Directors to resolve on issues of shares, warrants and/or convertibles for the period until the end of the next Annual General Meeting according to item 16 (a).

Noterades att beslutet biträdades av aktieägare med minst två tredjedelar av såväl de avgivna rösterna som aktier företrädde vid årsstämman.

It was noted that the resolution was supported by shareholders representing at least two thirds of the votes cast and shares represented at the Annual General Meeting.

17 § Stämmans avslutande / Closing of the Annual General Meeting

Årsstämman förklarades avslutad.

The Annual General Meeting was declared closed.

Signatursida följer / Signature page follows

Vid protokollet / Minutes taken by

Justeras / Approved

Joel Magnusson

Joel Magnusson

Johan Winnerblad

Johan Winnerblad

Alfred Askeljung

Alfred Askeljung

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Remuneration Report

INTRODUCTION

This Remuneration Report provides an overview of how Oncopeptides AB's guidelines for remuneration to senior executives, adopted by the Annual General Meeting (AGM) 2021 and 2022 respectively, have been applied during 2022. The report also includes information on the remuneration of the CEO as well as a summary of the company's share-based and share price-related incentive programs outstanding. The report was prepared in accordance with the Swedish Companies Act and the rules on remuneration issued by the he Stock Market Self-Regulation Committee.

More information on remuneration of members of senior management is available in Note 10 to the 2022 Annual Report, Employees and personnel costs. Information on the work of the Remuneration Committee in 2022 can be found in the

Corporate Governance Report, pages 36–43 in the 2022 Annual Report.

Remuneration of the Board of Directors is not encompassed by this report. Such remuneration is resolved by the AGM yearly and published in Note 10 in the 2022 Annual Report.

Performance in 2022

The CEO provides a summary of the company's overall performance on page 5–6 of the 2022 Annual Report.

COMPANY'S REMUNERATION GUIDELINES: SCOPE, PURPOSE AND DEVIATIONS

Oncopeptides is a biotech company focused on the commercialization, research and development of treatments for difficult-to-treat hematological diseases. The company uses its proprietary PDC

platform to develop peptide-linked drugs that rapidly and selectively deliver chemotherapy into cancer cells.

A prerequisite for the successful implementation of the company's business strategy and safeguarding of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. Achieving this requires that the company offer competitive remuneration. The remuneration shall be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. In addition, the AGM may, independently of the guidelines for remuneration of senior management, decide on, for example, share and share price related remuneration. The satisfaction of criteria for awarding variable cash remuneration shall be measured over a

period of one year. The variable cash remuneration shall be linked to predetermined and measurable criteria which can be financial or non-financial. They may be individualized, quantitative or qualitative objectives.

The criteria shall be designed so as to promote the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or to promote the executive's long-term development.

These guidelines enable the company to offer the members of senior management a competitive total remuneration. Variable cash remuneration covered by the guidelines for remuneration of senior management shall aim at promoting the company's business strategy and long-term interests, including its sustainability.

TOTAL REMUNERATION OF THE CEO, 2022 (SEK THOUSAND)¹

2022	Basic salary	Invoiced fees	Variable remuneration	Pension expenses ²	Share-based remuneration ³	Total	Ratio of fixed/variable remuneration ⁴
CEO, Jakob Lindberg	4,207	–	2,058	995	0	7,260	72%/28%
Total	4,207	–	2,058	995	0	7,260	72%/28%

1) With the exception of Multi-year variable remuneration (Share-based remuneration above), the table presents remuneration that accrues in 2022. Multi-year variable remuneration is presented to the extent it vested in 2022 pursuant to that stated in the following table presenting the CEO's Option programs. This applies irrespective of whether payment has, or has not, been made in the same year.

2) Pension expenses, which are defined contribution and pertain entirely to basic salary, have been fully recognized as fixed remuneration.

3) The value of the employee options vested during the year and thereby exercised, as shown below in the CEO's Option programs table. The employee options vested during the year have not been exercised, whereby share-based remuneration is calculated to SEK 0 thousand. At the vesting date, the market value of the underlying shares amounted to SEK 407 thousand. The exercise price for them was SEK 5,782 thousand.

4) Pension expenses (column 4), which are defined contribution and pertain entirely to basic salary, have been fully counted as fixed remuneration.

Long-term share-based incentive programs have been implemented in the company. Such programs have been resolved by the general meeting and are therefore excluded from these guidelines. The programs include senior management, Board members, founders and other personnel, and are reported under Note 26, Share-based remuneration, in the 2022 Annual Report. For more information about these programs, including the criteria determining outcomes, see oncopeptides.com/sv/foretaget/bolagsstyrning/ersattning.

The guidelines for remuneration of senior management are reported on pages 28–29 in the 2022 Annual Report. No deviations from the guidelines occurred during 2022.

No claim for repayment of remuneration has been made.

For information about the guidelines applicable until the 2023 AGM, refer to the Corporate Governance Report on pages 36–43 of the 2022 Annual Report.

SHARE-BASED REMUNERATION

Share price-related incentive programs outstanding

The objective of share-based incentive programs is to promote the company's long-term interests by motivating and rewarding the company's senior management, founders and other personnel in line with the shareholders' interests. Oncopeptides currently has nine active programs encompassing management, certain Board members, founders and employees.

