

Disclosures regarding Doro's variable remunerations to group management outstanding share and share-indexed incentive programs

Doro's guidelines for remunerations to group management principally entail that salaries and other remuneration terms for management shall be market-based. In addition to fixed basic salary, management may also receive variable remuneration (including also any bonus) that shall be subject to a predetermined ceiling and based on actual outcome in relation to earnings targets (and, in certain instances, other key figures). The maximum expense, including social security fees, for the company's group management may not exceed SEK 10 m. The total cost for fixed and variable remuneration shall be determined annually at an amount including all of the company's remuneration expenses thus enabling group management to allocate portions of their fixed and variable benefits to, for example pension benefits.

Management's pension plans shall principally be defined-contribution plans. On termination by the company, the individuals may be entitled to severance pay, which shall, in such case, be subject to a predetermined ceiling. On termination by the employee, he/she is not entitled to severance pay. The board of directors may diverge from the guidelines in an individual case if there is particular cause to do so.

In 2011, Doro introduced a share-related incentive program for employees of the Doro Group. This enables rewards for employees to be linked to the future earnings and value development. This rewards long-term value growth and aligns the objectives of shareholders and the employees concerned.

A total of 945,600 share warrants have been issued within a program that covered all, at that time, employees of the Doro Group.

The board of directors
April 2013