

HUMANA 2019

Corporate Governance Report



We drive the future of *welfare*

The objective of Humana's corporate governance is to establish efficient procedures and effective control, ensuring that shareholders' interests are protected and promoting a sustainable and value-creating business in which Humana can continue to deliver quality care in the long term.

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Chairman's statement

In 2019, the process of building Humana as a leading Nordic care provider continued and the Group grew. We did not quite reach the position and results we wanted, but we took many steps in the right direction. With a new principal owner and a strategic review of the Group, 2019 was marked by new starts.

In early 2019, Humana found itself with a new principal owner. There were also some changes to the Board, with several new members elected at the Annual General Meeting in May. I was also among them, taking over as the new Chairman.

In addition to normal information and decision-making business, the work of the newly composed Board in the first half of the year was focused on conducting a situation analysis together with Group management, working on medium-term targets and strategic planning that will take Humana from the present situation to one in which all targets will be met.

Situation analysis

The situational analysis can be summarised as follows:

As a Group, Humana operates in four countries and our offering in Nordic care can be largely divided into three business areas. Over the years, Humana has built up an infrastructure that is leading in terms of systematic quality assurance, being an attractive employer, work on core values, a uniform brand and a structure for information and governance.

The financial targets have been well defined, with growth of 8-10 percent, an operating margin of 6 percent and debt not exceeding three annual profits, defined as interest-bearing net debt relative to EBITDA. The targets, which were set before the new financial reporting standard IFRS 16 was introduced, have only been partly met in recent years. Growth in 2019 was 11 percent, which was well in line with the target, but it was largely driven by acquisitions, such as the large acquisition of Coronaria Hoiva. The operating margin was below the target and lower than previous years. Net debt to EBITDA of 5.4 (4.0 times excluding the effects of IFRS 16), was higher than previous years and than the target, and this was precisely due to large acquisitions.

In brief: In recent years, Humana has established itself as a major, reputable provider for individuals and society, but the financial targets have not been fully achieved.

Strategic planning

The situation analysis has in turn formed the basis for the strategic planning. The premise has been that the planning must be based on clear prioritisation in the business portfolio. The Group is a coherent unit and not the sum of its parts. With operations in four countries and three business areas, which in turn have separate segments, we can see that clearer prioritisation is needed based on strategic criteria, such as underlying needs and market, relative competitiveness, expected profitability, growth and capital intensity. When the new IFRS 16 standard is considered, there are also major differences in capital intensity between the various operations, as IFRS 16 requires leases to be recognised in the balance sheet as an asset with a corresponding liability.

Target setting

As from 2020, our target setting is new and more complete. This was made for several reasons. The changed financial reporting standard has had an impact on the income statement and balance sheet. To understand value creation, there must be a clearer distinction between organic and acquired growth. Finally, in addition to earnings and growth, a greater focus on capital intensity and return is needed.

After considering the new standard and Humana's financial situation, the medium-term financial targets have been defined as follows:

- Operating margin of 7 percent
- Organic growth of 5 percent (and in addition, small bolt-on acquisitions that may bring structural growth of 2–3 percent)



- Debt, including rental debt, that does not exceed 4.5 times operating profit before depreciation, amortisation and impairment. Debt may temporarily exceed the target level, which may happen during acquisitions. The overall financial targets are broken down internally by business area and by business and include clear required returns.

Summary of 2019 and outlook

In summary, 2019 was a year in which we continued to build Humana, and the Group grew. We did not quite reach the position and results we wanted, and the financial targets were not fully achieved. However, during the year, Humana took many steps in the right direction at the same time as the systematic quality work resulted in an even higher customer satisfaction.

Humana as a Group is therefore well equipped to face 2020 with justified expectations and optimism. We have entered 2020 with:

- New financial targets
 - Plans for achieving the targets in the medium term
 - A much stricter financial prioritisation from the perspective of the Group
- All Humana's employees have been involved in delivering during 2019 and in creating a good basis for continued development in 2020 and beyond. For my part, and on behalf of the Board, I would like to extend our warm thanks to Humana's management and all employees for a job well done in 2019!

Sören Mellstig
Chairman of the Board

Regulations, control model and internal control

Humana's corporate governance is aimed at long-term and sustainable value creation for shareholders and other stakeholders. Humana endeavours to provide a clear and transparent governance model and division of responsibility along with good control of risks and a healthy corporate culture.

Efficient and well-functioning corporate governance creates better control while providing scope for new business. The aim is to ensure that Humana is effectively governed and operated in accordance with current laws and regulations.

Regulatory framework and governance model

Humana is a Swedish public limited company listed on Nasdaq Stockholm. The Company, corporate ID number 556760-8475, has its registered office and head office in Stockholm. The corporate governance report is part of the Company's Board of Directors' Report and is audited by the Company's auditors.

Humana's corporate governance will ensure that the Board and Group management work to develop the Company's operations so that long-term value is created for all stakeholders, including customers, clients, employees and shareholders. The work involves ensuring a well-functioning organisation, clear operational goals, a system for efficient management, effective monitoring, governance and internal control, and transparent internal and external reporting. Corporate governance will ensure that Humana is effectively governed and operated in accordance with current laws and regulations.

Responsibility for governance, management and control is distributed between the Board, its elected committees, the CEO and the shareholders. Humana's governance is based on external and internal governance instruments.

External governance instruments

External governance instruments form the framework for Humana's corporate governance. The external instruments include the Swedish

Companies Act, the Swedish Annual Accounts Act, Nasdaq Stockholm's Rules for Issuers and the Swedish Corporate Governance Code (the Code).

Internal governance instruments

The internal control instruments include the Articles of Association as adopted by the AGM, the rules of procedure for the Company's Board of Directors and the CEO instruction, policies and internal rules and guidelines. Humana's Board has adopted several policies and guidelines that govern the Company's operations. Humana has also adopted a set of instructions for financial reporting that are documented in the Company's financial manual. Alongside the above-mentioned internal documentation, Humana follows a Group-wide vision, a business concept and four clearly defined target areas.

