

**THE REMUNERATION COMMITTEE'S OF NOBINA AB (PUBL)
EVALUATION ACCORDING TO THE SWEDISH CODE OF CORPORATE
GOVERNANCE, 9.1 AND 10.3**

The Remuneration Committee of Nobina has, in accordance with rule 9.1 of the Swedish Code of Corporate Governance, evaluated how Nobina's guidelines for remuneration to senior management and variable remuneration have been applied, with respect to members of the group management during the financial year 2015/2016, and whether the remuneration actually paid to the senior management, in respect of current and completed programs for variable remuneration, have been in line with these guidelines. The Remuneration Committee of Nobina has subsequently concluded that all payments have been in line with the guidelines for remuneration to senior management that was resolved by the Annual General Meeting of 2015.