



The shareholders of OEM International AB (publ),
CRN 556184-6691, are hereby invited to attend the

ANNUAL GENERAL MEETING

on Wednesday 22 April 2020, at 4.00 pm
at Badhotellet's Conference Centre, Ågatan 16, Tranås, Sweden

Registration

Shareholders wishing to attend the Annual General Meeting must:

- be entered in the share register held by Euroclear Sweden AB as at Thursday 16 April 2020.
- notify the company no later than Thursday 16 April 2020, at the following address:
OEM International AB, Box 1009, 573 28 TRANÅS, Sweden,
by telephone on +46 (0)75-242 40 14 or +46 (0)75-242 40 05 or by e-mail to ir@oem.se.

When notifying OEM of their attendance, shareholders should state their name, personal identity number (company registration number), address, phone number, their shareholding and the names of any proxies.

Shareholders who have registered their shares in the name of an authorised agent must temporarily register the shares in their own name with Euroclear Sweden AB, to be entitled to participate at the Annual General Meeting. The shareholders must notify their agent of this well before the Meeting so that they are entered in the share register by Thursday 16 April 2020.

Shareholders who wish to be represented by proxy should submit a signed and dated power of attorney. The original of the power of attorney must be sent in good time before the Annual General Meeting to the company at the above address. Shareholders who wish to be represented by proxy may obtain a power of attorney form from the company or from the company's website, www.oem.se. Representatives of legal entities must attach a copy of a current certificate of registration or other relevant document.

Proposed Agenda

1. Election of a Chairman for the meeting.
2. Preparation and approval of the voting register.
3. Election of one or two persons to verify the minutes with the Chairman.
4. Determination of whether the meeting has been properly convened.
5. Approval of the agenda.
6. Presentation of the submitted Annual Report and Auditors' Report, as well as the consolidated financial statements
 - Report of the Managing Director on the activities of the Group in 2019.
 - Questions regarding business activities in 2019.
7. Report on the work of the Board of Directors.
8. Resolution regarding the adoption of the income statement and balance sheet, and the Group's statement of comprehensive income and statement of financial position.
9. Resolution regarding the appropriation of the company's profit according to the adopted balance sheet.
10. Resolution to grant discharge to the members of the Board and the Managing Director for their activities during the financial year.
11. Resolution regarding the number of Board members.
12. Determination of remuneration to the Board of Directors and the auditors.
13. Election of the Board of Directors.
14. Election of the Chairman of the Board.
15. Election of auditors.
16. Resolution regarding guidelines for remuneration and other employment terms for senior executives.
17. Resolution regarding the Nomination Committee.
18. Resolution to authorise the Board of Directors to resolve on a new share issue.
19. Resolution to authorise the Board of Directors to acquire and transfer the company's shares.
20. Any other business.
21. Closure of the Meeting.
22. Interim Report January – March 2020.

The Nomination Committee, which was appointed according to the policies adopted at the 2019 Annual General Meeting, comprises Petter Stillström (Chairman of the Nomination Committee) representative for AB Traction, Richard Pantzar representative for Orvaus AB, Mattias Franzén representative for Siv Franzén and Agne Svenberg representative for Agne Svenberg and the estate of Inger Svenberg, who together represent approximately 79% of the voting rights and approximately 41% of the capital in the company.

Item 1 – Election of a Chairman for the meeting

The Nomination Committee proposes that the Chairman of the Board, Petter Stillström, is elected as Chairman of the Annual General Meeting.

Item 9 – Resolution regarding appropriation of the company's profit and the record date for dividends

The Board of Directors recommends to the Annual General Meeting a dividend payout of SEK 7.00 per share and Friday 24 April 2020 as the record date. If the proposal is approved by the Annual General Meeting, the dividend is expected to be payable on Wednesday 29 April 2020 to shareholders on the share register on the record date.

The current global market situation with the uncertainty about the economic effects of the spread of SARS-CoV-2 may obviously mean that all forms of distribution of capital will be reviewed depending on the circumstances prevailing at the time of decision.

Item 11 – Number of Board members and deputy members

The Nomination Committee proposes that the Board of Directors shall comprise seven members and no deputy members.

