

The English text is a translation of the Swedish original version. In the event of a conflict between the English and the Swedish texts the Swedish text shall prevail.

Report by the board of directors on the remuneration committee's evaluation of remuneration to senior executives, etc.

The board of directors of Coor Service Management Holding AB has established a remuneration committee, comprising of Anders Narvinger (chairman) and Mats Granryd. Since the annual general meeting on April 28, 2016, the committee has held two meetings at which minutes were kept, with informal contacts between these meetings when necessary.

The remuneration committee's main tasks are to prepare the board's decisions on issues concerning principles for remuneration, remunerations and other terms of employment for the senior executives, monitor and evaluate programs for variable remuneration, both ongoing and those that have ended during the year, for the senior executives, and monitor and evaluate the application of the guidelines for remuneration that the annual general meeting is legally obliged to adopt, as well as the current remuneration structures and levels in the company.

As set forth in rule 10.3 of the Swedish Corporate Governance Code, the board of directors hereby gives the following report on the results of the evaluation by the remuneration committee. The report covers the period after the annual general meeting on April 28, 2016 at which the presently applicable guidelines were adopted.

The committee notes that the company currently has no share- or share-price related program for variable remuneration. The remuneration committee is of the opinion that the adopted guidelines for remuneration to senior executives have been applied in a correct manner, and that the guidelines have fulfilled their objectives and functioned well. Moreover, the committee considers the company's remuneration structures and levels to be in line with market practice and well-balanced.

Stockholm in February 2017

Coor Service Management Holding AB (publ)

The board of directors