

## 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 (publ) has established a Remuneration Committee, comprising of Georg Brunstam and Anders Wassberg. Since the General Meeting on May 3, 2019, the Committee has held two meetings at which minutes were kept, with additional informal contacts when necessary.

The Remuneration Committee's tasks include 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 the transition rule to 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 3, 2019.

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. In order to adapt the guidelines to the new rules resulting from the implementation of the EU's shareholders' directives, the Remuneration Committee for the 2020 General Meeting has prepared the Board's proposal for revised guidelines for remuneration to senior executives.

Malmö in April 2020  
The Board of Directors of Inwido AB (publ)

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