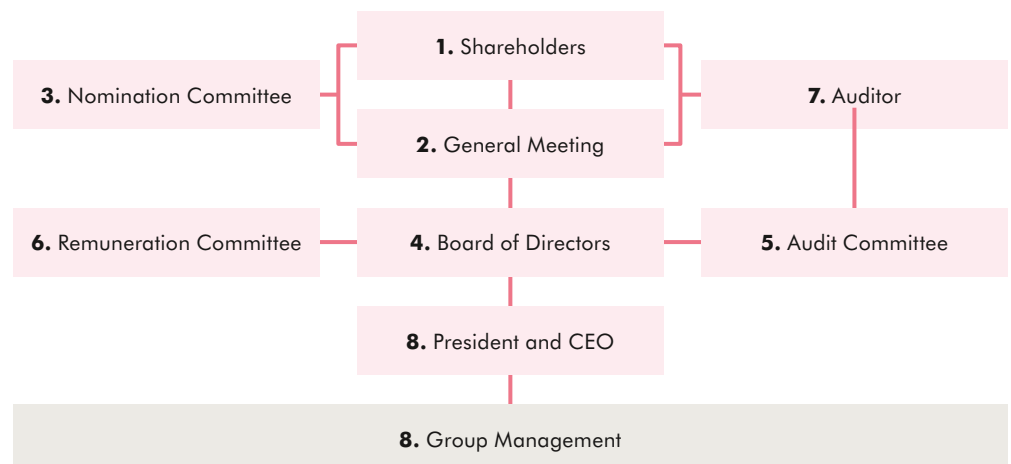
The structure and different components of Humana's corporate governance are shown in the illustration below:

Sustainability work and governance at Humana

At Humana, sustainability governance and work are an integral part of the Company's business model and corporate governance. Sustainability is closely connected with how Humana creates value and acts as a quality provider in the care industry. Humana considers this work to be about making a major contribution to society, the Company's customers, clients, contractors, employees and other stakeholders. The work is based on Humana's core values, our strategic objectives and our code of conduct. Responsibility for overall strategies, objectives, measures and monitoring lies with Group management. Management reports to the Board, which monitors progress and is involved in driving the work forward. Read more in Humana's sustainability report on pages 14–23.

Governance model

Humana's shareholders ultimately decide on the Group's governance by appointing the Company's Board at the General Meeting. The Board, in turn, is responsible for ensuring that Humana's corporate governance complies with laws and other external and internal governance instruments.



1 Shareholders

The total number of shares outstanding in Humana, which is listed on Nasdaq Stockholm, is 53,140,064. All shares carry the same rights to the Company's earnings and capital. The Company's registered share capital on 31 December 2019 amounted to SEK 1,180,879. There is no provision in Humana AB's articles of association restricting the transfer of shares.

Since the 2019 Annual General Meeting, there has been an outstanding mandate for the Board to decide on a new share issue corresponding to a maximum dilution of 10 percent and an approval to repurchase own shares up to a maximum of 10 percent of the total number of shares outstanding. The 2019 Annual General Meeting also authorised the Board to transfer own shares.

Humana had 3,746 shareholders at the end of the year. The ten largest shareholders registered with Euroclear Sweden directly or as an owner group accounted for 74.4 percent of the votes and shares in the Company. Swedish investors owned 49.8 percent of the votes and shares. The largest shareholder as at 31 December 2019 was Impilo Care AB with 20.0 percent of the votes and shares.

2 General Meeting

The General Meeting is Humana's highest decision-making body and all shareholders are entitled to attend. By exercising their voting rights, Humana's shareholders can participate and decide on several important issues such as the election of directors and auditors, adoption of the financial statements, discharge from liability for the CEO and Board, and the appropriation of the Company's profit.

All shareholders listed in the share register who have provided timely notification of their intention to attend according to the regulations contained in the notice convening the meeting are entitled to participate in Humana's meeting and vote their shares. Shareholders may also be represented by proxy at the meeting.

Humana's 2019 Annual General Meeting was held at Lindhagen Konferens on 9 May 2019.

Resolutions passed at the 2019 AGM included:

- a dividend of SEK 0.70 per share, totalling approximately SEK 37 million, to be paid for the 2018 financial year
- the Board of Directors and CEO to be discharged from liability for the 2018 financial year
- the Board to be composed of seven ordinary members without deputies
- Sören Mellstig to be newly elected as Chairman of the Board, Magdalena Gerger, Sören Mellstig and Fredrik Strömholm to be elected as new Board members, and Per Granath, Kirsi Komi, Monica Lingegård and Lloyd Perry to be re-elected to the Board
- payment of directors' fees totalling SEK 2,035,000
- KPMG AB to be elected as auditing firm, with Helena Nilsson as chief auditor
- adoption of the guidelines on remuneration of the Company's senior executives in accordance with the Board's proposal
- authorisation for the Board to acquire own shares
- authorisation for the Board to transfer own shares
- authorisation for the Board to issue new shares on one or more occasions before the next AGM, but not exceeding ten percent of the total number of shares outstanding in the Company

2020 Annual General Meeting

Humana's 2020 Annual General Meeting, AGM, will be held on Thursday, 7 May at 15.00 at Lindhagen Konferens, Lindhagensgatan 126, Stockholm. Registration begins at 14.30.

Important dates for the 2020 AGM

- 30 April Record date for the 2020 AGM and deadline for notifying intention to attend
- 7 May Last day for trading in the share, including right to dividend
- 7 May AGM
- 11 May Record date for dividend
- 14 May Payment date for dividend

Notice of annual general meeting, notification and attendance

According to the Articles of Association, the notice of the AGM shall be made through advertisement in Post- och Inrikes Tidningar and on the Company's website. An announcement to the effect that a notice has been issued shall be made in Dagens Industri.

Business to be dealt with at the Annual General Meeting will be available on the Company's website no later than three weeks before the meeting.

Shareholders wishing to attend the AGM must

- be registered as shareholders in the share register maintained by Euroclear Sweden AB on Thursday, 30 April 2020
- notify the Company of their intention to attend the meeting by Thursday, 30 April 2020

Shareholders whose shares are registered in the name of a nominee need to temporarily register the shares in their own name with Euroclear Sweden AB in order to participate in the meeting. To do so, shareholders must contact their nominee in due time before 30 April 2020. Shareholders wishing to attend the AGM may notify the Company by telephone on +46 (0)8-402 91 60 between 09.00 and 16.00 weekdays or by post at this address: Humana AB 2020 AGM, c/o Euroclear Sweden AB, Box 191, SE-101 23 Stockholm, or on the Company's website at <http://corporate.humana.se>.

The notification should include the shareholder's name or company name, personal ID or company registration number, address, telephone number and the number of advisors. If participation is by proxy, the original of the proxy (with any authorisation documents, such as registration certificate) should be received by Humana before the AGM.

