

Item 16

The Board of Directors' proposal for resolution on adjustment of the allocation between participants in STIP 2024 and LTIP 2024

16.1 Resolution on adjustment of the allocation between participants in STIP 2024

The Board of Directors proposes that the Annual General Meeting resolves to adjust the categories of participants that can be offered STIP 2024 according to the following:

Category	Maximum number of persons	Maximum annual outcome
The management team and certain key persons	2	25 % of an annual salary
	5	50 % of an annual salary
	2	100 % of an annual salary incl. all other variable remuneration
Other key persons	18 (<i>originally 13</i>)	25 % of an annual salary
	9 (<i>originally 7</i>)	50 % of an annual salary
	3	100 % of an annual salary incl. all other variable remuneration

The purpose of the adjustment is to enable participation for additional employees, including new recruits.

A resolution in accordance with the Board of Directors' proposal requires approval of at least nine tenths of the votes cast and the shares represented at the Annual General Meeting.

16.2 Resolution on adjustment of the allocation between participants in LTIP 2024

The Board of Directors proposes that the Annual General Meeting resolves to adjust the allocation between the participants in LTIP 2024 according to the following:

Category	Maximum number of persons	Maximum number of options per person
The management team	8 (<i>originally 3</i>)	100,000
Övriga nyckelpersoner	28 (<i>originally 19</i>)	60,000

The purpose of the adjustment is to enable participation for additional employees, including new recruits. The proposal does not entail an increase or decrease of the total number of warrants in the programme.

A resolution in accordance with the Board of Directors' proposal requires approval of at least nine tenths of the votes cast and the shares represented at the Annual General Meeting.

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Stockholm in April 2024

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The Board of Directors

