

Office translation – this document is an office translation of a proposal originally drafted in Swedish. In the event of discrepancy between this English version and the Swedish version, the Swedish version shall prevail.

The board of directors in Instalco AB (publ)'s presentation of the follow-up and evaluation of the remuneration paid to the senior management during 2019/2020

The board of directors in Instalco 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 19th of March 2020.

The board of directors hereby presents, following the Swedish Corporate Governance Code, the result of the evaluation.

The remuneration offered by Instalco to its senior management comprises 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 2019. 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 2019 has been correct and has been made by the guidelines adopted by the annual general meeting.

Instalco AB (publ)
The board of directors