

Proposal of the Board of Directors of Concordia Maritime AB (publ) in respect of guidelines for remuneration to the executive management

The Board of Directors proposes that the following guidelines for remuneration for the executive management are resolved.

Remuneration consists of a fixed salary, variable remuneration, a pension and other benefits. In order to attract and retain expertise, the company aims to offer employees an attractive, competitive fixed salary. The absolute level depends on the scope and complexity of the position in question and on the individual employee's annual performance. Performance is reflected in particular in the variable remuneration. Variable remuneration shall be based on annually established factors with respect to, among other things, the development of the company and reaching e.g. commercial, operational and financial targets. These targets are to be determined by the Board of Directors. Agreements on additional remuneration can be entered into when considered necessary to be able to attract and retain key expertise, or to persuade individuals to move to another location or to accept a new position. Such remuneration shall be of limited duration.

The company's policy regarding pensions is to follow the practice applied in the local market in each country. A premium corresponding to 35 per cent of the Managing Director's monthly pensionable salary and remuneration at any time is paid up until the pension. For other senior executives in Sweden, a defined contribution plan is applicable for retirement pensions over and above the base pension plans on the Swedish labour market.

The basic rule is that other benefits, e.g. a company car, should be in accordance with the local market. For senior executives in Sweden, the mutual period of notice is 3 to 12 months depending on the position. Severance pay amounting to a maximum of 24 monthly salaries is paid in the event of termination of the Managing Director by the company.

Gothenburg in March, 2019

Concordia Maritime AB (publ)

Board of Directors