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| Remuneration policy – external |                 |                  | Instruction / Policy from the board |   |
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| Helena Unander-Scharin         | 2014-10-15      | ISEC Services AB |                                     |   |
| Approved by                    | Valid from      | Latest update    | Information classification          |   |
| The board of ISEC Services     | 2018-12-19      | 2018-12-19       | None                                |   |

## 1 REMUNERATION POLICY

In accordance with Chapter 2 of the Swedish Financial Supervisory Authority's regulations (FFFS 2011:1) on remuneration systems, ISEC Services is obliged to provide information about the Company's remuneration system.

The Board of Directors has established a remuneration policy which aims to set principles for how remuneration for the Company's personnel should be determined, how the policy should be applied and followed up, and how the Company's management and employees who can influence the company's risk level are defined (so-called specially regulated staff). The policy applies to all employees and includes all remuneration within the framework of the employment.

## 2 REMUNERATION MODEL

The remuneration model aims to motivate employees to work for common goals and to make the Company an attractive employer. The remuneration model is consistent with and promotes sound and efficient risk management and should not encourage excessive risk-taking and should not counteract the Company's long-term interests.

The company applies a collective model for calculating variable remuneration in addition to fixed remuneration. In principle, all employees are given the opportunity for the same amount of variable remuneration depending on the result the Company reports in its annual accounts.

The fixed monthly salary is determined on an individual level based on the work and goal-fulfillment of employees.

As regards outsourced management through contractual agreements, the contractor's remuneration policy is checked. Investors can read about each contractor's remuneration policy on the contractor's website.