

Official notification of Annual General Meeting of shareholders of Elos AB (publ)

The shareholders of Elos AB (publ), 556021-9650 are hereby invited to the Annual General Meeting to be held on Monday 23 April 2012, at 5.00 p.m. (CET) at Stadt Hotel, Gamla Stadens Torg 1, Lidköping, Sweden.

Registration

Shareholders who wish to participate in the Annual General Meeting must firstly, be recorded in the share register maintained by Euroclear Sweden AB on Tuesday April 17, 2012, and

Secondly, give notice to the company of their intention to attend no later than 12:00 noon (CET) on Tuesday April 17, 2012, by writing to the company at Nya Stadens Torg 10, SE-531 31 Lidköping, telephoning +46 (0)510 48 43 60, telefaxing +46 (0)510 680 04 or registering by email to info@elos.se. The registration must also include the shareholders' name, personal identification number and address, as well as details of any advisors (maximum two) who will be accompanying the shareholder.

Business

- 1 Opening of the General Meeting
- 2 Election of the chairman of the General Meeting
- 3 Preparation and approval of the Voting list
- 4 Approval of the Agenda
- 5 Election of two persons to verify the Minutes
- 6 Determination of whether the General Meeting has been duly convened
- 7 Address by the Managing Director
- 8 Presentation of the Annual Report and the Auditor's Report, as well as the consolidated financial statements and the Auditor's Report on the consolidated financial statements for 2011
- 9 Resolution on the adoption of the Income Statement and the Balance Sheet, as well as the consolidated Income Statement and the consolidated Balance Sheet
- 10 Resolution on the disposition of the earnings of the company in accordance with the adopted Balance Sheet
- 11 Determination of the discharge from personal liability of the Members of the Board of Directors and the Managing Director
- 12 Determination of number of Members of the Board
- 13 Election of Members of the Board and Auditors
- 14 Determination of the compensations to be paid to Members of the Board and the Auditors
- 15 Proposal by the Board of Directors concerning a resolution to authorise the Board to make decisions regarding new share issues
- 16 Proposal by the Board of Directors concerning guidelines for remuneration of senior executives
- 17 Proposal regarding resolution concerning the Nomination Committee.
- 18 Closing of the Meeting.

Proposed resolutions

Proposals with the main content as presented below will be presented to the Annual General Meeting regarding the following issues:

- Item 2 Election of Chairman of the Meeting
Nomination Committee's proposal for Chairman of the Annual General Meeting: Stig-Arne Blom
- Item 10 Proposed disposition of earnings
The Board of Directors proposes that a dividend of SEK 1.50 per share be paid for the 2011 financial year. The proposed record day for dividend entitlement is Thursday, 26 April 2012. If the Annual General Meeting resolves in accordance with the proposal, dividends are expected to be distributed from Euroclear AB on Wednesday, 2 May 2012.
- Items 12-14 Proposal concerning election of Board members and directors' fees
The Nomination Committee has proposed that the Annual General Meeting resolves as follows: The Board of Directors shall consist of eight members.
- The compensation payable to the Board of Directors shall amount to SEK 925,000, to be divided as SEK 175,000 to the Chairman of the Board and SEK 125,000 to each Board member who is not employed by the company. Compensation paid to the Auditor(s) will be payable in the amounts shown on submitted invoices.
- Re-election of Board members Agneta Bengtsson Runmarker, Stig-Arne Blom, Göran Brorsson, Mats Nilsson, Erik Löwenadler, Lars Spongberg and Thomas Öster. Jeppe Magnusson is proposed as new Board member.
- Stig-Arne Blom is proposed as Chairman of the Board.
- New election of the public accounting firm PricewaterhouseCoopers, with Authorized Public Accountant Bror Frid as Auditor-in-charge, for the period through the close of the 2013 Annual General Meeting.
- A number of major shareholders representing more than half of the total votes for all shares in the company have announced that they will vote in accordance with the Nomination Committee's aforementioned proposals.
- Item 15 Proposal by the Board of Directors to authorise the Board to make decisions regarding new share issues
The Board of Directors has submitted a proposal to authorise the Board during the period through the close of the next Annual General Meeting to make one or more decisions to increase the company's share capital – at full conversion based on the conversion price on the issue date – by a maximum of SEK 3,750,000 through new issues of not more than 600,000 class B shares and/or convertible shares exchangeable for not more than 600,000 class B shares. The shares shall be issued without preferential rights for shareholders to participate in the issue(s). Decisions concerning new share issues may also contain specifications that subscription may be effected through payment of capital contributed in kind or through payment offsetting debt. The authorisation to make decisions concerning new share issues is intended to create opportunities for the company to acquire all or parts of other companies. The terms and condition of share issues, including the issue

price, shall be based on market value. Full utilization of the authorisation corresponds to approximately nine (9) per cent of the total number of shares.

