

## **The Board's report of the Remuneration Committee's evaluation of remuneration for senior executives**

The Board of Com Hem Holding AB has established a Remuneration Committee, which consists of Nicholas Stathopoulos (chairman of the committee), Eva Lindqvist and Joachim Ogland. The Remuneration Committee's tasks are, among other things, to monitor and evaluate current and finished programs for variable remuneration for senior executives, the application of the Company's guidelines for remuneration to senior executives 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 hereby presents the following report on the result of the Remuneration Committee's evaluation.

The Board is of the opinion that the guidelines for remuneration to senior executives adopted by the general meeting are well balanced. The Board is of the opinion that the terms in effect for remuneration of senior executives of the Company are well balanced and ensures the aim of attracting and keeping key employees. The variable components in existing remuneration structures create a clear connection between the individual's remuneration, the group's financial results and value creation for the shareholders. The Remuneration Committee has, in its evaluation of current programs for variable remuneration of senior executives, found that these are well in line with the overarching principles, which according to the Code shall apply to the structuring of remuneration programs for senior executives, and that these are well in line with market practice. Further, the Remuneration Committee has found that the current remuneration structures and the levels of remuneration are effective and competitive.

Stockholm 18 April 2016

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The Board of Directors