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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 Mats Granryd (chairman) and Kristina Schauman and Monica Lindstedt. Since the annual general meeting on April 26, 2018, 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 26, 2018 at which the presently applicable guidelines were adopted.

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. In relation to variable remuneration, the committee notes that the company during 2018 has implemented a share-price related long-term incentive program, consisting of performance shares and call options. The committee has in its evaluation found that the incentive program serves as a good complement to the current variable remuneration program. The committee proposes that a new such program, consisting of performance shares, is adopted by the annual general meeting 2019.

Stockholm in December 2018

Coor Service Management Holding AB (publ)

The board of directors