

## **Apptix ASA**

### **Report on Management Remuneration 2018**

During 2018 total compensation for each of the Executive Officers in the Apptix Group, as well as other senior executives, comprised of only base salary.

#### **Base salary**

The base salaries are fixed at levels which the Compensation Committee believes are comparable to those of executives of similar status in the Company's industry, and are targeted to be competitive in the marketplace.

The Board decides the base salary for the CEO, while the CEO decides the base salary for the other employees.

The base salary of all employees including the management is based on various considerations such as industry levels, peer group and national surveys, and performance judgments as to the past and expected future contributions of the individual senior executives.

#### **Pension**

All the employees in Evimeria EMR AB are entitled to a retirement pension from ITP occupational pension plan. ITP is a collectively agreed pension and it is premium based.

**Board of Directors**  
**Apptix ASA**  
**29 March, 2019**