

## **Summons to the Annual General Meeting**

The shareholders of Concordia Maritime AB (publ), 556068-5819, are hereby summoned to the Annual General Meeting to be held on Tuesday, 26 April 2016, at 1.00 p.m. The Annual General Meeting will be held at Gothia Towers, room J1, in Gothenburg. Entrance to the venue opens at 12.15 p.m.

## **Right to attend and notice of attendance**

Shareholders who wish to attend the Annual General Meeting must:

- **be registered as shareholders** in the share register kept by Euroclear Sweden AB on Wednesday 20 April 2016
- **notify the company of their intention to participate** and the number of guests (max. two) who will accompany the shareholder at the following address:  
Concordia Maritime AB, SE-405 19 Gothenburg, Sweden, by telephone +46 (0)31-855102 or by e-mail [arsstamma@concordiamaritime.com](mailto:arsstamma@concordiamaritime.com) no later than Wednesday 20 April 2016

At notification, name, the name of the guests, personal identification number/registration number, address and telephone number must be stated.

## **Nominee-registered shares**

Shareholders whose shares have been registered in the name of a nominee must temporarily re-register their shares in their own name to be entitled to vote at the Annual General Meeting. Such registration must be completed at Euroclear Sweden AB. This means that shareholders must inform the nominee to that effect well before 20 April 2016.

## **Nominee**

Shareholders who are represented by proxy shall issue a power of attorney for the representative. A copy of the certificate of registration (and should such certificate not exist, a corresponding document of authority) of the legal entity shall be attached to a power of attorney issued by a legal entity. In order to facilitate the registration at the Meeting, powers of attorney in original, certificates of registration and other documents of authority should be sent to the company so as to be available by Wednesday 20 April 2016. A form for proxy is available at the company's head office and on the company's website, [www.concordiamaritime.com](http://www.concordiamaritime.com).

## **Agenda**

1. Election of Chairman of the meeting.
2. Preparation and approval of the voting list.
3. Approval of the agenda.

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4. Election of persons to verify the minutes.
  5. Consideration if the Annual General Meeting has been duly convened.
  6. Presentation of the Board of Directors and other key employees.
  7. Account of the work done by the Board of Directors.
  8. Statement by the Managing Director.
  9. Presentation of
    - a) the annual accounts and the consolidated annual accounts;
    - b) the audit report and the audit report for the group;
    - c) the auditor's statement regarding the company's compliance with the guidelines for remuneration to members of the executive management in effect since the previous Annual General Meeting.
  10. Resolutions regarding:
    - a) adoption of the income statement and balance sheet and the consolidated income statement and the consolidated balance sheet;
    - b) the allocation of the company's profit according to the adopted balance sheet;
    - c) the discharge from liability towards the company in respect of the Board of Directors and the Managing Director.
  11. The Nomination Committee's report on its work and the Nomination Committee's motivated statement concerning its proposals regarding the Board of Directors.
  12. Resolution regarding the number of members and deputy members of the Board of Directors to be elected by the Annual General Meeting and the number of auditors and deputy auditors.
  13. Resolution regarding the remuneration to the Board of Directors and the auditors.
  14. Election of members of the Board of Directors, the Chairman of the Board and the Deputy Chairman of the Board.
  15. Election of auditor and deputy auditor.
  16. Resolution regarding the establishment of an Nomination Committee for the next Annual General Meeting.
  17. Resolution regarding guidelines for remuneration to the executive management.

#### **Election of a Chairman for the meeting (item 1)**

The Nomination Committee proposes that the lawyer Stefan Brocker is elected as Chairman of the meeting.

#### **Proposal of profit allocation (item 10 b))**

The Board of Directors proposes a distribution of SEK 0.50 per share and Thursday 28 April 2016 as the record day for distribution, and as a result, the final trading day for shares carrying right to distribution will be Tuesday 26 April 2016.

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**Resolution regarding the number of members and deputy members of the Board of Directors and the number of auditors and deputy auditors (item 12)**

The Nomination Committee proposes that the number of Board members elected by the shareholders shall be seven and that no deputies should be appointed. The number of auditors is proposed to be one together with one deputy auditor.

**Resolution regarding the remuneration to the Board of Directors and the auditors (item 13)**

The Nomination Committee proposes that remuneration to the Board members remains unchanged at SEK 400,000 to each of the Chairman and the Deputy Chairman and SEK 225,000 to each of the other Board members elected by the shareholders. In addition to Board member remuneration, the remuneration for committee work shall be SEK 50,000 to each of the Chairman of the Remuneration Committee and the Audit and Finance Committee, respectively, and SEK 30,000 to each other member of the Remuneration Committee and the Audit and Finance Committee, respectively. The proposed Board remuneration, including remuneration for committee work, accordingly amounts to SEK 2,085,000 provided that each committee is composed of one Chairman and one other committee member.

