

## **The Board's assessment of the Remuneration Committee's evaluation of remuneration to senior executives at John Mattson**

The Board of Directors of John Mattson Fastighetsföretagen AB (publ) is tasked with establishing a remuneration committee with due consideration to the Swedish Code of Corporate Governance. The role of the committee is to prepare the Board's decisions on matters pertaining to remuneration principles, remuneration and other terms of employment for the company management. Additionally, the committee is tasked with monitoring and evaluating ongoing and concluded variable remuneration programmes for the company's management and following and evaluating how the guidelines for remuneration of senior executives, which the Annual General Meeting is legally obliged to resolve on, are applied as well as the current remuneration structures and levels in the company.

The Board of John Mattson has established a remuneration committee comprising the following Board members: Anders Nylander (Chairman of the Board and Chairman of the Remuneration Committee), Håkan Blixt and Ulrika Danielsson. The function of the Remuneration Committee in relation to the Board is to prepare matters concerning principles for remuneration, remuneration and other terms of employment for company management.

### **The work of the Remuneration Committee**

In 2019, the Remuneration Committee held four meetings, of which one was per capsulam. The Remuneration Committee has primarily focused on the following issues:

- Preparation of the respective bonus programmes for the company management and the other employees;
- Follow up of the bonus programme for the company management;
- Evaluation of the remuneration structures and levels at John Mattson;
- Evaluation of the application of the guidelines for remuneration of senior executives as resolved by the AGM; and
- Proposal to the Board of Directors regarding new guidelines for remuneration of senior executives.

### **Remuneration Committee's evaluation and assessment**

The Remuneration Committee has taken into consideration the need for John Mattson to offer a remuneration structure and terms of employment that enable the recruitment and retention of qualified employees and that ensure access to senior executives with the competence required by the Company. Given the aforementioned,

conformity to market conditions and competitiveness are deemed to comprise general principles for remuneration of senior executives at John Mattson. The evaluation of the Remuneration Committee is that the bonus programme concluded during the year and the remuneration structure and terms of employment at John Mattson are appropriate for their purpose. This also applies to other terms of employment for senior executives. Furthermore, the Remuneration Committee has also concluded that remuneration to senior executives was in line with the adopted guidelines. Accordingly, the guidelines for remuneration of senior executives have been applied correctly.

Lidingö, March 2020

JOHN MATTSON FASTIGHETSFÖRETAGEN AB (publ)

Board of Directors