



Evaluation of remuneration to Group management in Momentum Group 2019/20

Introduction

A new revised Swedish Corporate Governance Code (the "Code") came into force on 1 February 2010. The background to the changes in the Code with respect to remuneration was a direct response to the EU's new recommendations ("2009/3177/EC").

A basis for determining remuneration of Group management in the Momentum Group is provided by the guidelines adopted by the Annual General Meeting.

The guidelines are presented in full in the minutes from the Annual General Meeting on 29 August 2019. The guidelines state that the Company's remuneration levels and remuneration structure for senior management are to be in line with market conditions. The total remuneration package for the individuals in question comprises fixed salary, variable salary, long-term incentive programmes, pension benefits and other benefits.

Fixed salary is to be based on responsibility, competence and performance. Variable salary is mainly to be based on the earnings growth and profitability of the Group and the business area. Members of senior management may also be included in a long-term incentive programme.

Pension benefits are to reflect the market rules and practice. If possible, pensions are to comprise defined-contribution plans. Other benefits are to be in accordance with market practice. Other terms of employment, such as period of notice and severance pay, are to be in line with market terms.

Evaluation

The Compensation Committee has carried out an evaluation of remuneration for the 2019/20 operating year regarding section 9.1 of the Code.

Based on the available information and on benchmarking against comparable units, the Committee concluded that there is no indication that existing remuneration levels in the Group deviate from the guidelines adopted by the Annual General Meeting regarding competitive conditions and market terms.

Stockholm, July 2020

Momentum Group AB (publ)
Board of Directors

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