

## 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 two occasions during the financial year 1 April 2016 – 31 December 2016. During the new financial year, beginning 1 January 2017, the Remuneration Committee has convened on one occasion. Inter alia, the Remuneration Committee has considered a proposal regarding a program for share-related incentive scheme for management personnel.

Currently the company has one share-related incentive scheme that was resolved by the annual general meeting 2016. During 2016, 230,000 call options were issued to 25 members of management personnel within the group. The scheme was fully subscribed and the call options give the holders the right to acquire shares in AddLife during the period from 17 September 2018 to 28 February 2019 to an exercise price of SEK 148.10. The share price as per 20 January 2016 amounted to SEK 137.00.

The incentive scheme proposed to the 2017 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 1.323 was expensed during the financial year of 2016.

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 1 September 2016 and concluded that the guidelines have been both appropriate and have been complied with. The Committee has come to the conclusion that the guidelines have been appropriate and have also been adhered to. 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 2017*

*AddLife AB (publ)  
The Remuneration Committee*