

**Evaluation of the employee remuneration system by the board of directors of East Capital Explorer AB (publ) (“ECEX”)****Background**

In light of the limited number of employees in the company, the ECEX board has concluded not to have a separate remuneration committee. The duties ascribed to the remuneration committee are therefore carried out by the board as a whole. In accordance with the requirements of the Swedish Corporate Governance Code, the board regularly reviews ECEX’s remuneration guidelines and performs an evaluation of the same. This was the case again this year.

**The Objective of ECEX’s Remuneration System**

ECEX presents the company’s remuneration system, including variable remuneration and remuneration guidelines for its senior management, in its annual report (see ECEX’s 2016 Annual Report pages 37, 45 and 52). ECEX strives to offer a competitive remuneration system that enables it to recruit, retain and motivate its employees to the benefit of ECEX’s long-term shareholder value.

**Variable Remuneration for Senior Management**

The current cash-based variable remuneration is intended to encourage and reward performance that positively affects the company’s earnings and to create incentives for a positive share price development. The board considers the measures of variable remuneration for senior management to be working as intended. This is evidenced by the fact that ECEX has been able to recruit and retain talent needed to carry out its business. However, the importance of ECEX being able to offer an attractive remuneration system remains high.

**Guidelines for Remuneration to Senior Executives**

ECEX has well established guidelines which aim to provide an opportunity for the board to compensate the company’s senior management in accordance with its stated remuneration system. The board considers the guidelines to be well designed, and considerable efforts have been made to ensure that the remuneration structures are based on clear and well established rules.

**Remuneration Structures and Levels of Remuneration**

ECEX’s aim to recruit and motivate employees in its organization has been met overall, and the board considers the remuneration structures and levels in ECEX well adapted to meet its above-stated goals.

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Stockholm in April 2017  
EAST CAPITAL EXPLORER AB (publ)  
*Board of Directors*