

Report by the Compensation Committee at JM AB (publ) on its evaluation of compensation in accordance with 10.3 of the Swedish Code of Corporate Governance

The Compensation Committee established by the Board of Directors has reviewed the Company's compensation policy, compensation and compensation guidelines and conducted an evaluation as set out in 9.1, points two and three, of the Swedish Code of Corporate Governance.

The target for JM's compensation is for total compensation to be at market rates and competitive in the labor market in which the executive works. The short-term and long-term salary programs aim to encourage and reward performance that has a positive impact on the Company's earnings.

The Compensation Committee makes the assessment that the programs for variable remuneration for executive management that were resolved by the 2019 Annual General Meeting are applied and are suitable and in line with JM's target for compensation.

Solna, January 2020

JM AB

Board of Directors