

The board of Directors' report of the Remuneration Committee's evaluation of remuneration for senior executives

The Board of Directors of Com Hem Holding AB has established a Remuneration Committee which consists of Nikos Stathopoulos (chairman of the committee), Eva Lindqvist and Joachim Ogland. The Remuneration Committee's tasks are, among other things, to monitor and evaluate all programs for variable remuneration for senior executives, to monitor and evaluate the application of the company's guidelines for remuneration to senior executives and the current remuneration structures and levels of remuneration in the company. In accordance with section 10.3 of the Swedish Corporate Governance Code, the Board of Directors gives the following report on the result of the Remuneration Committee's evaluation.

It is noted that, as a consequence of the fact that at the time of the previous annual general meeting the company's share was not listed on a regulated market, no guidelines for remuneration to senior executives have been adopted by the company. The Board of Directors is of the opinion that the terms in effect for remuneration of senior executives of the company are well balanced and ensures the aim of attracting, motivating and keeping key employees. The variable components in existing remuneration structures create a clear connection between the individual's remuneration, the group's financial results and value creation for the shareholders. The Remuneration Committee has in its evaluation of current programs for variable remuneration of senior executives, and levels of actual remuneration paid out, found that these are well in line with the overarching principles that according to the Code shall apply in the structuring of remuneration programs for senior executives, and that these are furthermore well in line with market practice.

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The Board of Directors