

EVALUATION OF REMUNERATION TO SENIOR EXECUTIVES

BE Group has not formed a Remuneration Committee, since the Board of Directors has found it more appropriate for the entire Board to fulfil the duties of the Remuneration Committee. The Board of Directors, acting as the company's Remuneration Committee, is responsible for, among other things, evaluation of all programs for variable remuneration for executive management and the application of the company's guidelines for remuneration to senior executives, and current remuneration structures and levels of the company. Pursuant to section 10.3 of the Swedish Code of Corporate Governance, the Board of Directors hereby submits the following report on the results of the above evaluation.

Guidelines for remuneration and other terms of employment for senior executives were approved at the Annual General Meeting 2018. Senior executives include the persons who during 2018 have been part of the group management.

All senior executives have a total remuneration package which consists of fixed salary, variable salary, other benefits (mainly car benefits) and pension.

The Board of Directors, acting as the company's Remuneration Committee, has evaluated the outcome of the variable remuneration for 2018 and has established that the current guidelines for remuneration to senior executives have been complied with, and that these guidelines well met its objectives and worked as intended. In addition, the Board of Directors has monitored and evaluated the remuneration structures and levels for senior executives and has found that these are competitive, well balanced and in line with the group's strategy for value creation.

Malmö in March 2019
THE BOARD OF DIRECTORS