

The Board of Semcon AB (publ), co.reg.no. 556539-9549 – evaluation report of remuneration to senior executives

The Board, which in its entirety makes up the company's Remunerations Committee, has carried out an evaluation in accordance with 9.1, item 2 and 3 of the Swedish Code of Corporate Governance.

The evaluation concluded that the guidelines decided on the Annual General Meeting 2015 on remuneration to senior executives, were followed during the year except for one case where the Board exercised its right to deviate from the guidelines. The difference relates to the length of the period of notice in an employment contract concluded with one senior executive. According to the contract a longer period of notice from the company's side is applicable than that specified in the guidelines during the first two years of the contract. In the first year, the notice period from the company's side is 24 months. The length of the notice period then decreases in stages so that, in the event that notice is given from the company's side after the second year of employment, it will be in line with previously adopted guidelines. The reason for the deviation is to adapt the terms to current market practice.

The evaluation also concluded that the company's variable remuneration to senior executives, remuneration structures and remuneration levels are appropriate and in line with market practise.

Gothenburg, March 2016

SEMCON AB (PUBL)

The Board