

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

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During 2019, BE Group formed a Remuneration Committee, which comprise Jörgen Zahlin and Petter Stillström. The 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 "**Code**"), the Board of Directors hereby submits the following report on the results of the above evaluation.

Guidelines for remuneration to senior executives were approved at the Annual General Meeting 2019. Senior executives include the persons who during 2019 have been part of the group management.

During 2019, all senior executives have had a total remuneration package which consists of fixed salary, variable salary, other benefits and pension.

The Remuneration Committee has evaluated the outcome of the variable remuneration for 2019 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 order to comply with the Swedish Companies Act and the Code's new requirements regarding guidelines for remuneration to senior executives, the Remuneration Committee has prepared the Board of Directors' proposal for the Annual General Meeting 2020 on revised guidelines for remuneration to senior executives. In addition, the Remuneration Committee 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.

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Malmö in March 2020  
THE BOARD OF DIRECTORS