

TEMPLATE AGREEMENT MANAGER (1/2)

The employer and the employee below have entered into the following agreement.

EMPLOYER

(below the "Company")

Name:

Corporate registration number:

Address:

EMPLOYEE

(below the employee)

Name:

Social security number:

Address:

1. Form of employment and tasks, etc.

The Employee is employed permanently as (title/position).

The Employee's employment commences on (date).

The tasks of the Employee are

The Employee reports to

The Employee's place of work is (place and, when applicable, office/site)

2. Salary

The Employee shall, at the beginning of the employment, receive a gross monthly salary of SEK

The salary will be paid monthly in arrears on the 25th. A review of the Employee's salary and other salary benefits shall take place once a year during the month of Until a new agreement has been reached, the current salary and benefits shall continue to apply.

3. Working hours

Weekly working hours are hours during weeks with no public holidays. Overtime pay and other supplements are paid according to the applicable collective bargaining agreement.

Alternative: Overtime is paid as follows:

Alternative: Overtime pay is included in the monthly gross salary.

4. Vacation

The Employee is entitled to paid vacation days per year. The Employee is entitled to fully paid advance vacation. In all other respects, the rules of the applicable collective bargaining agreement shall apply or, if not applicable, the rules of the Vacation Act (Sw. semesterlagen).

5. Travel expenses and allowance for expenses

For travel on official business and for representation, reimbursement is paid according to the applicable policy of the Company for travel and representation at the time, see Appendix []. However, the amount may not be lower than the recommendations of the Tax Authority.

6. Pension and applicable collective bargaining agreement

To the extent this agreement does not include specific deviations, the rules of the applicable collective bargaining agreement, between Ledarna and the Company and/or the Company's employer's organization shall apply in respect of general employment terms as well as pension and other health and security insurance policies (Sw. trygghetsförsäkringar), etc. This also applies when travelling abroad on official business.

Alternative: To the extent this agreement does not include specific deviations, the rules of the applicable collective bargaining agreement, between (state the name of the Employee's labour organization) and the Company and/or the Company's employer's organization shall apply in respect of general employment terms as well as pension and other health and security insurance policies (Sw. trygghetsförsäkringar), etc. This shall also apply when traveling abroad on official business.

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Alternative: The Employee is entitled to pension, sickness and survivors' benefits (Sw. pensions-, sjuk- och efterlevandeförmåner) with an amount corresponding to the occupational pension agreement, ITP1, between PTK and Svenskt Näringsliv. The Employee is also entitled to industrial injuries benefits (Sw. arbetsskadeförmåner), according to TFA and compensation in case of death (Sw. ersättning vid dödsfall), according to TGL. The Company shall register the Employee for benefits corresponding to ITP1, TFA and TGL. Further, the Employee is entitled to sick pay (Sw. sjuklön), and parental allowance (Sw. föräldralön), according to Appendix [].

Alternative: The Employee is entitled to pension, sickness, parental allowance and industrial injuries benefits (Sw. pensions-, sjuk-, föräldralöne- och arbetsskadeförmåner) as well as insurance in case of death (Sw. försäkring vid dödsfall), according to Appendix [].

Alternative: The Company shall make pension provisions with an amount corresponding to % of the fixed monthly salary of the Employee. In all other aspects in respect of pension, sickness, parental allowance and industrial injuries benefits (Sw. pensions-, sjuk-, föräldralöne- och arbetsskadeförmåner), as well as for insurance in case of death (Sw. försäkring vid dödsfall), what is stated in Appendix [] shall apply.

7. Termination

The employment may be terminated with a notice period of months by the Company and with a notice period of months by the Employee.

Alternative: The rules regarding notice period that follow from the applicable collective bargaining agreement shall apply. If no collective bargaining agreement is applicable, the notice period shall be according to the provisions in the Employment Protection law (Sw. lagen om anställningsskydd), LAS.

8. Changes and amendments

Changes and amendments to this agreement must be approved in writing by both parties.

9. Disputes

Any dispute arising out of this agreement shall be settled by ordinary Swedish courts.

This agreement has been written with two (2) originals, of which the parties have taken one each.

Date:

Date:

Place:

Place:

(State the name of the Company)

(State the name of the Employee)

(Signature and clarification of signature of the chairman of the board or the authorized representative of the board)