Special conditions related to spread of covid-19

Humana has decided that neither food or coffee will be served at the AGM as a precautionary measure. Anyone who is registered for Humana's AGM but has symptoms of respiratory disease, even mild, or has been in close contact with someone infected with the covid-19 virus, Humana asks not to attend the AGM. This is to avoid further spread of the infection. Humana therefore also recalls the possibility of not attending in person at the AGM but instead attending by proxy. Humana's guidelines are based on the guidelines of the Public Health Agency of Sweden. Further precautionary measures may be taken if the guidelines are changed or if Humana assesses it is suitable to do so.

Proposals for resolution at the 2020 AGM

Due to the current situation in 2020 caused by the spread of covid-19, the Board of Directors proposes that no dividend shall be paid to the shareholders of the profit for the year 2019.

3 Nomination Committee

The Nomination Committee's task is to ensure that members of Humana's Board of Directors together have the relevant knowledge and experience to promote and be part of Humana's optimum development over time. The Nomination Committee assesses the Board's work, based on factors such as the Board's annual evaluation, the

requirements of the Code, company-specific needs and comments provided to the Committee by Humana's Chairman.

The Nomination Committee's work also includes presenting proposals to the AGM on the number of Board members and the composition of the Board, and making proposals on remuneration of the Board, including fees for committee work. The Nomination Committee also proposes candidates for the positions of Chairman of the Board and Chairman of the AGM and makes proposals on the election and remuneration of auditors. The Nomination Committee's proposals regarding Board members, Board fees and the election of auditors are presented in the notice convening the meeting. A statement explaining the Nomination Committee's proposed Board composition is published on Humana's website when the notice is published.

In accordance with the Swedish Corporate Governance Code, Humana has a set of Nomination Committee instructions. The instructions require the Company to have a Nomination Committee consisting of one representative from each of the four largest shareholders (in terms of votes), based on information from Euroclear Sweden AB on the last banking day in August, and the Chairman of the Board (the convener). The member representing the largest shareholder in terms of votes shall be appointed Chairman of the Nomination Committee. The Chairman of the Board shall not be Chairman of the Nomination Committee.

The members of the Nomination Committee prior to the 2020 AGM represented approximately 47 percent of the votes in the Company (as at 31/12/19). Members of the Nomination Committee prior to the 2020 AGM:

- Fredrik Strömholm, representing Impilo Care AB, Chair of the Committee
- Alexander Kopp, representing Incentive AS
- Mats Hellström, representing Nordea Funds Ltd
- Simone Hirschvogel, representing SEB Investment Management AB
- Sören Mellstig, Chairman of the Board, Humana

Argan Capital, who through the company Air Syndication SCA was the third largest shareholder in Humana (as of 30 August 2019 when the Nomination Committee was formed) declined to be represented on the Nomination Committee.

4 Board of Directors

The Board of Humana has overall responsibility for building a value-creating and sustainable business for shareholders and other stakeholders with continuity and a long-term perspective. The Board is responsible for the Company's overall strategy, ensuring well-informed decision-making processes and maintaining a clear perception of trends in the sector and Humana's business environment. Another important function of the Board is to ensure that the Company has good risk management, control and business monitoring.

Board members

According to the articles of association, the Board of Humana shall consist of three to eight members. Members of the Board shall together possess key skills and experience to ensure Humana's optimum development.

In 2019, Humana's Board had seven elected members without deputies until 12 November 2019, when Lloyd Perry left at his own request, and for the remainder of the year six elected members without deputies. The Board consisted of three female and three (four up to 12 November 2019) male members.

Six of the seven (from 12 November 2019: five of the six) Board members are independent of the Company and its management, the exception being Per Granath. Four of the seven (as from 12 November 2019, four of the six) Board members, are also independent of the

Company's largest shareholder, the exceptions being Sören Mellstig, Fredrik Strömholm and Lloyd Perry (up to 12 November 2019).

This means that Humana fulfilled Nasdaq Stockholm's requirements for 2019 and the Swedish Corporate Governance Code's rules on the independence of board members.

The composition of the Board and a presentation of Board members can be found on pages 52-53.

President and CEO Rasmus Nerman attends all Board meetings. Ulf Bonnevier, Humana's CFO, attends Board meetings and is Board secretary.

The work of the Board

The Board's duties and responsibilities are regulated by the Swedish Companies Act and Humana's Articles of Association. The Board's work is also governed by annually defined rules of procedure, which describe areas such as the division of duties and responsibility between Board members, the Chairman and the CEO. The Board also draws up instructions for the Board's committees. The Board of Humana continuously monitors strategic direction, economic development and the Company's methods and processes in order to maintain well-functioning operations. Humana's Board is also responsible for ensuring good quality financial reporting and internal control and evaluating the business in relation to the goals and guidelines defined by the Board. The Chairman of the Board and the CEO are responsible for monitoring the Company's development, and for preparing and leading Board meetings. The Chairman is also responsible for ensuring that Board members conduct an annual evaluation of their work and that they receive the information they need to perform their duties effectively and satisfactorily.

The Board held eight meetings in 2019: five ordinary meetings and three extra meetings. A report from the CEO and a review of results are permanent agenda items. The Board reviews the interim reports four times during the year, at the meetings in February, May, August and November. The annual report and annual financial statements were dealt with at the February meeting. The Board also adopted and revised several policies, dealt with Humana's sustainability work and discussed acquisition-related matters. The Board held its annual strategy days in September, with a review and situation analysis of the market segments in which Humana operates and associated strategic action plans. The plans also provided a platform for discussion of the Group's financial targets. A visit to one of Humana's operations was also made at the time.

The Board regularly evaluates the work of CEO Rasmus Nerman. Humana's chief auditor Helena Nilsson from KPMG reported on her observations at the meeting dealing with the year-end accounts. At the same meeting, the Board had a separate agenda item with the auditor during which members of Group management were not present.

In 2019, the Board focused on strategic issues in each business area, organic expansion initiatives, acquisitions, financing and Humana's sustainability work. The Board also made decisions regarding acquisitions and new expansion investments. A regular topic of discussion for the Board is the current political debate in Sweden and Norway, but also in Finland where the SOTE reform and staffing density in elderly care have also dominated the debate.

Evaluation of the work of the Board

Humana's Chairman Sören Mellstig is responsible for ensuring an annual evaluation of the work of the Board and its committees (audit and remuneration) is conducted. An evaluation of the Board's work process, competence, background, experience and composition was carried out during the autumn. The results were presented to the Nomination Committee.

