



## Report by the Board of Directors of Loomis AB (publ) on the remuneration committee's evaluation of remuneration to Group management

The Board of Loomis AB has established a Remuneration Committee which since the Annual General Meeting 2012 consists of Alf Göransson, also Chairman of the Committee, and of Jan Svensson. The Remuneration Committee's tasks are, among other things, to monitor and evaluate all programmes for variable remuneration for Group management, the application of the company's guidelines for remuneration to Group management and the current remuneration structures and levels of remuneration in the company. In accordance with section 10.3 of the Swedish Corporate Governance Code, the Board gives the following report on the result of the Remuneration Committee's evaluation.

During 2012, the Remuneration Committee has monitored and evaluated the company's programmes for variable remuneration to Group management and the guidelines for remuneration to Group management. At the meeting of the Remuneration Committee held on 4 February 2013, the outcome of programmes for variable remuneration to Group management was presented and it was thereafter established that the programmes have been appropriate and, just like other remuneration obtained by Group management in 2012, in accordance with the guidelines adopted by the Annual General Meeting.

In light of the Remuneration Committee's assessment that the existing warrants scheme, which is about to be concluded and was adopted at the extraordinary general meeting held on 16 February 2009, and the existing Incentive schemes introduced at the Annual General Meetings 2011 and 2012 have been appropriate and have resulted in mutual objectives of the present shareholders and the key employees, the Board proposes the Annual General Meeting 2013 to resolve on a new incentive scheme in accordance with previous incentive schemes.

Furthermore, in the light of the described outcome, it was established that the guidelines have well served their purposes and have worked as intended. The Committee thus assesses that the application of the guidelines for remuneration to Group management has been correct. The Remuneration Committee has also monitored and evaluated the remuneration structures and remuneration levels in the company and finds these to be in accordance with market conditions and well-balanced.

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Stockholm in March 2013

*The Board*

Loomis AB (publ)