

# Corporate Governance Report

**Net Insight AB (publ) is a public limited company with its registered office in Solna, Sweden. Net Insight's shares are listed on Nasdaq Stockholm. The basis for governance of the company and group includes its Articles of Association, the Swedish Companies Act and Nasdaq Stockholm's regulations for issuers, including the Swedish Code of Corporate Governance, applicable from January 1, 2020 as well as internal regulations and policies.**

## Introduction

The Articles of Association describe the business of the company, its share capital, the number and classes of share, allocation of votes, the number of directors and auditors, notices of, and matters to be dealt with at the Annual General Meeting (AGM), and the requirement that this meeting be held in Stockholm, Sweden. In the period between AGMs, Net Insight's Board of Directors is the highest decision-making body in the Company. The duties of the Board are regulated by the Swedish Companies Act and the Articles of Association. The current Articles of Association were adopted at the AGM on May 8, 2018. The full Articles of Association are available at <https://investors.netinsight.net/corporate-governance/>.

In 2019, the company has not contravened Nasdaq Stockholm's Issuer Rules or accepted practice on the stock market. Net Insight departed from the Code section 4.2 in that a personal deputy was elected to main shareholder Jan Barchan (Briban Invest). The departure was motivated by continuity reasons.

## Annual General Meeting, AGM

The AGM of Net Insight AB (publ) was held on May 8, 2019. The company's Nomination Committee is responsible for proposing a chairman for the AGM. Gunilla Fransson was elected Chairman of the Meeting. The AGM made the following resolutions:

- Adoption of annual financial statement, appropriation of profits and discharging the Board members and CEO from liability.
- The number of Board members should be six with one deputy.
- Gunilla Fransson, Anders Harrysson, Crister Fritzson, Jan Barchan, Mathias Berg and Charlotta Falvin were re-elected as Board members. Stina Barchan was re-elected as personal deputy for Jan Barchan. Gunilla Fransson was elected Chairman of the Board.
- Deloitte AB was elected as the company's Auditor, with Therese Kjellberg as Auditor in Charge.
- The AGM decided that Directors' fees should amount to SEK 2,200,000 to be allocated at SEK 700,000 to the Chairman of the Board and SEK 240,000 to each of the other Board members not employed by the company. For the deputy, the remuneration was SEK 120,000. Remuneration for Committee work, payable to members appointed by the Board of Directors, is SEK 50,000 for the Chairman of the Committee and SEK 40,000 for each Committee member.
- Remuneration to the auditor, Deloitte AB to be on approved account.
- The AGM resolved to approve the Board of Directors' proposal regarding guidelines for remuneration and other terms of employment for senior executives.
- The AGM decided to authorize the Board of Directors to, in the period until the next AGM is held, repurchase shares totaling up to 2 percent of all the shares in the company, and to reach Board resolutions regarding the transfer of these shares.

The complete minutes of the AGM, as well as the supporting documentation, are available at <https://investors.netinsight.net/corporate-governance/>.

## Nomination Committee

According to a decision at the AGM, Net Insight's Nomination Committee consists of the Chairman of the Board of Net Insight AB and the company's four largest shareholders as of the last banking day each August, who are then each entitled to appoint a member of the Nomination Committee. The composition of the Nomination Committee was published on October 10, 2019.

Net Insight's Nomination Committee for 2020 has the following members: Jan Barchan (Briban Invest), Martin Wallin (Lannebo Fonder), Ramsay Brufer (Alecta), Christian Brunlid (Handelsbanken fonder) and Gunilla Fransson (Chairman of Net Insight AB). The Nomination Committee appointed Ramsay Brufer (Alecta) as its Chairman. The Nomination Committee held four meetings where minutes were kept in preparation for the AGM 2020, prior to the date for signing the Annual Report.

With the objective of achieving multilateralism and diversity on the Board in terms of experience, competence and background, the Nomination Committee applied the Swedish Code of Conduct p 4.1 as its Diversity Policy, in connection with the nomination of the Board ahead of the AGM 2020.

## Auditor

According to the Articles of Association, Net Insight shall appoint one to two Auditors with or without Deputy Auditors. The stipulated term of office for Auditors is one year. The company's Auditors, Deloitte AB was re-elected at the AGM 2019 to serve in the period until the AGM 2020. Therese Kjellberg was appointed Auditor in Charge.

## Board of Directors

The Board of Directors administers the company's affairs in the interests of the company and all of its shareholders. The size and composition of the Board ensures its ability to administer the company's affairs effectively and with integrity.

The Board's duties include establishing business goals and strategies, deciding on acquisitions and divestitures, capitalization of the company, appointing, appraising, and determining compensation to the CEO, ensuring that there are effective systems to monitor and control the company's business, ensuring that the necessary ethical guidelines for the company's conduct are established, and appraising the Board's work. The Board's rules of procedure are established annually at the Board Meeting following election, or as required. In addition to the above duties, the rules of procedure stipulate items including Board meeting procedures, instructions for the company's CEO, decision making procedures within the company, division of responsibilities, and the disclosure of information between the company and the Board. The Board monitors and appraises the CEO's performance, including implementation of the Board's decisions and guidelines annually.