Directors' fees

The 2019 AGM adopted fees for Board members, the Chairman of the Board and committee work for assignments up to the 2020 AGM. Directors' fees (AGM year) were paid as follows:

- Chairman Sören Mellstig received SEK 600,000 in his capacity as Chairman of Humana's Board.
- Magdalena Gerger, Per Granath, Kirsi Komi, Monica Lingegård and Fredrik Strömholm each received fees of SEK 230,000.
- Chair of the Audit Committee Fredrik Strömholm received SEK 150,000. Audit Committee members Per Granath, Kirsi Komi and Sören Mellstig each received SEK 20,000.
- Chair of the Remuneration Committee Magdalena Gerger received SEK 50,000. Remuneration Committee members Monica Lingegård and Sören Mellstig were each paid fees of SEK 12,500.
- No directors' fees were paid to Lloyd Perry.

Total remuneration for Board and committee work in 2019–2020 amounted to SEK 2,035,000 (1,997,500).

Board diversity policy

As a group, members of Humana's Board should have the right expertise, experience and background to contribute to the Company's development. The aim is for the Board to consist of members of varying ages, with both male and female representation, from varied geographical and ethnic backgrounds and complementing each other in terms of educational and professional backgrounds. The objective is for the Board to contribute independent and critical challenges. The Board has adopted a diversity policy, which the Nomination Committee considers in the preparation of its proposal for the AGM. The Nomination Committee also bases its work on Section 4.1 of the Swedish Corporate Governance Code. In 2017 and 2018, Humana was awarded the AllBright prize for the Company's proactive gender equality work. The Company was also nominated for the AllBright prize in 2019.

5 Audit Committee

The Audit Committee's main task is to support the Board in fulfilling its responsibilities in the areas of financial reporting, accounting, auditing, internal control and risk management. The Audit Committee works according to rules of procedure defined by the Board. The Committee's duties also include reviewing internal audit procedures, and scrutinising and monitoring the auditor's impartiality and independence. The Audit Committee has regular meetings with the

auditors in order to keep informed about the focus and scope of the audit and observations arising from the audit.

In 2019, the Audit Committee held five minuted meetings. All Audit Committee meetings have been reported to the Board.

Audit Committee members 2019–2020

- Fredrik Strömholm, Chair
- Per Granath
- Kirsi Komi
- Sören Mellstig

The Chair of the Committee, Fredrik Strömholm, has the accounting expertise required by the Swedish Companies Act. All members of the Committee apart from Per Granath are independent of the Company. Per Granath and Kirsi Komi are independent of the Company's largest owner; Fredrik Strömholm and Sören Mellstig are not.

6 Remuneration Committee

The Remuneration Committee works in accordance with rules of procedure adopted by the Board of Directors. The Remuneration Committee's main tasks are to submit proposals to the Board on remuneration and conditions of employment for the President and CEO, and remuneration policies for Group management, and to monitor and evaluate current and completed incentive programmes. The Committee also makes decisions on remuneration and conditions of employment for other members of Group management.

Remuneration Committee members are also responsible for monitoring and evaluating application of the guidelines for remuneration of senior executives adopted by the AGM.

The Committee is also responsible for succession planning and talent management.

The Remuneration Committee held three minuted meetings in 2019. The meetings have been reported to the Board.

Remuneration Committee members 2019–2020

- Magdalena Gerger, Chair
- Monica Lingegård
- Sören Mellstig
- Lloyd Perry (up to 12 November 2019, when he left the Board at his own request)

All members are independent of the Company and its management.

Remuneration, Board attendance and shareholdings 2019

	Director's fee (AGM year), SEK	Remuneration for committee work, SEK	Independent of		Attendance at meetings with			31 Dec 2019
			the Company and its management	the principal owner	Board of Directors (9)	Audit Committee (5)	Remuneration Committee (3)	Number of shares ⁴⁾
Sören Mellstig ¹⁾	600,000	32,500	Yes	No	5 of 5	3 of 3	2 of 2	100,000
Magdalena Gerger ¹⁾	230,000	50,000	Yes	Yes	5 of 5	–	2 of 2	5,400
Per Granath	230,000	20,000	No	Yes	9 of 9	5 of 5	–	1,994,610
Kirsi Komi	230,000	20,000	Yes	Yes	9 of 9	5 of 5	–	6,496
Monica Lingegård	230,000	12,500	Yes	Yes	9 of 9	–	3 of 3	1,500
Lloyd Perry ²⁾	–	–	Yes	Yes	7 of 8	–	1 of 3	6,163,790
Fredrik Strömholm ¹⁾	230,000	150,000	Yes	No	5 of 5	3 of 3	–	10,630,000
Per Bätelson ³⁾	not current year	not current year	Yes	Yes	4 of 4	2 of 2	1 of 1	not relevant
Helen Fasth Gillstedt ³⁾	not current year	not current year	Yes	Yes	3 of 4	2 of 2	–	not relevant
Ulrika Östlund ³⁾	not current year	not current year	Yes	Yes	4 of 4	–	1 of 1	not relevant

¹⁾ Joined the Board of Directors after the AGM 2019 (May 9).

²⁾ Resigned from the Board of Directors at his own request the 12 November 2019.

³⁾ Resigned from the Board of Directors at his/her own request in conjunction with the AGM 2019 (May 9)

⁴⁾ Total shareholding – own, through related parties, endowment insurance and in companies.

7 Auditor

The external auditor's tasks are to assess whether Humana's annual report has been prepared in accordance with the Annual Accounts Act and IFRS, and to examine the administration of the Company. The external audit of the accounts of Humana AB, including the administration by the Board and Group Management, is performed in accordance with International Standards on Auditing and generally accepted auditing practice in Sweden.

The auditor is appointed by the AGM following a proposal from the Nomination Committee and is elected for the period up to the next AGM. Humana's AGM on 9 May 2019 adopted a resolution to elect KPMG AB as the Company's auditor until the end of the 2020 AGM.

KPMG has conducted its audit engagement and provided some related accounting advice, but no other additional services.

KPMG AB has been the Company's auditor since 2008. However, as Humana was not listed until 2016, KPMG can remain in charge of the audit until 2026 and then be elected for another 10 years.

Authorised public accountant Helena Nilsson has been chief auditor since 2018.

8 President and CEO and Group management

Group management comprises Humana's President and CEO and nine other managers. Group management has a gender distribution of six females and four males.

