



G5 ENTERTAINMENT AB

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

The remuneration committee of G5 Entertainment AB (publ), reg. no 556680-8878 (the “**Company**”), consists of Stefan Lundborg (chairman) 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 in the Company (“**Executives**”), the application of the guidelines for remuneration to Executives that the 2019 Annual General Meeting approved and current remuneration structures and remuneration levels in the group.

In 2019, the Executive’s compensation consisted of a fixed monthly salary, the opportunity for performance-based bonuses and the opportunity to participate in a share-based incentive program, as well as customary benefits and pensions.

The CEO's variable remuneration for the year may not exceed 80 percent of the fixed salary allocated so that 60 percent must be based on the Company's financial development and 20 percent based on targets set by the board. The COO's variable remuneration for the year may not exceed 70 percent of the fixed salary allocated so that 55 percent must be based on the Company's financial development and 15 percent on targets set by the board. The variable remuneration for other senior executives for the year may not exceed 60 percent of the fixed salary and shall be based on the Company's financial development. Variable remuneration based on the Company's financial development shall be calculated quarterly and based on revenue growth and operating profit. A target range and a sum of normalized results are defined for both parameters. This in turn defines the result. The variable compensation is paid in the form of salary not conferring pension rights.

In 2019 no bonus was paid to the CEO or othersenior executives.

Any pension plans shall be at market level and be the same for Executives as for other employees. The pension premium shall be defined contribution. Similarly, other benefits for the Executives shall be at a market level, competitive and in substance alike as for other employees.

The Executives are offered long-term share-based incentive programs. Additional information concerning the incentive programs is available in note K13 in the annual report for the financial year 2019.

The evaluation of the guidelines for remuneration to the Executives has resulted in the conclusion that no deviations were made in 2019. The Company's auditor has issued an opinion that the Company has complied with the guidelines for salary and other remuneration to the Executives established by the 2019 Annual General Meeting. It is further the board’s assessment that the remuneration to the Executives provides a good balance between motivating the Executives and providing competitive compensation in a way that is in line with the shareholders’ interests.

