

## **Report by the Board of Directors on the Compensation Committee's evaluation of remuneration for Attendo's Executive Management (report required under sections 9.1 and 10.3 of the Swedish Corporate Governance Code)**

Attendo AB (publ)'s Board of Directors has appointed a Compensation Committee to attend to matters concerning guidelines for remuneration for members of Executive Management, the CEO's terms of employment, and proposals for long-term variable remuneration to members of the Group's Executive Management. Guidelines for remuneration for members of Executive Management must be submitted to the Board, which is required to propose remuneration guidelines to the Annual General Meeting for approval by the shareholders. The Compensation Committee also approves the terms of employment and all compensation, including pension benefits, for other members of the Group's Executive Management. The CEO's terms of employment must be approved by the Board. Under the Swedish Corporate Governance Code, the Compensation Committee must apply and evaluate schemes for variable remuneration for members of Executive Management, guidelines for remuneration for members of Executive Management, and remuneration structures and remuneration levels applied in the company.

The Compensation Committee applies and regularly evaluates Attendo's remuneration system for members of Executive Management. The Compensation Committee is of the view that the current remuneration to the company's members of Executive Management, including variable salaries and share-based incentive programs, are balanced based on the objective to ensure that Attendo can attract and retain competent executives. The variable elements create a clear connection between the individual's remuneration, the Group's financial and non-financial results, and the value created for the shareholders. In its evaluation of the company's remuneration, the Compensation Committee found that current remuneration structures are in accordance with the overall principles which, under the Swedish Corporate Governance Code, must apply to the remuneration arrangement for members of Executive Management.

### **Assessment of the Compensation Committee**

The overall assessment of the Compensation Committee is that the company's current remuneration structures and remuneration levels are entirely appropriate for achieving its remuneration objectives. Market surveys of remuneration structures and remuneration levels are regularly conducted and the Compensation Committee is of the view that the remuneration structures and remuneration levels applied at Attendo are consistent with those on the market.

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Danderyd, March 2019  
Attendo AB (publ)  
*The Board of Directors*