Members of Group management:

- Rasmus Nerman, President and CEO
- Ulf Bonnevier, CFO and Vice President
- Anders Broberg, Business Area Manager, Elderly Care
- Anna Giertz Skablova, Director of Human Resources
- Anu Kallio, Country Manager, Finland (from March 2020)
- Mona Lien, Country Manager, Norway
- Eva Nilsson Bågenholm, Director of Quality Assurance
- Helena Pharmanson, Director of Marketing and Communication
- Johanna Rastad, Business Area Manager, Individual & Family
- Andreas Westlund, Business Area Manager, Personal Assistance

Guidelines on remuneration of senior executives

Current guidelines on remuneration of senior executives

The guidelines on remuneration of the CEO and other senior executives were adopted at the Annual General Meeting on 9 May 2019 and are valid until the 2020 Annual General Meeting. The guidelines are shown in Note G5.

Proposal for a resolution on guidelines for salary and other remuneration

The Board proposes that the general meeting resolve on the following guidelines for salary and other remuneration to directors, the Chief Executive Officer (CEO) and other senior executives. Senior executives refer to senior executives of the group executive management. These guidelines will be valid for agreements entered into after the general meeting's resolution and for changes made to existing agreements thereafter. These guidelines do not apply to any director fees decided by the general meeting or issues and transfers covered by Chapter 16 of the Swedish Companies Act.

The guidelines' promotion of Humana's business strategy, fulfilment of financial objectives and long-term interests and sustainability

In short, Humana's business strategy is the following. Everyone is entitled to a good life. In order for the society to be able to meet the increasing and more difficult needs of the Nordic welfare, a diversity of practitioners is required. Humana's ambition is to be the obvious provider of care services for customers, clients and buyers with high quality standards. The strategy for reaching the ambition each day is based on four objective areas: quality operations, long-term and profitable growth, to be an attractive employer and to be a socially responsible provider.

For more information regarding Humana's business strategy, please see <https://www.humana.se/>

It is of fundamental importance to Humana and its shareholders that these guidelines, in both a short- and long-term perspective, create good conditions to attract and retain competent employees. The purpose of these guidelines is to increase transparency in remuneration issues and through well thought-out remuneration structures create incentives for senior executives to execute strategic plans and to achieve the company's financial objectives. This will support Humana's business strategy and long-term interests, including its

Humana's Group management 2019

Name	Position	Member of Group management since	Employed by Humana since	Shares held 31 December 2019 ³⁾	Number of warrants 31 December 2019 ⁴⁾
Rasmus Nerman	President and CEO	2014	2014	169,161	79,872
Ulf Bonnevier	Executive Vice President/CFO	2012	2012	168,436	63,897
Anders Broberg	Business Area Manager, Elderly Care	2018	2018	780	–
Claus Forum	Director of Sales ¹⁾	2014	2011	160,436	45,931
Anna Giertz Skablova	Director of Human Resources	2017	2017	–	–
Mona Lien	Country Manager, Norway	2014	2014	19,578	35,942
Eva Nilsson Bågenholm	Director of Quality Assurance	2015	2015	3,682	7,987
Helena Pharmanson	Director of Marketing and Communications	2010	2010	96,504	38,011
Johanna Rastad	Business Area Manager, Individual & Family ²⁾	2019	2018	–	–
Andreas Westlund	Business Area Manager, Personal Assistance	2018	2009	22,110	–

¹⁾ Director of Sales as from September 2019 to January 2020, when Claus Forum also resigned from the Group Management. Previously he was Business Area Manager, Individual & Family and part of Group Management.

²⁾ Business Area Manager, Individual & Family, as from September 2019. Previously, as from January 2019, Johanna Rastad was Director of Business Development and part of Group Management.

³⁾ Total shareholding – own, through related parties, endowment insurance and in companies.

⁴⁾ The warrants held refers to the third and last part of the warrant programme, with subscription price SEK 80.60 and expiring 31 March 2020.

sustainability. To obtain this purpose it is important to maintain market based and competitive remuneration terms to the senior executives.

Remuneration and forms of remuneration

Remuneration to senior executives should comprise of fixed salary, variable remuneration, pension and other benefits. Furthermore, the Board may prepare and the general meeting resolve, on share and share-price related incentive programmes. The total remuneration must be market based, competitive and reflect the individual's performance and responsibility as well as the group's financial performance. The various types of remuneration that may be paid out are described below.

Fixed salary

At the maximum outcome of variable remuneration, the fixed remuneration amounts to 63 percent of the total remuneration.

Variable remuneration

The purpose of the variable remuneration is to create incentives for senior executives to deliver good operating results, and to combine the interests of senior executives with the interests of the shareholders.

The variable remuneration may comprise of a short-term and a long-term variable remuneration, which is paid in cash during one or three years. Variable remuneration shall be subject to the fulfilment of defined and measurable objectives. The short-term variable remuneration shall be maximized to 30 percent in relation to the fixed salary and the long-term variable remuneration shall be maximized to 30 percent in relation to the fixed salary.

The objectives for variable remuneration must be related to outcomes of financial objective for the group and business areas, as well as clearly defined individual objectives regarding specific tasks, such as customer satisfaction, project outcomes and environmental and social impact. The latter are used to ensure focus on non-financial objectives of certain interest. The objectives must be designed to promote the group's business strategy and long-term interests, including its sustainability.

The financial objectives are set by the Board in order to ensure that they are in line with the company's business strategy and financial objectives.

When the measurement period for the fulfilment of the predetermined objectives for the payment of variable remuneration has been completed, the extent to which the objectives have been met shall be assessed by an overall assessment of the performance.

The Remuneration Committee is responsible for the assessment of the group management. As far as the financial objectives are concerned, the assessment shall be based on the most recently published financial information published by Humana.

Humana does not have any deferral periods or according to agreements any possibility to reclaim variable remuneration.

Pension

The main principle is that pension contributions are based on collective bargaining agreement provisions in each geographical market. On entering into new pension agreements, senior executives entitled to pension will have premium defined pension agreements based on fixed salary. Variable remuneration shall be pensionable. Pensioning of senior executives takes place in accordance with the respective country's pension rules. The pension premiums vary for each geographical market and the pension premiums size must comply with collective bargaining agreement provisions.

For employments governed by rules other than Swedish, pension benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Other benefits

Other benefits, such as a company car, compensation for health care, health and health insurance, must comprise a minor part of the total compensation and must correspond to what may be deemed market practice.

For employments governed by rules other than Swedish, other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Special remuneration

Further variable remuneration payable in cash may be awarded in extraordinary circumstances, provided that such extraordinary arrangements are limited in time and may only be awarded on an individual basis, either for the purpose of recruiting or retaining executives, or as remuneration for extraordinary performance beyond the individual's ordinary tasks. Such remuneration must not exceed an amount corresponding to the individual's annual fixed salary and maximum variable remuneration and shall not be paid more than once a year and per individual. Any resolution on such remuneration could be made by the Compensation Committee.

