

THE REPORT OF THE BOARD OF DIRECTORS OF SINCH AB (PUBL) PURSUANT TO THE SWEDISH CODE OF CORPORATE GOVERNANCE 10.3

The board of directors of Sinch AB (publ) has established a remuneration committee. One of the remuneration committee's main assignments are to monitor and evaluate (i) current programs for variable remuneration to senior executives and any such programs terminated during the year, and (ii) the application of the guidelines for remuneration to senior executives adopted by the general meeting, as well as the current structure and levels of remuneration in the company. The board hereby reports the results of the evaluation pursuant to items two and three of rule 9.1 of the Swedish Code of Corporate Governance.

Remuneration to the senior executives of the company

The remuneration to the CEO and other senior executives is to reflect Sinch's need to recruit and motivate qualified employees through a compensation package that is on a fair and competitive level. The remuneration is to consist of a fixed base salary, short-term variable pay, long-term variable pay, pension benefits and other benefits and severance pay.

The report of the board of directors of the remuneration committee's evaluation

The remuneration committee has, during the financial year 2019, monitored and evaluated the application of the guidelines for remuneration to senior executives that was adopted by the annual general meeting 2019. Based on such evaluation the remuneration committee has concluded that the guidelines for remuneration to senior executives have been applied to remunerations to senior executives during the financial year 2019 and that no deviations have occurred. The remuneration committee has also concluded that current and applicable remuneration structures and levels in the company are reasonable and well operating. The remuneration committee's evaluation has determined that such structures and levels are competitive and well balanced in relation to the company's cost structure in general.

At an extraordinary general meeting on 5 December 2016 it was resolved to adopt a share-related incentive program (LTI 2016). The annual general meeting on 18 May 2018 resolved on a share-related incentive program (LTI 2018). On 17 May 2019, the annual general meeting resolved on another share-related incentive program (LTI 2019). The remuneration committee has evaluated these programs and concluded that LTI 2016, LTI 2018 and LTI 2019 works effectively. The remuneration committee has therefore recommended the board of directors to propose that the annual general meeting 2020 shall adopt a new share-related incentive program (LTI 2020) with the same main elements as LTI 2016, LTI 2018 and LTI 2019.

* * *

Stockholm, April 2020

Sinch AB (publ)

The board of directors