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THE BOARD'S PROPOSED GUIDELINES FOR REMUNERATION TO SENIOR EXECUTIVE MANAGEMENT

The Board of Directors proposes the following guidelines for remuneration to senior executives that are intended to apply as of the 2017 annual general meeting until the 2018 annual general meeting. By senior executives is meant the Chief Executive Officer and other members of the management team at Oasmia, as well as members of the Board to the extent they receive remuneration for other work than their Board assignment.

Pay and other benefits

Remuneration to senior executives shall consist of fixed salary, pension allocations and health insurance.

Period of notice and severance pay

In the event of termination on the part of the company, the period of notice for the Chief Executive Officer shall be no more than 12 months. In the event of termination on the part of the Chief Executive Officer, the period of notice shall be no more than three months. For other people in the company management, the period of notice shall normally be six months if termination is initiated by the company, and three months if termination is initiated by the employee. No special severance pay shall be paid.

Incentive program

A decision regarding any shares and share price-related incentive programs aimed at people in the company management shall be made by the general meeting.

Policy

The more detailed principles for salary payment to the Chief Executive Officer and other members of the company management shall be documented in a policy established by the Board.

Deviation in individual cases

The Board shall be entitled to deviate from said guidelines if there are special reasons in an individual case. If such a deviation is made, information on this and the reason for the deviation shall be reported at the next annual general meeting.

Uppsala in September 2017
Oasmia Pharmaceutical AB (publ)
The Board of Directors