Remuneration payable to Directors

In certain cases, Directors elected by the general meeting, should be able to receive fees and other remuneration for work carried out on behalf of Humana, alongside their Board work. Market-based fees approved by the Board, may be payable for such services.

Terms for dismissal etc.

Severance pay shall, normally, be payable upon dismissal by Humana. Members of the group executive management should normally have a notice period of maximum six months in combination with severance pay corresponding to six months' fixed salary. When the employment exceeds five years, the notice period on the part of Humana shall be extended to twelve months, while for the senior executive shall remain

six months. For the CEO, upon dismissal on the part of Humana, a notice period of six months and a severance pay of twelve months shall apply. No severance pay shall be paid upon dismissal by the employee. Agreements on severance pay are made separately after resolution made by the Remuneration Committee.

Remuneration and employment conditions for other employees

In the preparation of this proposal for guidelines, remuneration and employment conditions for employees of Humana have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Board's basis of decision when evaluating the reasonableness of the guidelines and appurtenant limitations.

The decision-making process to determine, review and implement the guidelines

The Board has established a Remuneration Committee. The committee's tasks include preparing the Board's decision on proposals for guidelines for senior executives. The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the general meeting for adoption. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall monitor and evaluate programs for variable remuneration for the company management, the application of the guidelines as well as the current remuneration structures and remuneration levels in the company.

The members of the Remuneration Committee are independent of the company and the company management. The CEO and other members of the company management do not participate in the Board's processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Conflicts of interest are counteracted in all resolutions and any potential conflicts of interest are handled in accordance with the company's framework for governance, consisting out of a code of conduct, policies and guidelines.

Derogation from the guidelines

The Board may temporarily resolve to derogate from the guidelines, in whole or in part, if in a specific case there is special cause for the derogation and a derogation is necessary to serve the company's long-term interests, including its sustainability, or to ensure the company's financial viability.

Description of material changes to the guidelines

The content of the guidelines has been reviewed and adapted to the legal requirements imposed by Directive (EU) 2017/828 of the European Parliament and of the Council amending Directive 2007/36/EC as regards encouragement of the long-term shareholder engagement.

Previously decided remuneration that has not fallen due

At the time of the annual general meeting on 7 May 2020, Humana has no unregulated remunerations, except for ongoing commitments to senior executives in accordance with the remuneration principles described in the annual report.

Share-based incentive programmes

Humana has had two long-term share-based incentive programmes in 2019: one for eight of the Company's senior executives and another for key employees. The purpose is to encourage a broad shareholding among Humana employees, facilitate recruitment, retain competent employees and increase motivation to achieve or exceed Humana's financial targets.

The programmes have comprised a warrant programme and a share savings programme. The programmes expired 31 March 2020 and 31 January 2020, respectively.

The warrant programme was set up for eight senior executives and comprised a total of 1,440,420 warrants. The remaining warrants amounted to 480,140 at the end of 2019, and entitled holders to subscribe for the same number of new Humana shares at a subscription price of SEK 80.60. If the maximum amount had been subscribed for, dilution would have been about 0.9 percent of the total number of Humana shares. At full allotment, the employee share savings programme would comprise a maximum of 61,667 shares at the end of 2019, corresponding to about 0.1 percent of the total number of shares outstanding in the Company.

The Board’s report on internal control

The purpose of internal control is to look at the current situation with the help of analyses and monitoring, and to use this as a basis for identifying which risks are significant and which ones should be managed with effective controls. Everything cannot, and should not, be equally controlled in an effective organisation. Internal control is about managing relevant risks by keeping one step ahead, thereby reducing the Company’s overall risk exposure.

According to the Swedish Companies Act and the Swedish Corporate Governance Code, Humana’s Board is ultimately responsible for ensuring the Company’s organisation is structured in such a way as to allow satisfactory monitoring and control of financial reporting, administration and operations.

Humana’s CEO has delegated responsibility to the CFO for implementing and maintaining formal procedures that ensure compliance with established principles on financial reporting and internal control. However, it is each employee’s responsibility to participate in internal governance and control. This includes complying with the financial manual and performing the controls that have been established to prevent, discover and deal with discrepancies and errors.

Responsibility for internal control

At Humana, internal governance and control is an integral part of the Company’s corporate governance. To clarify and create a structure for how the organisation manages its risks and who is responsible for what in Humana’s risk management, internal governance and controls, the Company uses a model based on three lines of responsibility for its control work.



The Board is ultimately responsible for the organisation and defines policies for risk management based on owner preferences and directives. The organisation’s President and CEO is subordinate to the Board and formally responsible for day-to-day management.

First line of responsibility

Humana is a decentralised company that allows the individual a large measure of responsibility and freedom on a day-to-day basis to make decisions that help to improve and make life easier for the Company’s customers and clients. The first line of responsibility in the process of managing operational risks is therefore the organisation in day-to-day operations, which includes regional managers, unit managers, supervisors and employees in the business operations. They are owners of their own risks and are responsible for working on daily internal control by identifying, evaluating, controlling and mitigating risks, and ensuring that policies and governing documents are understood and followed. They set up appropriate control activities and ensure that these are carried out correctly. Effectiveness is dependent on

key factors such as corporate culture and the sense of right and wrong that management establishes in the business, as well as the clarity of employees’ responsibility for their work.

Second line of responsibility

The second line of responsibility is more functionally oriented. This involves Humana’s functions that work specifically on monitoring risk-taking. Their task is to ensure compliance with the Board’s level of risk-taking in the first line, which is achieved by setting requirements, defining instructions and policies, and monitoring compliance. These functions serve in a support and monitoring capacity and are not responsible for operation of the business. Humana has an efficient quality assurance function that works continuously to prevent and reduce risks in the business. In its financial organisation, the Company also has a function that works on risk control and compliance. This function helps to develop processes related to risk management and internal governance and control and is responsible for monitoring the work of the first line.

Third line of responsibility

The third line includes the internal audit function, which works on behalf of the Board and reviews the work of the first and second lines. Humana’s internal control is conducted through internal monitoring and self-assessment. The results are reported to the Board. Based on the Audit Committee’s assessment, the Board has decided against appointing a separate internal audit function. The Company believes that the stronger quality management system and the controls in each business area and in the financial function provide the required control and monitoring. The Board assesses the need for an internal audit function every year.