"Employee Option Program 2016/2023" was introduced in 2016. "Co-worker LTIP 2017" was introduced in 2017. At the 2018 AGM, the incentive

program "Co-worker LTIP 2018" was introduced and at the 2019 AGM it was resolved to introduce "Co-worker LTIP 2019". At the 2020 AGM, it was resolved to introduce the "Board LTIP 2020" incentive program. At the 2021 AGM, it was resolved to introduce two incentive programs: "Board LTIP 2021" and "Co-worker LTIP 2021". At the 2022 AGM, it was resolved to introduce two incentive programs: "Board LTIP 2022" and "Co-worker LTIP 2022".

The options shall be granted to the participants free of charge and have a three-year vesting period from the date of allotment, provided that, subject to customary exceptions, the participant is still employed by/still providing services to Oncopeptides.

The share awards will be allotted free of charge to participants. The share awards are vested over approximately three years and are also subject to performance-based vesting, based on the performance of Oncopeptides' share price during the period from the allotment date up to and including the final vesting date. For further information about these programs, refer to Note 26 in the 2022 Annual Report.

Full exercise of allotted options and share awards, including warrants set aside to hedge the company's social security contributions, as of December 31, 2022 corresponded to in total 3,970,011 shares and would result in a dilution of shareholders of 4.2 percent based on full dilution. The full utilization of all resolved options and share awards corresponding to a total of 7,815,639 shares (including unallotted employee options and share awards as well as warrants intended for hedging of social security contributions) would result in a dilution for shareholders of 8.0 percent based on full dilution.

CEO'S PERFORMANCE DURING THE REPORTED FISCAL YEAR VARIABLE CASH REMUNERATION

Description of criteria pertaining to variable remuneration	a) Measured performance and b) actual remuneration
Goals linked to launch - Applying for approval in Europe - Planning and implementing EU launch	a) 75% b) SEK 2,058 thousand
Goals linked to strategy - Develop a strategy for the future in the US - Reducing costs - Develop a funding strategy	

COMPARATIVE INFORMATION REGARDING CHANGES IN REMUNERATION AND COMPANY PERFORMANCE CHANGES IN REMUNERATION AND COMPANY PERFORMANCE IN THE LAST TWO REPORTED FINANCIAL YEARS (SEK THOUSAND)

	Income statement vs Income statement-1	Income statement 2022
Total remuneration of the CEO ¹	-4,015 (-36%)	7,260
Consolidated operating result	+1,071,566	-349,350
Average remuneration based on the number of FTEs employed ¹ in the company	-1,055 (-61%)	682

1) Excluding members of Group management

CEO INCENTIVE PROGRAM^{1, 2}

INFORMATION FOR THE REPORTED FISCAL YEAR

CEO	Program title	Subtitle	Vesting period	Allotment date	Expiry date of exercise period	Last vesting date	Exercise period	Exercise price	Options Jan 1, 2022	Allotted 2022	Exercised 2022	Options Dec 31, 2022	Vested %
Jakob Lindberg	Co-worker LTIP	2017:1	2017-2020	May 18, 2017	May 18, 2020	May 18, 2020	May 18, 2020-May 18, 2024	44.48	181,000	-	-	181,000	-
Jakob Lindberg	Co-worker LTIP	2017:3	2018-2021	Feb 21, 2018	Feb 21, 2021	Feb 21, 2021	Feb 21, 2021-Feb 21, 2025	79.77	23,190	-	-	23,190	-
Jakob Lindberg	Co-worker LTIP	2018:2	2019-2022	May 3, 2019	May 3, 2022	May 3, 2022	May 3, 2022-May 3, 2026	126.09	45,860	-	-	45,860	100%
Jakob Lindberg	Co-worker LTIP	2019:3	2020-2023	Jan 2, 2020	Jan 2, 2023	Jan 2, 2023	Jan 2, 2023-Jan 2, 2027	128.68	65,373	-	-	65,373	-
Jakob Lindberg	Co-worker LTIP	2019:7	2021-2024	Jan 4, 2021	Jan 4, 2024	Jan 4, 2024	Jan 4, 2024-Jan 4, 2028	169.53	34,245	-	-	34,245	-
Jakob Lindberg	Co-worker LTIP	2019:9	2022-2025	Feb 18, 2022	Feb 18, 2025	Feb 18, 2025	Feb 18, 2025-Feb 18, 2029	8.93	-	255,413	-	255,413	-
Jakob Lindberg	Co-worker LTIP	2021:02	2022-2025	Feb 18, 2022	Feb 18, 2025	Feb 18, 2025	May 18, 2025	9.38	-	175,663	-	175,663	-
Total									349,668	431,076	-	780,744	-

1) The total market value of the underlying shares at the allotment date was SEK 33,971 thousand. The total exercise price was SEK 33,830 thousand. The total market value of the underlying shares according to the closing price on Nasdaq Stockholm on December 30, 2022 was SEK 9,532 thousand.

2) The total market value of the underlying shares at the vesting date in 2022 was SEK 407 thousand. The total exercise price for the underlying shares amounts to SEK 5,782 thousand. The total market value of the underlying shares according to the closing price on Nasdaq Stockholm on December 30, 2022 was SEK 560 thousand.