

RESULTS OF THE REMUNERATION COMMITTEE'S EVALUATION OF REMUNERATION OF EXECUTIVE MANAGEMENT

Background

Pursuant to the Swedish Corporate Governance Code, the board of directors shall establish a Remuneration Committee with the principal tasks to prepare resolutions regarding principles for remuneration and other terms of employment for the executive management, to monitor and evaluate programmes for variable remuneration that are ongoing or that have been ended during the year and to monitor and evaluate the application of the guidelines for remuneration to the executive management that the annual general meeting is legally obliged to establish as well as the current remuneration structures and levels in the company.

The Remuneration Committee of Odd Molly International AB (publ) ("**Odd Molly**") currently consists of the board members Patrik Tillman, chairman, Mia Arnhult and Elin Ryer. The Remuneration Committee shall, in relation to the board of directors, have preparatory function regarding issues on principles for remuneration, remuneration and other terms of employment for the executive management.

The work of the Remuneration Committee

During the year, the Remuneration Committee held three meetings at which minutes were kept. At the meetings, issues concerning remuneration levels for 2019 were mainly discussed as well as the outcome of variable remuneration to the executive management in 2018. The Remuneration Committee has recommended that the board of directors proposes the annual general meeting 2019 resolves to, until the end of the next annual general meeting, adopt guidelines for remuneration and other terms of employment for the executive management that are, in principle, unchanged. The board of directors has followed the Remuneration Committee's recommendation.

The Remuneration Committee's evaluation and assessment

According to the guidelines adopted by the annual general meeting, the remuneration to the managing director and other members of the executive management shall consist of fixed salary, when applicable variable remuneration, other benefits and pension. The total remuneration shall be market-based, competitive and shall relate to responsibilities and authority. Any variable remuneration shall be paid out in cash, be based on the outcome in relation to defined and measurable targets and be maximized in relation to the determined target salary. The variable remuneration shall never exceed the fixed salary. For 2018, the total gross variable remuneration before tax, including social fees, for all members of the executive management could not exceed 20 per cent of the profit before tax of the year, based on target achievement.

During 2018, no variable remuneration was paid out to the members of the executive management team.

In its evaluation, the Remuneration Committee has found the current remuneration levels, terms of employment and programmes for variable remuneration are appropriate. In the Remuneration Committee's opinion, the remuneration to executive management is in accordance with the adopted guidelines and the guidelines have therefore been applied correctly.

The board of directors' report on the Remuneration Committee's evaluation has been prepared in accordance with Section 10.3 of the Swedish Corporate Governance Code.

Stockholm in April 2019

Odd Molly International AB (publ)

The board of directors