

The Board of Semcon AB (publ), corporate identity number 556539-9549 ("the company") evaluation report on remuneration to senior executives.

The Board, which in its entirety makes up the company's remunerations committee, has carried out an evaluation that appears in 9.1, item 2 and 3 of the Swedish Code of Corporate Governance.

The evaluation concluded that the guidelines decided on by the Annual General Meeting in 2016 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 a one-off bonus agreement concluded with one senior executive that involves a possible bonus payment amounting to approximately seven monthly salaries during 2017. The Board determined that there were special circumstances for the deviation considering the person's contribution in one particular Group specific project.

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.

Göteborg, March 2017

Semcon AB [publ]

The Board