

Compensation & Benefits Committee

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Compensation & Benefits Committee consists of four board members: Håkan Björklund (Chairman) as well as Helena Saxon, David Allsop and Matthew Gantz. All of them are independent in relation to the Management of the Company. The Company's Head of Human Resources is secretary of the committee but not a member.

The role of the Compensation & Benefits Committee is to review Sobi's remuneration programs. As part of its responsibilities, the committee reviews the compensation arrangements for our senior management and reviews proposed stock option plans, stock purchase plans, retirement plans and any other matters relating to the compensation of our employees.