

# The Board of Directors' proposal for guidelines on remuneration to senior executives

The Board of Directors proposes that the Annual General Meeting resolves to adopt the following guidelines for remuneration to the Chief Executive Officer and other senior executives.

## GENERAL PRINCIPLES

A prerequisite for successfully implementing Inission's business strategies and safeguarding the company's long-term interests, including its sustainability, is that the company is able to recruit and retain qualified employees. To achieve this, the company must offer competitive and market-based remuneration. The total remuneration shall be balanced and contribute to long-term value creation for shareholders, while reflecting the individual's responsibilities, competence, and performance.

## FORMS OF REMUNERATION

Remuneration to senior executives shall consist of: fixed cash salary, variable cash remuneration, pension benefits, and other customary benefits.

## FIXED REMUNERATION

The fixed cash salary shall be individual and based on the employee's responsibilities, role, experience, and performance, and shall be market-based.

## VARIABLE REMUNERATION

Variable remuneration shall: be linked to predetermined and measurable criteria, which may be both financial and non-financial; promote the company's business strategy, long-term interests, and sustainability. Financial criteria may, for example, relate to earnings, growth, or cash flow. Non-financial criteria may, for example, relate to operational targets, quality, sustainability, or strategic initiatives. Variable remuneration may amount to a maximum of four (4) monthly salaries and shall not be pensionable for the Chief Executive Officer.

## PENSION AND OTHER BENEFITS

Pension benefits shall be defined contribution and based on the fixed salary. Other benefits shall be customary and contribute to facilitating the executive's work.

## TERMINATION OF EMPLOYMENT

In the event of termination by the company, the notice period and any severance pay combined shall not exceed what is market practice and consistent with good practice on the stock market.

## DECISION-MAKING PROCESS

The Board of Directors has established a Remuneration Committee tasked with preparing matters regarding remuneration to senior executives. The Board of Directors decides on remuneration to the Chief Executive Officer and ensures that these guidelines are complied with.

## DEVIATION FROM THE GUIDELINES

The Board of Directors shall be entitled to temporarily deviate from these guidelines, in whole or in part, if in a specific case there are special reasons and such deviation is necessary to safeguard the company's long-term interests or to ensure the company's financial viability.