



MAG INTERACTIVE

MAG INTERACTIVE AB (PUBL)

REPORT BY THE BOARD OF DIRECTORS ON THE REMUNERATION COMMITTEE'S EVALUATION OF REMUNERATION FOR EXECUTIVE MANAGEMENT

MAG Interactive AB (publ)'s Board of Directors has established a Remuneration Committee consisting of Walter Masalin (chairman of the committee), Teemu Huuhtanen and Michael Hjorth, all of which are independent of the Company and its management. The Remuneration Committee monitors and evaluates programmes for variable remuneration, both ongoing and those that have ended during the year, for members of the Executive Management, guidelines for remuneration for members of Executive Management, and remuneration structures and remuneration levels applied in the company.

In accordance with Section 10.3 and 9.1 of the Swedish Corporate Governance Code, the Board of Directors hereby gives the following statement of the results of the Remuneration Committee's evaluation.

The Remuneration Committee have since it was established monitored and evaluated the remuneration and programmes for variable remuneration for the Executive Management in MAG Interactive. The evaluation has shown that the current remuneration to the company's Executive Management, including variable salaries and share-based incentive programs, are balanced, based on the objective to ensure that MAG Interactive can attract and retain competent executives. The variable elements create a clear connection between the individual's remuneration, the Group's financial and non-financial results, and the value created for the shareholders. In its evaluation of the company's remuneration, the Remuneration Committee found that current remuneration structures are in accordance with the overall principles which, under the Swedish Corporate Governance Code, must apply to the remuneration arrangements for members of the Executive Management.

The assessment of the Remuneration Committee is that the application of the guidelines for remuneration of the Executive Management has been correct. The Remuneration Committee also ascertains that the remuneration structures and remuneration levels of the company are entirely appropriate and are consistent with those on the market.

Stockholm November 2018

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The Board of Directors