Internal control system – COSO model

Humana’s internal control structure follows the Committee of Sponsoring Organisations of the Threadway Commission (COSO) framework principles. The framework is based on five main components that together allow good internal control: control environment, risk assessment, control activities, information and communication, and monitoring. From the model’s components, several development priority areas have been identified in the internal control work.

Control environment

The Board is responsible for establishing an effective system of internal control and manages the work through the CEO. Members of Humana’s Group management work within their respective functions and areas of responsibility to spread, influence and increase employees’ knowledge and responsibilities in the area of control. An efficient control environment involves a clear organisational structure, clear decision-making channels, shared values in terms of ethics, morality and integrity, and authority is clearly defined and communicated through governing documents. Examples of Humana’s governing documents include policies, guidelines, manuals, instructions and the Code of Conduct. Humana’s quality management work is central to the business and includes quality management systems, systematic monitoring and control. Humana systematically invests in strengthening and developing its capital structure. With regular investments, Humana increases its competitiveness, while the Company reduces its level of operational risk.

Important elements of Humana's control environment and the process of building long-term structural capital include:

- A strong corporate culture with well-grounded values that permeate the Company – Through a well-established corporate culture with shared values, Humana's employees are given a clear direction and mandate to work on personalised interaction with a focus on solutions in everyday life.
- Clear guidelines on ethics and morality – To further strengthen the work, a Group-wide Code of Conduct has been drawn up and implemented.
- Extensive quality-assurance work at all levels of the Company – Implementation of a common quality management system continues.
- Group-wide policies in several key areas such as employees, communication, diversity and transparency. These include a quality policy, environmental policy, work environment policy, and diversity & inclusion policy.
- An organisational structure with clear delegation of authority and responsibility – HR is currently working to harmonise employee processes within the Group and ensure succession planning for top managers and key positions. Implementation of a Group-wide HR system is in progress. A Group-wide leadership development programme has started.
- Constant skills supply – Humana Academy provides traditional training and web-based interactive training, both for its own employees and for municipalities and colleagues in the sector.

In addition, Humana has governing documents designed to support and help all employees to act in accordance with Humana's internal rules and guidelines. Governing documents on accounting and financial reporting cover areas of importance in working to establish correct, complete and up-to-date accounting, reporting and information disclosure. The financial manual is Humana's central governance document with respect to guidelines for achieving good internal governance and control over financial reporting. As Humana is an acquisition-driven company, an essential part of the integration process involves ensuring that values and the control environment in general are aligned with Humana's guidelines.

Risk assessment

Risks and risk management in Humana's operations are described in more detail in the section entitled Risks and risk management on pages 56-61. The specific financial risks are described in more detail in note G19. Humana continuously updates its analysis of risks that may lead to errors in financial reporting. A Group-wide analysis of risks of errors in financial reporting is conducted annually. The risk reviews identify items in the financial statements and administrative flows and processes where the risk of errors is more substantial.

Control activities

Humana regularly conducts control activities for the significant risks that have been identified. The Company's CFO is responsible for ensuring that identified risks associated with financial reporting at Group level are managed. The control activities follow the structure of the reporting process and financial organisation. Each unit's reporting is validated and checked in the local accounting stage

before being transferred to the business areas and Group finance for consolidation. Controllers and financial managers in each business area make budgets, update forecasts and analyse outcomes. The checks and reports may be subject to special investigations where necessary. All business areas submit their financial results in monthly written reports.

Information and Communication

Humana's Board receives monthly financial reports on the Group's financial position and financial performance. The Board deals with all quarterly and annual reports before they are published externally and monitors the audit of internal control and financial reports. Humana's communication and information channels enable prompt communication of information to relevant employees. Governing documents in the form of policies, guidelines and manuals, in the case of financial reporting, are primarily communicated through the intranet and the Group's financial manual. The financial manual is updated regularly as required. In addition to written communication, there are also verbal discussions of news, risks, outcomes of controls and other matters during regular meetings. Communication also takes the form of monthly closing accounts meetings which are attended by financial managers. Individual employees have a responsibility to report discrepancies and deviations that are discovered in controls, even if they have been remedied. The aim is to provide a good picture of how the work is conducted and to be able to make improvements to the processes. For communication with internal and external parties, there is a communication policy which provides guidelines on how this communication should take place. The purpose of the policy is to ensure full and correct compliance with all information obligations. Up-to-date information is communicated to external parties on Humana's financial website, with the publication of news and press releases. Quarterly reports are published externally and are supplemented by webcasts, presentations and investor meetings. There is also an agenda for communication with shareholders in connection with the Annual General Meeting.

Monitoring

Each unit manager and financial organisation is ultimately responsible for ongoing monitoring of the financial information for the unit. The information undergoes further monitoring at the business area level, by corporate functions, by Group management and finally by the Board. A compilation of identified actions and their status is reported to the Board as part of the ongoing work of the Audit Committee. Humana's Audit Committee is responsible for ensuring compliance with the Company's financial reporting and internal control and ensuring the Company's financial statements are prepared in accordance with the law, applicable financial reporting standards and other listing requirements.