Item 12 – Determination of remuneration to the Board of Directors and the auditors

The Nomination Committee proposes that a total remuneration of SEK 1,800,000 be paid to the Board of Directors, of which SEK 450,000 is to be paid to the Chairman of the Board, and SEK 225,000 to each of the other Board members appointed by the Annual General Meeting who are not employees of OEM.

The Nomination Committee proposes that the Chairperson of the Audit Committee shall be paid SEK 50,000. No other remuneration is paid for work on committees. It is proposed that the audit fee be paid in accordance with an approved invoice.

Items 13 and 14 – Election of the Chairman of the Board and other Board members

For the period until the next Annual General Meeting, the Nomination Committee proposes the re-election of Ulf Barkman, Mattias Franzén, Richard Pantzar, Jörgen Rosengren, Petter Stillström, Agne Svenberg and Åsa Söderström Winberg who are presiding members of the Board. Petter Stillström is proposed for re-election as the Chairman of the Board.

Item 15 – Election of auditors

The Nomination Committee proposes the re-election of the audit company Öhrlings PricewaterhouseCoopers AB (PwC) for the period until the next Annual General Meeting. PwC has announced that if it is re-elected, Martin Odqvist will continue to serve as principal auditor.

Item 16 – Guidelines for remuneration and other employment terms for senior executives

The Board proposes that the 2020 Annual General Meeting adopts the following guidelines for remuneration of senior executives within the OEM Group. The guidelines cover remuneration of the Managing Director, Group management and other managers who report directly to the Managing Director.

OEM's vision is that the company shall be a leading technology trading group in industrial components and systems in selected markets in Northern, Central and East Central Europe. To achieve this, the company has defined five strategic areas; growth, range, marketing activities, logistics and employees and leaders, which are important to the company's future development and success and for achieving its financial targets. It is important that OEM has senior executives with a focus on business acumen, a strong commitment to the company, and a sustainable leadership that promotes the long-term interests of the company. The level of remuneration of senior executives shall enable the company to retain qualified leaders within the organisation in the long term and also ensure it is able to recruit qualified leaders both externally and internally.

Market-competitive salaries and other remuneration terms shall apply for senior executives. Share-based compensation, so-called incentive schemes, shall be presented for approval at the Annual General Meeting.

Variable remuneration may be provided but shall be capped at the equivalent of seven monthly salaries. The variable remuneration shall be linked to the company's financial targets and based on performance during a calendar year.

Senior executives shall have premium-based pension schemes, capped at 30% of fixed pay.

The period of notice on the company's part may not exceed 24 months and involves the obligation to work during the period of notice. Employment agreements shall not contain provisions for severance pay. However, there is an exception in an agreement signed in 2001, where severance pay, amounting to six (6) months' salaries, may be made upon termination by the company when the employee reaches the age of 55. The severance pay does not involve the obligation to work. This exception means a maximum of 18 monthly salaries upon termination by the company.

The Board of Directors may waive these guidelines in individual instances should there be special reasons for doing so. Any deviation from the guidelines by the Board of Directors shall be reported in the remuneration report for the next Annual General Meeting.

The Board of Directors has appointed a Remuneration Committee. It is the duty of the Remuneration Committee to prepare the Board's decisions on proposals for guidelines for remuneration of senior executives and any decisions concerning deviations from the guidelines. The guidelines shall apply until new guidelines have been adopted by the General Meeting of Shareholders. The Remuneration Committee shall also monitor the application of guidelines for remuneration of senior executives.

Decisions concerning the above require the approval of shareholders representing more than half of the votes cast.

Item 17 - Resolution regarding the Nomination Committee

The Nomination Committee proposes guidelines for the Nomination Committee, the main effect of which is that the Chairman of the Board shall assemble a Nomination

Committee. The Nomination Committee shall consist of one representative from each one of no less than three and no more than four of the company's largest shareholders and the Chairman of the Board, unless he/she is a member as a shareholder representative.

If a shareholder does not exercise his/her right to appoint a member, the next largest shareholder in terms of voting rights is entitled to appoint a member in the Nomination Committee. The names of the members and the names of the shareholders they represent shall be published at least six months before the 2021 Annual General Meeting and shall be based on the known number of votes immediately before publication. The term of office of the Nomination Committee shall run until a new Nomination Committee is appointed. The Chairman of the Nomination Committee shall be the Chairman of the Board.