## Work of the Board

The Board held 18 meetings during the year when minutes were kept, not counting one per capsulam meeting. At these meetings, the Board considered standing agenda items for each Board meeting such as the state of the business, year-end and interim reports, budgets, business goals, risks, compensation paid to management with principles for variable salary portions, as well as monitoring these issues and audit matters. During the year, the Board's main focus was appointing a new CEO, the progress of Sye and establishing activities to ensure sales in the core business revert back to expected sales volumes. The Board meeting following election addressed and adopted the Board of Directors' Agenda and the instructions for the CEO.

Each year, the Chairman initiates an evaluation of the Board's work. The evaluation for 2019 was carried out by the Nomination Committee meeting with each Board member separately discussing the work of the Board. The Nomination Committee carried out its own evaluation based on this.

The Board of Directors continuously appraises the CEO on the basis of specific targets. A formal appraisal is carried out once annually.

## Independence of the Board

Net Insight's Board of Directors is considered to satisfy the Code's standard of independence: All Board members are independent of the company and management. All Board members, apart from Jan Barchan, are independent of the company's principal owners.

For more information on Board members and the CEO, see pages 24-25.

## Remuneration Committee

The Board has instituted a Remuneration Committee charged with consulting on issues concerning salaries, compensation and other terms of employment for the CEO, as well as compensation programs of a broader nature, such as option programs, for final decision by the Board. The Remuneration Committee decides on issues regarding salaries and compensation and other terms of employment for all staff that report directly to the CEO. The Committee reports to the Board on a continuous basis.

The Remuneration Committee members are Chairman of the Board Gunilla Fransson and Board member Anders Harrysson. During the year, the Committee held 5

meetings when minutes were kept, not counting per capsulam meetings, and consulted on the following matters: The CEO's variable remuneration for 2018 to be decided by the Board; a decision on variable remuneration for 2018 for the rest of management; business goals and compensation structure for the CEO for 2019 to be decided by the Board and the remuneration structure for the rest of management.

## Audit Committee

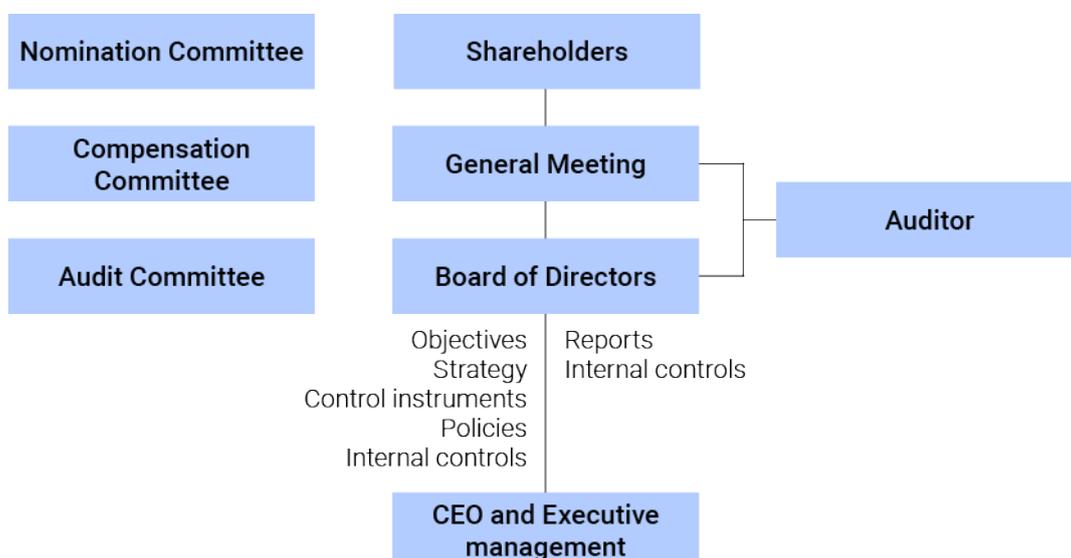
During the year, Net Insight's Board of Directors instituted an Audit Committee, charged with obtaining greater depth and efficiency of the Board's overseeing responsibility of internal controls, audit, internal audit, risk assessment, accounting and financial reporting. The Audit Committee shall also provide questions for the audit tendering process and for tender of other audit related services. In addition, the Committee is responsible for preparing accounting and audit questions that need the attention of the Board. In 2018, Net Insight's Audit Committee had the following members: Charlotta Falvin, Chairman, and Crister Fritzson. Net Insight's CFO and, at some instances, the auditors are co-opted to the Committee's meetings. The Board has set the rules of procedure which formalizes the work of the Audit Committee. The Audit Committee held four meetings in 2019. The auditors participated at one meeting. Oral and written reports are continuously handed over from the Committee to the Board, as well as suggestions in relation to questions that require the Board's attention.

