

Report of results of evaluation pursuant to item 9 of the Swedish Code of Corporate Governance

The Remuneration Committee, consisting of the directors Johan Sjö and Håkan Roos, with Kristina Willgård as the rapporteur, convened on one occasion during the financial year 2019. During the new financial year, beginning 1 January 2020, the Remuneration Committee has convened on one occasion. Inter alia, the Remuneration Committee has considered proposal regarding program for share-related incentive scheme for management personnel.

Currently the company has three share-related incentive scheme that was resolved by the annual general meeting 2017, 2018 and 2019.

During 2017, 215,000 call options were issued to 22 members of management personnel within the group, which entitles to the acquisition of 225,750 shares in the company (recalculated number of shares after the new share issue that was carried out in the first quarter of 2019). The scheme was fully subscribed and the call options gave the holders right to acquire shares in Addlife during the period from 16 June 2020 to 28 February 2021 to an exercise price of SEK 212.70.

During 2018, 170,000 call options were issued to 19 members of management personnel within the group, which entitles to the acquisition of 178,500 shares in the company (recalculated number of shares after the new share issue that was carried out in the first quarter of 2019). The scheme was fully subscribed and the call options gave the holders right to acquire shares in Addlife during the period from 16 June 2021 to 28 February 2022 to an exercise price of SEK 224.10.

During 2019, 215,000 call options were issued to 19 members of management personnel within the group, which entitles to the acquisition of 215,000 shares in the company. The scheme was fully subscribed and the call options gave the holders right to acquire shares in Addlife during the period from 20 June 2022 to 28 February 2023 to an exercise price of SEK 306.20.

The share price as per 11 February 2020 amounted to SEK 332.00.

The incentive scheme proposed to the 2020 Annual General Meeting does not entail any net load of the company's equity.

With respect to the variable compensation based on the group's earnings, to which the President and CEO and other members of the group management are entitled, KSEK 2.410 was expensed during the financial year of 2019.

The Remuneration Committee has in their evaluation come to the conclusion that the company's compensation structures and compensation levels provide for a total compensation that is reasonable and competitive, and thereby conducive to attracting and retaining qualified associates. The Remuneration Committee has also considered the guidelines for compensation to members of senior management resolved by the annual general meeting 9 May 2019 and concluded that the guidelines have been both appropriate and have been complied with. The possibility to deviate from the guidelines if special reasons exist has thus not been needed to make use of. This is also evident from the opinion of the auditor pursuant to chapter 8 section 54 of the Swedish Companies Act.

Stockholm April 2020

*AddLife AB (publ)
The Remuneration Committee*