

## REPORT ON REMUNERATION EVALUATION IN ACCORDANCE WITH ITEM 10.3 IN THE SWEDISH CODE OF CORPORATE GOVERNANCE

The Board of Directors of Catena AB (publ) (the “Company”) has a Remuneration Committee. The composition of the Committee is stated in the Corporate Governance Report, which is available from the Company’s website, [www.catenafastigheter.se](http://www.catenafastigheter.se). The task of the Remuneration Committee includes monitoring and evaluating all programmes of variable remuneration for executive management, the application of the Company’s guidelines for remunerations to senior executives, and applicable remuneration structures and remuneration levels within the company. The company strives to offer compensation enabling it to attract and retain skilled company management.

### **Guidelines for remunerations to senior executives**

The guidelines aim to provide the Board with the opportunity to formulate the remuneration to the Company’s senior executives in accordance with the Company’s stated objectives for the remuneration.

In accordance with the Remuneration Committee’s assessment, the guidelines are well designed. In accordance with the Remuneration Committee’s assessment, the remuneration structures and remuneration levels in the Company are well-adapted to meet the stated objectives of the company’s remunerations.

### **Variable remunerations to company management**

Variable remunerations totalling SEK 1.3 million were paid out by the Company to the CEO and other senior executives in 2018.

The short-term bonus system, that can be offered to senior executives from time to time, aims to encourage and reward performance affecting the Company’s development over the year positively. The system is deemed favourable from a shareholder perspective and, in an overall assessment, also as cost-efficient for the Company.

In the view of the Board of Directors, the system of bonuses for company management functions as intended. Accordingly, the Board proposes that the current system of bonuses remain unchanged for the 2019 financial year.

### **Summary**

The Remuneration Committee can affirm that the remunerations that have been paid out adhere well to the principles agreed and meet their underlying objectives. The Remuneration Committee also takes the view that the process for evaluating remuneration within the Company functions well.

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Helsingborg, March 2019

Catena AB (publ)

Board of Directors