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The board of directors in Instalco Intressenter AB (publ)'s presentation of the follow-up and evaluation of the remuneration paid to the senior management during 2018/2019

The board of directors in Instalco Intressenter AB (publ) has established a remuneration committee (the "Committee"). The Committee consists of Olof Ehrlén and Johnny Alvarsson. Olof Ehrlén is the chairman of the Committee. The Committee has i.a an assignment to follow-up and evaluate any programs for variable remuneration to the senior management of the group, the application of the guidelines on remuneration decided by the annual general meeting and applicable remuneration structure in the group. The Committee has presented its work during a meeting with the board of directors held on the 21st of March 2019.

The board of directors hereby presents, in accordance with the Swedish Corporate Governance Code, the result of the evaluation.

The remuneration offered by Instalco to its senior management comprise fixed remuneration, variable remuneration, a long-term incentive scheme, pension and other benefits. The variable remuneration is based on the result of the operations and soft parameters. At the annual general meeting held on the 28th of April 2017, a new incentive scheme for the senior management and other key employees in the Instalco-group was adopted.

The Committee has evaluated the remuneration structure for the senior management and the application of the guidelines on remuneration for senior management adopted at the annual general meeting held on the 8th of May 2018. The Committee has as a result of its evaluation concluded that the remuneration structure is sufficient and that the level for remuneration to the senior management in the company is marketable and balanced. The Committee considers the remuneration paid to the senior management since the end of the annual general meeting held in 2018 has been correct and has been made in accordance with the guidelines adopted by the annual general meeting.

Instalco Intressenter AB (publ)

The board of directors