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The board of directors in Instalco Intressenter AB (publ)'s proposal on guidelines for remuneration to the senior management

The board of directors proposes that the annual general meeting adopts guidelines for remuneration and other conditions of employment with the following content (which corresponds to the guidelines adopted by the annual general meeting held on 8 May 2018).

The basic principle is that all remuneration and other conditions for employment shall be market-conforming and competitive to ensure that the group can attract and retain competent senior management in the company at reasonable costs.

The remuneration shall comprise of fixed remuneration, variable remuneration, pension, and other benefits. Variable remuneration shall be paid in cash and shall be calculated based on fulfilment of targets within the individual's area of responsibility (group- or business area) and be aligned with the shareholders' interests. Variable remuneration shall be pensionable unless otherwise is agreed and correspond to a maximum of 50 percent of the fixed annual salary for the CEO and other senior executives.

Pension benefits shall be in the form of contribution plans. Other benefits, such as company car, additional health insurance or occupational health care, shall be marketable and of limited value in relation to other remuneration.

The notice period shall, in general, be six months for the CEO and three to six months for other senior executives. In case of termination by the company, the notice period for any senior executive shall not be greater than twelve months.

The board of directors shall have the right to waive the guidelines in case of extraordinary circumstances arising in the specific case.

Instalco Intressenter AB (publ)

The board of directors