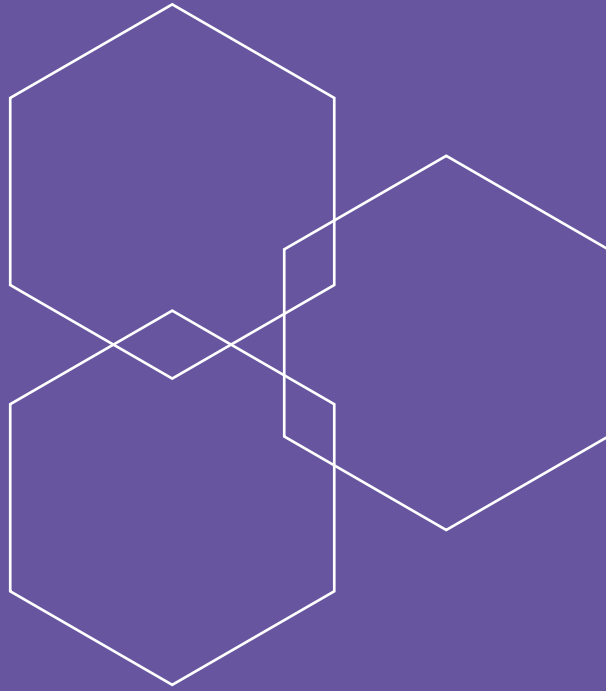


Remuneration report **2021**



Introduction

This report describes how the guidelines for executive remuneration of OssDesign AB were implemented in 2021. The report also provides information on remuneration to the CEO and a summary of the company's outstanding share-related and share price-related incentive plans. The report has been prepared in accordance with the Swedish Companies Act and the Swedish Corporate Governance Board's *Rules on Remuneration to the Board and Executive Management and on Incentive Programs*.

Further information on executive remuneration is available in note 5 (Salaries and remuneration to employees) on page 61 in the annual report 2021.

Remuneration of the board of directors is not covered by this report. Such remuneration is resolved annually by the annual general meeting and disclosed in note 5 on page 61 in the annual report 2021.

Key developments 2021

The CEO summarizes the company's overall performance in his statement on page 8 in the annual report 2021.

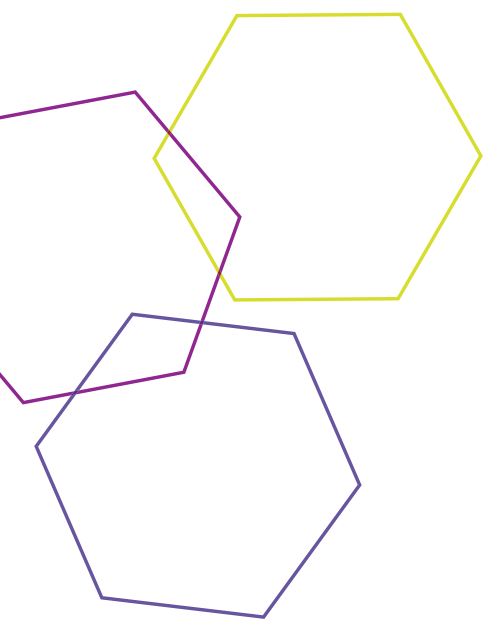
The company's remuneration guidelines: scope and purpose

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 can recruit and retain qualified personnel. To this end, the company must offer competitive remuneration. The company's remuneration guidelines enable the company to offer executives a competitive total remuneration. Under the remuneration guidelines, executive remuneration shall be on market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration shall be linked to financial or non-financial criteria. They may be individualized, quantitative or qualitative objectives. The criteria shall be designed to contribute to the company's business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promote the executive's long-term development.

Total CEO remuneration in 2021 (TSEK)

| Name of director, position | Fixed remuneration | | Variable remuneration | | | Pension expenses | Total remuneration | Proportion of fixed and variable remuneration |
|----------------------------|--------------------|-----------------|-----------------------|---------------------|----------------------|------------------|--------------------|---|
| | Base salary | Other benefits* | One-year variable | Multi-year variable | Extra-ordinary items | | | |
| Morten Henneveld, CEO | 4 187 | 174 | 1 521 | 0 | 0 | 0 | 5 882 | 74/26 |

* Benefit of company car



Share-based remuneration

The company has one employee stock option program and four warrant programs. The CEO, Morten Henneveld, participates in the warrant program 2021/2024:1, where participation in the program has been funded by the participants themselves at fair market value. The program does not contain any performance requirement. The warrants have been transferred during 2021.

Due to the fact that the CEO:s participation in the abovementioned program has been funded by himself at fair market value and furthermore the program does not contain any performance requirement, the Company concludes that, by definition, there is no participation in any incentive program to be disclosed in this remuneration report. Further information on all incentive programs is available in note 7 (Share-related remuneration) on page 62 in the annual report 2021.

Variable remuneration

The variable remuneration is linked to one or more predetermined and measurable criteria, which can be financial, such as net sales, or non-financial, such as qualitative targets. The criteria have been selected to realise the Company's strategy and to encourage actions that are in the Company's long-term interest. By linking the targets, in a clear and measurable way, to the Company's financial and operational development, they contribute to the implementation of the Company's business strategy, as well as the Company's short- and long-term development, including its sustainability.

Performance of the CEO in the reported financial year

| Name of director, position | Description of the criteria related to the remuneration component | Relative weighting of the performance criteria | a) Measured performance and b) Actual award / remuneration outcome |
|----------------------------|---|--|---|
| Morten Henneveld, CEO | Net sales against a defined target | 31% | a) TSEK 31 726 (37%) b) TSEK 266 |
| | Funding against a defined target | 33% | a) TSEK 270 000 (100%) b) TSEK 750 |
| | Non-financial targets | 36% | a) N/A (61%) b) TSEK 505 |

Change of remuneration and company performance over the last five reported financial years (FY) (TSEK)

| Annual change | FY 2017 vs FY 2016 | FY 2018 vs FY 2017 | FY 2019 vs FY 2018 | FY 2020 vs FY 2019 | FY 2021 vs FY 2020 | FY 2021 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------|
| Directors' remuneration | | | | | | |
| CEO remuneration | +130 (+7%) | +159 (+8%) | +1 121 (+51%) | +1 861 (+56%) | +684 (+13%) | 5 882 |
| Group Net sales | +3 487 (+83%) | +5 581 (+73%) | +3 610 (+27%) | +7 999 (+47%) | +6 854 (+28%) | 31 726 |
| Group Operating Profit | -5 037 (-14%) | -8 760 (21%) | -33 381 (-67%) | -408 (0%) | -5 716 (-7%) | -89 650 |
| Average remuneration on a full time equivalent basis of employees* | +37 (+7%) | +274 (+48%) | +40 (+5%) | -12 (-1%) | +61 (+7%) | 929 |

* Excl CEO and CFO