Board of Directors

	Position and year of election	Education	Other current assignments	Professional experience and previous assignments
1	Magdalena Gerger Born 1964. Director since 2019. Chair of Remuneration Committee.	MBA and B.Sc., Econ., Stockholm School of Economics, with a major in International Economics at McGill University, Montreal.	President and CEO of Systembolaget. Director of Investor, Svensk Handel, Institutet för Näringslivsforskning and Chairman of the Business Executive Council of the Royal Swedish Academy of Engineering Sciences.	Senior Vice President, Arla Foods. Various executive positions at Futoria AB, Nestle, ICI Paints, Proctor & Gamble and Diageo in the UK. Directorships: Ikea, Ahlsell and Husqvarna.
2	Per Granath Born 1954. Director since 2006. Member of Audit Committee.	M.Sc. Chemistry, Royal Institute of Technology. Economics studies at the School of Business, Economics and Law, University of Gothenburg, and Stockholm University. Healthcare Management at Harvard Business School, Paris.	Founder and CEO of Broviken Gruppen AB, Chairman of Aktiebolaget Salktennis. Director of Capacent Holding, Svefa Holding AB, Northmill Group AB and G & S Fastigheter i Sverige AB.	President and CEO of Humana 2006-2015. Chairman of Resurs Bemanning AB. Director of Akademiska Hus AB. President and CEO of Intellecta AB. Vice President Handelsbanken Capital Markets in charge of healthcare and services sectors. CEO of KF Fastigheter and Deputy CEO of Scandiaconsult.
3	Kirsi Komi Born 1963. Director since 2017. Member of Audit Committee.	LL.M Master of Laws, University of Helsinki.	Director of Metsä Board Oyj. Chairman of Docrates Cancer Centre in Helsinki, Blood Service under the Finnish Red Cross, Lindström Invest Oyj and the Directors' Institute Finland.	Chairman of Veikkaus Oy, Deputy Chairman of Patria Oyj, Director of Bittium Oyj, Citycon Oyj, Martela Oyj and Finnvera Oyj. Executive positions within the Nokia Group.
4	Monica Lingegård Born 1962. Director since 2017. Member of Remuneration Committee.	M.Sc. Econ., Stockholm University. CEO of Samhall AB.	Chairman of Svenska Rymdaktiebolaget and Director of Nobina.	Director of Wireless Maingate, Swedish International Development Cooperation Agency (SIDA) Orio, the Confederation of Swedish Enterprise and Almega. CEO of G4S.
5	Sören Mellstig Born 1951. Chairman of the Board since 2019. Member of Audit committee and Remuneration Committee.	Bachelor of Applied Science, in Business Administration and General Management from Uppsala University.	Chairman of Cellavision, Ellevio, Remeo and Delivery 1 Ltd. Industrial Partner and co-founder of Impilo.	CEO of Gambro, managerial positions at Akzo Nobel and CFO and Vice President of Incentive. Chairman of Trelleborg, Apotek Hjärtat, Aleris, Ferrosan Medical Devices and Textilia.
6	Fredrik Strömholm Born 1965. Director since 2019. Chair of Audit Committee.	M.Sc. Econ., Stockholm School of Economics, with studies at the Ecole des Hautes Etudes Commerciales in Paris; studies in French, Russian and East European political science at the universities of Uppsala and Stockholm.	Co-founder of Impilo and Chairman of its investment committee. Director of Ferrosan Medical Devices, NutraQ, Ortic 3D, the Fertility Partnership and Euro Accident. Chairman of Immedica and Natur & Kultur.	Founder of Altor Equity Partners and partner for 14 years. Head of Corporate Finance, Nordic Region, at Goldman Sachs for ten years. International and Investment Manager at Nordic Capital.



Group management

	Position	Education	Other current assignments	Professional experience and previous assignments
1	Rasmus Nerman Born 1978. President and CEO since 2015. Formerly Deputy CEO, 2014.	M.Sc. Econ., Stockholm School of Economics. M.Sc. in International Leadership, CEMS MIM.	Member of the council of the Stockholm Chamber of Commerce.	President and CEO of INOM Group. Management consultant, with focus on healthcare, The Boston Consulting Group. Director of Vårdföretagarna Bransch Individ & Familj.
2	Ulf Bonnevier Born 1964. CFO since 2012. Deputy CEO since 2016.	M.Sc. Econ., specialising in accounting and auditing, Uppsala University. Stockholm School of Economics IFL Executive Education.	Director of Karnov Group AB and member of the audit committee and of the remuneration committee of Karnov Group AB.	Country Manager of Ipsos in Sweden. CFO Synovate Western Europe. CEO Wolters Kluwer in Scandinavia.
3	Anders Broberg Born 1969. Business Area Manager, Elderly Care, since 2018.	Nursing Degree, Örebro University, M.A. Religious Studies, Uppsala University. Leadership development programmes at Ramboll Management.	Director of Vårdföretagarna Bransch Äldreomsorg, Board member of the regional programme council for the Care Programme, Greater Stockholm.	CEO and President of Temabo AB, Administrative Director Elderly Care, City of Stockholm, and operational manager at Poolia Vård AB.
4	Anna Giertz Skablova Born 1970. Director of Human Resources since 2017.	MBA in General Management at Rotterdam School of Management, Erasmus University (Netherlands) and M.Sc. in linguistics.	–	HR Director for Tieto AB and Teligent AB. Consultant at PA Consulting.
5	Anu Kallio Born 1968. Country Manager, Finland since 2020.	M.Sc in accounting and finance, Helsinki School of Economics, and an eMBA in insurance and finance, University of Tammerfors.	Board member of LocalTapiola, General Mutual Insurance Company.	CEO Rinnekoti Foundation, CFO Helsinki Deacones Institute and other executive positions in finance.
6	Mona Lien Born 1962. Country Manager, Norway, since 2015.	M.Sc.in Psychology, Oslo University, Trondheim and New York University. Two-year management programme at BI Norwegian Business School.	Board member of Norwegian Federation of Service Industries and Retail Trade.	CEO Løft AS, Head of Business Development, INOM Norway. Various public sector roles within schools and psychiatry. Four years of self-employment as owner of a training centre.
7	Eva Nilsson Bågenholm Born 1960. Director of Quality Assurance since 2015.	Nursing Degree, Umeå University. Medical Doctor degree, University of Gothenburg. Licensed physician, specialist in internal medicine.	Chairman of Vårdföretagarna and Director of Oriola.	Specialist physician at Sahlgrenska University Hospital. Chairman of the Swedish Medical Association. Swedish government national coordinator for the elderly 2011-2014. Government investigator, Plastic Surgery Study (Skönhetsutredningen) 2015.
8	Helena Pharmanson Born 1966. Director of Marketing and Communications since 2010.	International MBA, Business Economics, Uppsala University. Directors' programme at Stockholm Chamber of Commerce.	–	Sales Director, Pfizer Sverige AB. Various marketing and sales roles at Pfizer and Pharmacia.
9	Johanna Rastad Born 1980. Business Area Manager, Individual & Family since 2019. Formerly Director of Business Development, 2018.	M.Sc. (Econ), Stockholm School of Economics.	Director of Tilleike AB, Hemsehem AB and Braive AS.	Investment banking at ABN Amro, London, 2005–2008. BC Partners, London, 2008–2010. Procuritas AB, Stockholm, 2010-2013. Several years of operational experience in senior positions in the care sector, including Team Oliva and Kry between 2013 and 2017.
10	Andreas Westlund Born 1978. Business Area Manager, Personal Assistance since 2018.	Trainee programme, studies at Företagsuniversitetet, Executive Master of Strategy, Mgruppen, and Orchestrating Winning Performance (OWP), IMD.	Director of Vårdföretagarna Bransch Personlig Assistans.	CFO of Humana Assistans, Payroll Manager at Humana. Strålfors AB, Elajo AB and Admit AB. Founder of Effektiv Ekonomi. Professional ice hockey player for Brynäs.

