



G5 ENTERTAINMENT AB

Evaluation of G5 Entertainment AB's compensation for the CEO and other senior executives (Reporting according to the Swedish Code of Corporate Governance 9.1 and 10.3)

G5's remuneration committee consists of Chris Carvalho (Chairman), Stefan Lundborg and Petter Nylander.

The Remuneration Committee has, in accordance with the Swedish Code of Corporate Governance, monitored and evaluated the ongoing and completed programs for variable remuneration to the CEO and other senior executives ("**Executives**"), the application of the guidelines for remuneration to Executives that the annual general meeting approved and current remuneration structures and remuneration levels in the group.

In 2017, the Executive's compensation consisted of a fixed monthly salary and also, in some cases, the opportunity for performance-based bonuses and the opportunity to participate in a share-based incentive program, as well as customary benefits and pensions.

Bonus shall be calculated quarterly by 10 percent on the portion of operating income that exceeds an operating margin of 5 percent. This 5 percent margin reduction however does not apply when/while there is negative carried bonus balance due to losses in previous periods. The bonus amount will be distributed such that 40 percent shall go to the Company's CEO and the remaining 60 percent can be allocated to other members of the executive management team. A potential operating loss in a quarter reduces the calculation basis for bonus in subsequent quarters. The CEO's and the management's overall bonus for the year may not exceed 60 percent of each person's annual salary. In 2017 bonuses of 3,841 KSEK were paid, of which 2,083 KSEK was paid to the CEO. During the year discretionary bonuses were paid to the CEO and senior executives, therefore the variable compensation for the CEO and COO are exceeding the 60 percent resolved by the AGM.

Pension plans are to be in line with normal conditions in the market and in substance the same for senior executives as for other employees. The pension premium shall be defined contribution. Similarly, other benefits for senior executives shall be competitive and in substance the same as for other employees.

More information about the incentive programs is available in the annual report, note C7.

The evaluation of guidelines for remuneration to senior officers has resulted in the conclusion that in 2017 a deviation was made in respect of the variable compensation to the CEO and executive management. The Company's auditor has therefore issued an opinion that G5 has not followed the guidelines for salary and other remuneration to senior officers established by the annual general meeting. The Board believes that the remuneration of Executives provides a good balance between motivating Executives and providing competitive compensation on a way that is in line with shareholder interests.