

Board of Directors' evaluation of remuneration to senior executives 2018

The Board of Directors of Tobii AB has set up a Remuneration Committee (the “**Committee**”). This consists of Chairman Kent Sander, the chairman of the committee, Jan Wäreby and Charlotta Falvin. The Committee has since May 2018 held two meetings at which minutes were kept and has had underhand contact therebetween when needed. The committee’s task is, inter alia, to monitor and evaluate programs for variable remuneration to senior management, the application of the AGM’s resolved guidelines for remuneration and current remuneration structures in the Company.

Tobii will, in accordance with the guidelines adopted by the AGM, offer remuneration to senior executives consisting of fixed salary, variable remuneration, long-term incentive programs and pensions. Remuneration shall be competitive, and variable remuneration shall be based on predetermined targets set by the Committee. In March 2019, the Board reviewed the 2018 compensation.

During 2018, variable remuneration was based on both quantitative and qualitative targets in accordance with the Company’s long-term strategy, primarily with regards to the 2018 fiscal year. Examples of such goals have been revenue, earnings, cash flow and activity targets. In 2018, the Board of Directors deviated from the guidelines for remuneration resolved by the annual general meeting in May in two instances. Both in connection with the payment of so-called retention bonuses, which will be offset against future performance bonuses until June 2020.

At the 2018 AGM a new long-term incentive program was adopted. There is a proposal for the 2019 AGM for a continuation of this type of remuneration, in the form of a new long-term incentive program as described in the notice of Annual General Meeting, item 15.

For a description of all existing long-term incentive programs in the Company, refer to Annual Report 2018, Note 8.

The Board of Directors is of the opinion that the program for variable salary and long-term incentive program combined with other remuneration to senior executives employed in the Company has been effective and is, except for the deviation described above, in accordance with the guidelines adopted by the 2018 Annual General Meeting and that these together provide a good balance between the interest to motivate and reward corporate management and maintaining cost-effectiveness. The Board of Directors proposes that the Annual General Meeting 2019 resolves to make some minor amendments in the current guidelines for remuneration to senior management.

Danderyd in April 2019
Tobii AB (publ)
The Board of Directors