

## **Report by the Board of Directors on the Remuneration Committee's evaluation of remuneration to senior executives, etc.**

The Board of Directors of Inwido AB has established a Remuneration Committee, comprising of Arne Frank and Anders Wassberg. Since the General Meeting on May 10, 2016, the Committee has held two meetings at which minutes were kept, with informal contacts between these meetings when necessary.

The Remuneration Committee's tasks includes to monitor and evaluate programs for variable remuneration for senior executives, the application of the guidelines for remunerations to senior executives adopted by the Annual general meeting, as well as current remuneration structures and levels in the company. As set forth in Rule 10.3 of the Swedish Corporate Governance Code, the Board of Directors hereby gives the following report on the results of the evaluation by the Remuneration Committee. The report covers the period after the General Meeting on May 10, 2016.

The Remuneration Committee is of the opinion that the adopted guidelines for remuneration to senior executives have been applied in a correct manner, and that the guidelines have fulfilled their objectives and functioned well. Moreover, the Committee considers the company's remuneration structures and levels to be in line with market practice and well-balanced.

Malmö in March 2017  
The Board of Directors of Inwido AB (publ)