

## **Account by the board of directors regarding the evaluation committee's evaluation of remuneration to executive management**

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The board of directors of Handicare Group AB has established a remuneration committee comprising of three members of the board of directors: Lars Marcher (chairman), Joakim Andreasson and Elisabeth Thand Ringqvist. The remuneration committee shall monitor and evaluate the company's programmes for variable salary to the executive management. Further the remuneration committee shall monitor and evaluate the application of the remuneration guidelines for the group management resolved on by the annual general meeting as well as current remuneration structures and levels of remuneration.

The remuneration committee has evaluated the company's programmes for variable salary and presented the results of this evaluation to the board of directors. The variable salary is deemed appropriate and in accordance with market terms. In addition, the remuneration committee has evaluated the application of the remuneration guidelines for the group management and deemed the guidelines to have been applied correctly.

Furthermore, the remuneration committee has also monitored and evaluated the application of the company's remuneration structures and levels of remuneration, which have been deemed to be in accordance with market terms, well-balanced and well-functioning.

This account has been given in accordance with item 10.3 of the Swedish Corporate Governance Code.

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Stockholm, April 2018  
**Handicare Group AB (publ)**  
*The board of directors*