The remuneration to the auditors shall be paid according to invoice approved by the company.

**Election of members of the Board of Directors and the Chairman of the Board (item 14)**

The Nomination Committee proposes that Carl-Johan Hagman, Stefan Brocker, Mats Jansson, Michael G:son Löw, Helena Levander, Morten Chr. Mo and Dan Sten Olsson are re-elected as Board members. Carl-Johan Hagman is proposed to be re-elected as Chairman of the Board of Directors. Stefan Brocker is proposed to be re-elected as Deputy Chairman of the Board of Directors.

**Election of auditor and deputy auditor (item 15)**

The Nomination Committee proposes that Jan Malm, authorized public accountant, is re-elected as auditor of the company and that Helena Ekberg, authorized public accountant, is re-elected as deputy auditor.

**Resolution regarding the establishment of Nomination Committee for the next Annual General Meeting (item 16)**

The Nomination Committee proposes that the Annual General Meeting resolves to establish a Nomination Committee for the Annual General Meeting 2017 in accordance with the Nomination Committee's proposal that comprises the following procedure. The members shall comprise one representative from each of the two largest shareholders (in terms of voting power) as of the last bank day in August the year before the Annual General Meeting members of the Nomination Committee, provided they desire representation on the committee, and the company's Chairman of the Board. The largest shareholder in terms of voting power appoints the Chairman of the Nomination

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Committee. After the shareholders have been contacted they shall inform whether they wish to serve on the Nomination Committee or not. If no response is received from the shareholder, contact is made with the next largest shareholder. The names of the members of the Nomination Committee shall be published on the company's website as soon as they have been appointed, but no later than six months before the Annual General Meeting of 2017. The Nomination Committee's period of mandate lasts until a new nominations committee has been appointed.

**Resolution regarding guidelines for remuneration to the executive management (item 17)**

The Board of Directors proposes that the following guidelines for remuneration for the executive management are resolved.

Remuneration consists of a fixed salary, variable remuneration, a pension and other benefits. In order to attract and retain expertise, the company aims to offer employees an attractive, competitive fixed salary. The absolute level depends on the scope and complexity of the position in question and on the individual employee's annual performance. Performance is reflected in particular in the variable remuneration. Variable remuneration shall be based on annually established factors with respect to, among other things, the development of the company and reaching e.g. commercial, operational and financial targets. These targets are to be determined by the Board of Directors.

Agreements on additional remuneration can be entered into when considered necessary to be able to attract and retain key expertise, or to persuade individuals to move to another location or to accept a new position. Such remuneration shall be of limited duration.

The company's policy regarding pensions is to follow the practice applied in the local market in each country. A premium corresponding to 35 per cent of the Managing Director's monthly pensionable salary and remuneration at any time is paid up until the pension. For other senior executives in Sweden, a defined contribution plan is applicable for retirement pensions over and above the base pension plans on the Swedish labour market.

The basic rule is that other benefits, e.g. a company car, should be in accordance with the local market. For senior executives in Sweden, the mutual period of notice is 3 to 12 months depending on the position. Severance pay amounting to a maximum of 24 monthly salaries is paid in the event of termination of the Managing Director by the company.

**Annual Report, etc.**

The Annual Report in Swedish, the audit report, the auditor's opinion in item 9 c), and complete proposals and motivated statements regarding items 10 b) and 11-17 are available at the company's headquarters and the company's website [www.concordiamaritime.com](http://www.concordiamaritime.com) from 29 March 2016 or when applicable, in connection to the issue of the summons. The above documents will also, from the day they are available, be sent to shareholders upon request, provided that such shareholder states a postal address. Such a request may be made in the same manner as notice of attendance

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must be made as described above. A printed version of the Annual Report in Swedish will be available at the Annual General Meeting.

### **Shares and votes**

The total number of shares in the company amounts to 47,729,798 shares, whereof 4,000,000 Series A shares and 43,729,798 Series B shares representing a total of 83,729,798 votes. The company does not own any of its own shares.

### **Information at the Annual General Meeting**

The Board of Directors and the Managing Director shall, if requested by a shareholder and if the Board considers that it will not cause significant damage to the company, provide information on circumstances that could affect the assessment of a matter on the agenda, circumstances that could affect the assessment of the company's or a subsidiary's economic situation and the company's relations with another group company.

12.15 p.m. Entrance to the venue for the Annual General Meeting opens

1.00 p.m. Opening of the Annual General Meeting

After the meeting, light refreshments will be served.

Gothenburg in March, 2016

**Concordia Maritime AB (publ)**

*Board of Directors*