## Attendance in 2019

Attendance by each Board member at meetings when minutes were kept is presented below:

Name	Attendance at Board meetings	Remuneration Committee	Audit Committee
Jan Barchan	18/18	2/7	
Mathias Berg	16/18		
Charlotta Falvin	16/18		4/4
Gunilla Fransson	18/18	7/7	
Crister Fritzson	16/18		4/4
Anders Harrysson	18/18	5/7	

## CORPORATE GOVERNANCE AT NET INSIGHT



## CEO and management

The CEO leads the company according to the terms of the instructions to the CEO, reports to the Board of Directors on financial and operational progress against financial and operational objectives set by the Board of Directors on a monthly and quarterly basis. The CEO attends Board meetings and provides the Board of Directors with the necessary information and decision-support data. The company is organized into functions, with each functional manager also being members of management. Management holds regular meetings with a standing agenda, and weekly reviews, as well as additional meetings when required.

For more information on the CEO and members of management, see pages 25.

## The Board's report on Internal controls

### Purpose of Internal controls

The purpose of Net Insight's work on internal controls is to:

- Ensure satisfactory compliance with applicable laws, rules and ordinances.
- Ensure that financial reporting gives a fair and true view of the company's financial situation and gives accurate decision support data for shareholders, the Board and management.
- Ensure the company's operations are organized and managed so financial and operational objectives are realized and that significant risks are dealt with in a timely and appropriate manner

### Roles and responsibilities

Net Insight's Board is responsible for ensuring that internal controls over financial reporting meet the standards of the Swedish Companies Act and Swedish Code of Corporate Governance. For Net Insight, internal controls over financial reporting are an integral part of corporate governance. These controls contain processes and methods to safeguard the group's assets and accuracy in financial reporting, in order to protect owners' investments in the company.

The Board adopts rules of procedure yearly, which formalizes the work of the Board and processing issues. The Board issues instructions to the CEO, which stipulate the matters for which the CEO may exercise his authority to act on behalf of the company, subject to the Board's authorization or approval. These instructions are reviewed annually. The Board also issues instructions to the CEO regarding financial reporting. According to his instructions, the CEO is responsible for reviewing and ensuring the quality of all financial reporting, as well as ensuring that the Board otherwise receives the reports it needs to be able to continually assess the group's accounting position and risks. The Board of Directors determines important policies, including Finance Policy, Guidelines for Business Ethics and Whistleblower policy.

### Risk identification and monitoring

Net Insight's overarching risk evaluation, meaning identifying and evaluating the risk of not reaching business targets, is carried out as part of the company's strategy process where probabilities and measures are discussed with the Board of Directors. This process is repeated in connection with the budget process. These risks are also

evaluated and managed in the company's line organization on an ongoing basis. In its reporting to the Board of Directors, management regularly presents significant risk areas that have been identified, such as the company's competitive situation, credit risk and technology trends. For an overview of the company's risks and risk management, see pages 29-30 in the Administration Report and in the Sustainability Report on pages 32-34.

### External reporting

The Board monitors and evaluates quality assurance of financial reporting through quarterly reports on the company's business and earnings trends, and by considering the Group's financial situation at each scheduled Board meeting.

On two occasions each year, the company's auditor attends Board meetings to present the outcome of the full year audit and the third-quarter financial review. On these occasions the Auditor also presents any changes to accounting policies that affect the company. Coincident with the presentation of the full-year audit and the third quarter Interim Report, the auditor also states his view, on the adequacy of the organization and competence of the finance function, without management's attendance.

To support the accuracy of external reporting and risk management, the internal reporting and control system builds upon annual financial planning, monthly reports and daily monitoring of key financial ratios. The group's finance department inspects and monitors reporting, as well as compliance with internal and external regulations. Besides laws and ordinances, internal policies and guidelines include finance policies, an approvals list, a financial handbook, credit and accounting policy and documented procedures for the most important tasks of the finance department. These policies and guidelines are updated regularly. Identified risks concerning financial reporting are managed through the company's control activities. For example, the ERP system has automated controls that manage access rights and signatory authority, as well as manual controls such as duality, in regular bookkeeping and closing entries. The business-specific controls are complemented by detailed financial analyses of the company's results and follow-ups against budget and forecasts, which provides overall confirmation of the quality of reporting.

See also the Audit Committee paragraph above.

### Internal audit

Each year, the Board evaluates whether there is a need to create a dedicated internal audit function. The Board judged that there was no such need in 2019. In its reasoning, the Board stated that internal control is primarily exercised through:

- The central accounting function.
- Management's supervisory controls
- Audit Committee

These factors, combined with the company's size and limited complexity, means that the Board considers that such a further function would not be financially justifiable at present.