

## **The Board's report on the Remuneration Committee's evaluation of remuneration to senior executives**

The Board of Directors of Oasmia Pharmaceutical AB has established a Remuneration Committee consisting of Birgit Stattin Norinder (chair) and Anders Härfstrand.

According to the Swedish Corporate Governance Code, the Remuneration Committee's tasks include monitoring and evaluation of the current remuneration structures and levels in the company and, where applicable, programmes for variable remuneration to the executive management, as well as the application of the guidelines for remuneration to senior executives that the shareholders' meeting is legally obliged to establish.

The Board hereby presents the following report on the Remuneration Committee's evaluation, in accordance with section 10.3 in the Swedish Corporate Governance Code.

The Remuneration Committee takes the view that the company's guidelines for remuneration to senior executives resolved by the annual general meeting 2019 have fulfilled their purposes, functioned as intended and been applied in a correct manner.

Furthermore, the Remuneration Committee has monitored and evaluated the company's remuneration structures and levels. The Remuneration Committee finds these to be well-balanced and in line with market practice.

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Uppsala, August 2020  
**Oasmia Pharmaceutical AB**  
The Board of Directors