

MONITORING AND EVALUATION OF COMPENSATION STRUCTURES ETC.

The board of Dustin Group AB (publ) (the "**Company**"), hereby report the results of the evaluation made in accordance with rule 9.1 of the Swedish Corporate Governance Code. The report covers the financial year 2018/19.

The board has established a remuneration committee that consists of three board members: Mia Brunell Livfors (chairman), Tomas Franzén and Caroline Berg.

The annual general meeting 2017/18 resolved on guidelines for remuneration and other terms of employment for the CEO and other senior executives (the "**group management**"). The remuneration committee has evaluated these guidelines and their application during the period, as well as the current remuneration structures and levels for the group management. The committee has found that the guidelines have made it possible for Dustin to recruit and retain the best talents in the group management, and that the Company during the period has complied with the guidelines adopted by the annual general meeting 2017/18. The guidelines have also helped to keep the remuneration of the group management well-balanced and effectively fulfilled its purpose. Therefore, the remuneration committee has recommended the board to propose that the annual general meeting 2018/19 shall approve guidelines, which in all material aspects correspond to the guidelines applied since the annual general meeting 2017/18. The committee also concluded that current compensation structures and compensation levels for the group management are justifiable and well-functioning.

The general meetings have during 2014-2018 also resolved on long-term share price related programs based on warrants to participants in Sweden, Denmark and Finland and synthetic options to participants in Norway and since 2018 the Netherlands. The remuneration committee has evaluated this program structure and found that the participation and investment levels in the programs have been high, and the remuneration committee believes that the programs works effectively when it comes to retaining senior executives and other key persons. The committee has therefore recommended the board to propose that the annual general meeting 2018/19 shall approve a long-term share program for 2020 with almost the same structure and principal terms as the program the 2017/18 AGM approved, however an increased number of participants and a compensation component if the strike price is not reached.

Stockholm in November 2019
DUSTIN GROUP AB (PUBL)
THE BOARD OF DIRECTOR