

The English translation is an unofficial translation and in the event of a conflict between the English and the Swedish text versions, the Swedish text version shall prevail.

The Board of Director's proposal for resolution before the AGM of Global Health Partner on 29 April regarding principles on remuneration and other terms of employment to the group senior management (agenda item 14)

Global Health Partner AB (the Company) shall strive to offer total remuneration that is fair and competitive at the market where the Company is operating. The remuneration terms shall emphasize 'pay for performance', and vary with the performance of the individual and the Company. The total remuneration for Senior Management can comprise fixed and compensation and compensation based on incentive programs.

1. Fixed and variable compensation

Annual Base Salary (ABS) shall be the foundation of the overall remuneration package of Senior Management. The salary shall be competitive relative to the relevant market and reflect the scope of the job responsibilities. Salary levels shall be reviewed periodically (usually in the annual salary review process) to ensure continued competitiveness and to recognize individual performance.

Following the 'pay for performance' principle, compensation from incentive programs shall represent an important portion of the total compensation opportunity for Senior Management. Such compensation can be offered both with short-term performance targets (up to 1 year) and long-term performance targets (3 years or longer).

Performance may be measured against both financial and non-financial targets. The financial targets may comprise Value Creation on Group level, as well as other financial measures. Non-financial targets shall focus on elements in line with the Company's strategic plans.

Other variable compensation need approval by the Board of Directors, and may be used in extraordinary circumstances, under the conditions that such extraordinary arrangement shall be made for recruitment or retention purposes. Additionally, extraordinary retention arrangements shall include performance targets; extraordinary recruitment arrangements may include such targets.

2. Insurable benefits

Old age pension, disability benefits and medical benefits shall be designed to reflect practices and requirements. To the extent possible, pension plans shall be based on defined contributions.

3. Other benefits

Other benefits may be provided on individual level or to the entire Senior Management. These benefits shall not constitute a material portion of total remuneration.

4. Notice of termination and severance pay

The notice period shall be 6 to 12 months if the Company takes the initiative and 3 to 6 if the Senior Management member takes the initiative.

In individual cases, the Board of Directors may approve severance arrangements in addition to the notice periods.

Severance arrangements may only be payable upon the Company's termination of the employment arrangement or where a Senior Management member gives notice as the result of an important change in his working situation, because of which he can no longer perform to standard. This may be the case in, e.g., the event of a substantial change in ownership of the Company in combination with a change in reporting line and/or job scope.

Severance arrangements may provide as a benefit to the individual the continuation of the ABS for a period of up to 12 months following termination of the employment agreement. These payments shall be reduced with the equivalent value of any income that the individual earns during that period of up to 12 months from other sources, whether from employment or independent activities.

5. Deviations from the recommendations

The Board of Directors shall be entitled to deviate from these guidelines if special reasons for doing so exist in any individual case.

The proposal is following the principles decided on at an extra general meeting on 16 September 2008.

The auditor's statement in accordance with the Company's Act Chapter 8, paragraph 54, see appendix 1.

Gothenburg, March 2009

Global Health Partner AB (publ)

The Board of Directors