



The board of directors' evaluation of whether there has been compliance with the guidelines for remuneration to members of the executive management

The board of directors has not established a remuneration committee, instead, the board of directors has performed the remuneration committee's tasks, since the annual general meeting 2018, which is in line with the Swedish Corporate Governance Code.

The remuneration committee's responsibilities include, among other things, monitoring and evaluating variable remuneration programmes for members of the executive management, the application of the company's guidelines for remuneration to members of the executive management and current remuneration structures and levels within the company. The board of directors hereby presents the following report of the board of director's evaluation, in accordance with rule 10.3 of the Swedish Corporate Governance Code. The report covers the period after the annual general meeting 2018.

The board of directors is of the view that there has been compliance with the guidelines for remuneration to members of the executive management approved by the annual general meeting 2018, and that the remuneration to members of management has been paid in accordance with these guidelines.

Ongoing programmes for variable remuneration and programmes that have ended during the year

The company has previously implemented a short-term incentive program (STI) for members of the executive management through a yearly bonus paid out on an annual basis. Since the annual general meeting 2018, the board of directors has reviewed and updated the STI-program. The yearly bonus is paid as a variable part of the fixed salary and shall not exceed 50 per cent of the participant's fixed annual salary. The achievement goals are based on four different goals determined by the board of directors, whereof three financial goals and one individual goal regarding specific work tasks.

Since the annual general meeting 2018, the board of directors has implemented a long-term incentive program (not share or share price related) (LTI) with a performance criteria based on return of capital employed over a period of not less than three years. The remuneration to participants, assuming goal achievement, shall not exceed 50 per cent of the participant's fixed annual salary. The LTI-program can be yearly recurring and aims to foster long-term perspective in the decision-making and to ensure long-term achievement of goals. The first possible outcome within the LTI-program will be in 2021.

The board of directors is of the view that the current system for variable remuneration in general has fulfilled its purposes and has worked well.

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The board of directors