Item 16 Proposal by the Board of Directors concerning guidelines for remuneration of senior executives

The Board of Directors proposes that the Annual General Meeting resolve in accordance with the guidelines presented below for remuneration and terms of employment for senior executives. The Board's proposal is largely in line with remuneration principles used in preceding years and is based on agreements already entered between the company and respective members of the corporate management. Remuneration matters are addressed and managed by the remuneration committee.

The guidelines shall apply to those persons who, during the period in which the guidelines apply, include members of the corporate management and senior executives of the Group. The guidelines shall apply for agreements entered after the Annual General Meeting's resolution and, for cases in which changes are made in existing agreements after the Annual General Meeting.

The company shall offer competitive total remuneration that makes it possible to recruit and retain leading management personnel. The remuneration of senior executives shall consist of a fixed salary; in addition, a variable salary, individual retirement pensions and other remuneration might also be included in the remuneration package. The combination of these payments comprises the individual's total remuneration. The variable salary may vary depending on assignment and agreements and shall not exceed 40 per cent of fixed salary. Individual retirement pensions are limited so that they are tax deductible for the company. Retirement age is normally 65.

Management's employment agreements include termination specifications. In accordance with these agreements, employment can usually be terminated at the employee's request with a 3-6 month notice of termination, while the company is normally obliged to serve a 6-12 month notice of termination. For the Managing Director of the company, a notice period of up to 24 months shall apply. Settlement shall be made against other sources of income during the termination notice.

The Board of Directors has the right to disapply the guidelines above if the Board feels there is justification for such deviations in a specific case.

Item 17 Proposal for resolution concerning the Nomination Committee

A proposal has been submitted to the Annual General Meeting to resolve that the Nomination Committee procedure applied before the 2012 Annual General Meeting shall also comprise the basis for future work by the Nomination Committee.

It is proposed that the Nomination Committee shall consist of one representative of each of three largest shareholders in terms of voting rights as per 30 September of every year, and one representative of the other shareholders. If a shareholder declines the offer to participate in the Nomination Committee, or decides to resign from the committee, the right to appoint a representative shall be delegated to the next largest shareholder. If any of the shareholders represented on the committee sells their shares, and

thus are no longer one of the largest shareholders, their representative shall be replaced. The right to appoint a representative will then be offered to the next largest shareholder. The members of the Nomination Committee are to name a committee Chairman from among their numbers and appoint a representative for other shareholders. The composition of the Nomination Committee shall be announced and made available on the company's website not later than six months before the Annual General Meeting.

The Nomination Committee shall submit proposals regarding the following issues for approval by the 2013 Annual General Meeting:

- election of chairman of the Annual General Meeting, number of Board members and, if applicable, election of Auditor(s).
- decision concerning fees payable to Members of the Board, remuneration for committee work and compensation payable to the Auditor.

Other

The financial accounts, the auditor's report, comments by the auditor in accordance with Chapter 8, Section 54 of the Swedish Companies Act, power(s) of attorney forms and the Board's complete proposals concerning resolutions will be made available to shareholders in the company from 2 April 2012 and may be accessed at the company's website www.elos.se and the company's head office, Nya Stadens Torg 10, Lidköping, Sweden. These documents will be sent to shareholders upon request, which must include the shareholder's postal address.

The Board of Directors and the Managing Director shall, if requested by a shareholder and the Board does not consider the information harmful to the company, present information at the Annual General Meeting about conditions that could influence the evaluation of an item on the agenda.

The total number of shares in the company is 6,051,000 comprising 1,099,740 class A shares and 4,951,260 class B shares. The total number of votes in the company is 1,594,866.

After the Annual General Meeting, the company will serve light refreshments.

Lidköping, March 2012

The Board of Directors