

Evaluation of remuneration of Group management in Bergman & Beving 2016/2017

1 Introduction

A new revised Corporate Governance Code (the “Code”) came into force on 1 February 2010. The background to the changes in the code with respect to remuneration is a direct response to the EU’s new recommendations (“2009/3177/EC”).

The basis for drawing up remuneration of Group management in the Bergman & Beving Group is provided by the guidelines adopted by the Annual General Meeting.

The guidelines are presented in their entirety in Bergman & Beving’s 2016/2017 Annual Report. Key elements in the guidelines are that for the Board of Directors, it is crucial that the Company is able to recruit, provide long-term motivation for and retain competent employees who create shareholder value. To achieve this goal, it is important that the Company is able to offer competitive terms. The Company’s remuneration levels and remuneration structure for Group management are to be in line with market conditions.

In accordance to the guidelines, the total remuneration package is to comprise a balanced combination of fixed salary, variable salary, long-term incentive programmes, pension benefits and other benefits. Variable salary and long-term incentive programmes should primarily be linked to the Group’s earnings and value performance.

2 Evaluation

The Compensation Committee has carried out an evaluation of remuneration for the 2016/2017 operating year regarding section 9.1 of the Code.

Based on the available information, it is concluded that there is no indication that existing remuneration levels and remuneration structure for Group management deviate from the guidelines adopted by the Annual General Meeting.

Stockholm, June 2017

Board of Directors
Bergman & Beving AB (publ)