



## 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 2016 consists of Alf Göransson, also Chairman of the Committee, and Jan Svensson. The Remuneration Committee's tasks are, among other things, to monitor and evaluate all programs for variable remuneration to 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 2016, the Remuneration Committee has monitored and evaluated the company's programs for variable remuneration to Group Management and the guidelines for remuneration to Group Management. At the meeting of the Remuneration Committee held on January 24, 2017, the outcome of programs for variable remuneration to Group Management was presented and it was then established that the programs have been appropriate and, like other remuneration obtained by Group Management in 2016, in accordance with the guidelines adopted by the Annual General Meeting.

In the light of the Remuneration Committee's assessment that the existing incentive schemes, which were implemented at the Annual General Meetings of 2015 and 2016 (and applicable since 2010), have been appropriate and resulted in mutual objectives for key employees and the shareholders, the Board proposes the Annual General Meeting 2017 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 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 considers these to be in accordance with market conditions and well balanced.

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Stockholm in March 2017  
*The Board of Directors*  
Loomis AB (publ)