

Board of Directors' evaluation of remuneration to senior executives 2017

The Board 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 Åsa Hedin. 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 2018, the Board reviewed the 2017 compensation.

During 2017, variable remuneration was based on both quantitative and qualitative targets in accordance with the Company's long-term strategy, primarily with regard to the 2017 fiscal year. Examples of such goals have been revenue, earnings, cash flow and activity targets.

At the 2017 AGM a new long-term incentive program was adopted. There is a proposal for the 2018 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 2017, Note 8.

The Board 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 in accordance with the guidelines adopted by the 2017 Annual General Meeting and that these together provide a good balance between the interest to motivate and reward corporate management and maintaining cost-effectiveness.