Should there be any significant changes in the company's ownership structure after the appointment of the Nomination Committee, the composition of the Nomination Committee shall also be changed in line with the principles above.

Shareholders who appointed a representative to be a member of the Nomination Committee shall be entitled to dismiss such a member and appoint a new one and also appoint a new representative if the member appointed by the shareholder chooses to withdraw from the Nomination Committee. Changes to the composition of the Nomination Committee are to be announced as soon as they have been made. The Nomination Committee shall prepare proposals for the following items of business to be presented for resolution at the 2021 Annual General Meeting:

- proposal for a Chairman for the Meeting
- proposal for remuneration to the Board of Directors and the auditors
- proposal for remuneration for any committee work
- proposal for members of the Board of Directors
- proposal for Chairman of the Board of Directors
- proposal for auditors
- proposal for a resolution regarding the Nomination Committee

The Nomination Committee shall discharge its duties as required by the Swedish Code of Corporate Governance and may, if necessary, take independent professional advice at the company's expense in the furtherance of its work.

Decisions concerning the above require the approval of shareholders representing more than half of the votes cast.

Item 18 - Resolution to authorise the Board of Directors to resolve on a new share issue

The Board of Directors requests the Annual General Meeting to grant the Board authorisation to issue up to 1,800,000 new Class B shares in connection with a business combination.

The Board shall be able to decide on new issues with decisions on subscription in kind and thereby be able to deviate from the shareholders' preferential rights. The authorisation shall remain in effect until the next Annual General Meeting.

Decisions concerning the above require the approval of shareholders representing more than half of the votes cast.

Item 19 - Resolution to grant the Board of Directors authorisation to resolve on the acquisition and transfer of the company's shares

The Board proposes that the Annual General Meeting shall grant the Board authorisation to acquire up to 10% of the company's shares through purchases on NASDAQ Stockholm, and, if the Board finds it appropriate, to sell all or some of the purchased shares on NASDAQ Stockholm, or alternatively, to use purchased shares as liquid assets in the event of a business combination.

Acquisitions and transfers of shares shall be made at a price within the registered price range on the stock exchange at the time of purchase. The authorisation shall remain in effect until the next Annual General Meeting.

The Annual General Meeting's approval of this proposal is effective only if supported by shareholders with at least $\frac{2}{3}$ of the votes cast as well as of the shares represented at the Meeting.

Other information

At the date of notice, the total number of shares in the company amounted to 23,169,309, whereof 4,767,096 are Class A and 18,402,213 are Class B shares. The total number of voting rights in the company is 66,073,173. The company has a holding of 61,847 Class B shares which cannot be represented at the Annual General Meeting.

Documentation

The Board's complete proposals for resolution, Annual Report documents and other documentation that is required under the rules of the Swedish Companies Act (including forms for power of attorney) will be available from the company and on the company website, www.oem.se, from 20 March 2020 and will be sent to shareholders upon request.

Disclosures

The shareholders are informed of their right, under Chapter 7 Section 32 of the Swedish Companies Act, to request information at the Annual General Meeting of circumstances that can influence judgement on a matter on the agenda and circumstances that can influence judgement of the company's financial position.

Due to the current global market situation and uncertainty about the economic effects of the spread of SARS-CoV-2, the Board of OEM International has decided to withdraw the previously communicated proposal to the 2020 Annual General Meeting for an automatic redemption programme. The notice and other documents for the Annual General Meeting therefore do not contain any proposals or specific statements in this regard.

The new circumstances have arisen after the 2019 Annual Report had been prepared and signed by the Board of Directors. The Auditors' Report has also been presented on the basis of this Annual Report. The Annual Report therefore contains information and proposals that relate to the previously communicated redemption programme. Additional information has been attached to the Annual Report explaining which sections of the Report are no longer applicable.

The company's Income Statement, Balance Sheet and the Group's Statement of Comprehensive Income and Statement of Financial Position, which are submitted for approval under Item 8 are, however, not affected.

Tranås, March 2020
OEM International AB (publ)
BOARD OF DIRECTORS