

## **EVALUATION OF REMUNERATION TO SENIOR EXECUTIVES**

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Senior executives include the persons who during 2016 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.

No variable salary has been paid during 2016 and the remuneration complies with the guidelines that were adopted by the Annual General Meeting 2016.

The Board of Directors has evaluated the model for the variable salary and has found it to be in line with the group's strategy for value creation.

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Malmö in March 2017  
THE BOARD OF DIRECTORS