Fees and remuneration

Fee to board members

The fee to board members in Attendo, including the chairman, is decided by the shareholders at the general meeting. The latest information regarding decided and paid fees to board members is available in the minutes from the latest general meeting and note C5 (Information on board members, senior executives and employees) in Attendo's annual report.

Remuneration to Executive Management

The remuneration to executive management in Attendo is based on guidelines for such remuneration adopted by the shareholders at the general meeting and is decided by the board of directors.

The current remuneration guidelines were adopted at the annual general meeting held on 15 April 2020. According to the guidelines, remuneration to executive management shall be on market terms and may consist of fixed salary, variable remuneration, pension and other benefits. In addition, the general meeting may – irrespective of the guidelines – resolve on e.g. share-related or share price-related remuneration.

In 2021, the board of directors decided to abandon the system with variable remuneration. Accordingly, remuneration to the CEO and other senior executives will, from the financial year 2021, consist mainly of fixed salary and pension.

Further information regarding decided and paid remuneration to executive management, as well as employment terms, is available in note C5 (Information on board members, senior executives and employees) in Attendo's annual report.

Long-term incentive programs

Attendo has a number of long-term incentive programs adopted by the shareholders at the general meeting.

The purpose of long-term incentive programs is to ensure that senior executives of Attendo have a personal interest in Attendo's long-term development. Long-term share-related programs have also been designed to be distinctly linked to the business strategy and thereby to Attendo's long-term value creation, including its sustainability.

A detailed overview of the respective incentive programs and terms is set out in the board of directors' remuneration report. Financial information regarding the programs is available in note C5 (Information on board members, senior executives and employees) in Attendo's annual report.